



Graphite India Limited

# SUSTAINABILITY REPORT

2024-25

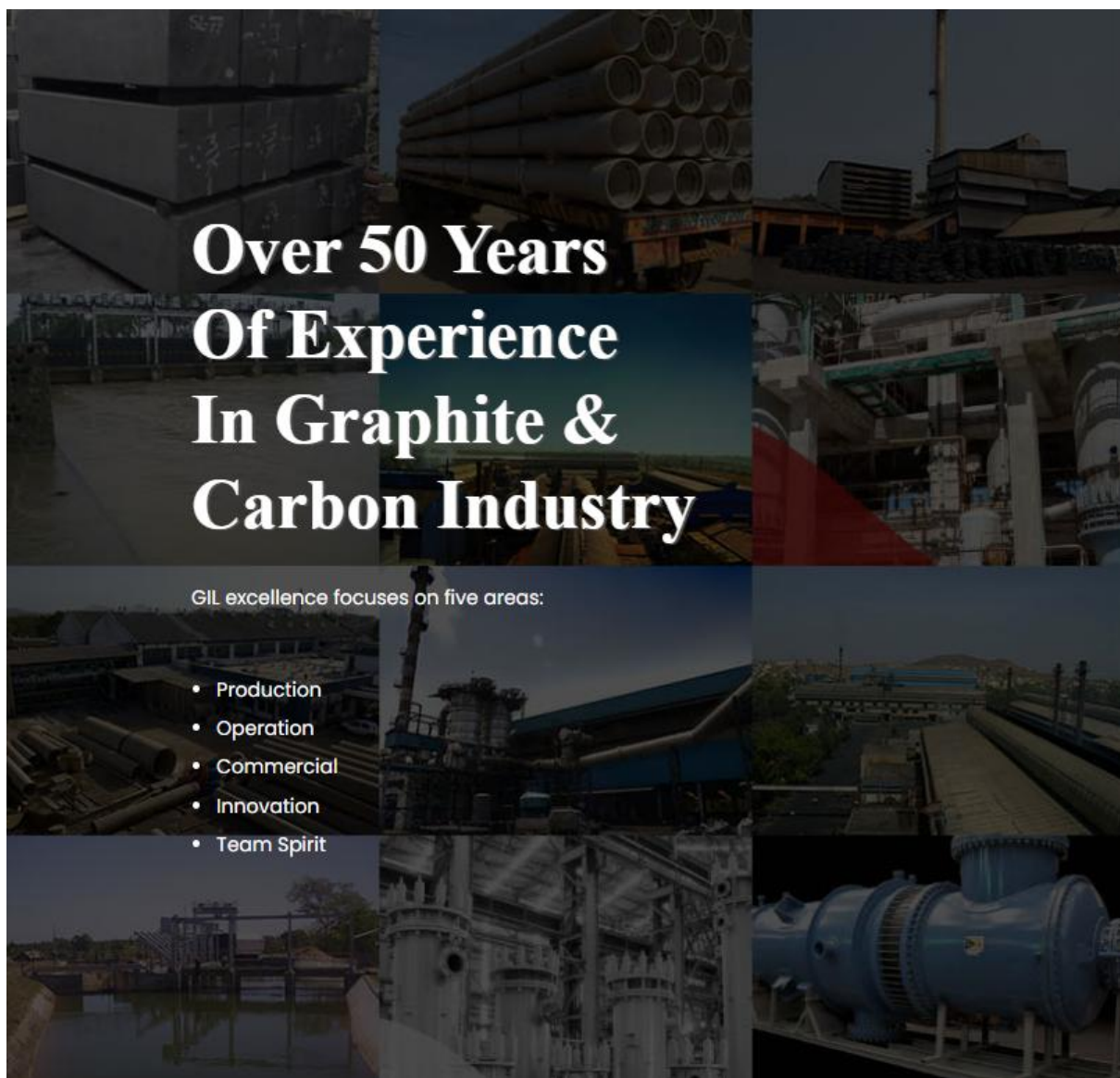


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## About the Report

Graphite India Limited (GIL) is proud to present its fourth Sustainability Report, reaffirming our commitment to transparency, accountability, and continuous improvement in environmental, social, and governance (ESG) performance. This report outlines our key initiatives, progress, and impact across our operations for the reporting period, reflecting how sustainability is integrated into our business strategy, culture, and long-term value creation. Through this disclosure, we aim to engage stakeholders meaningfully and demonstrate our role as a responsible industry leader in the global carbon and graphite sector.

### Reporting standard and principles

To enhance our reporting practice and comply with internationally agreed disclosures, we have prepared this Report with reference to the Global Reporting Initiative (GRI) Standards 2021. This is the first time we are using the GRI standard to highlight our business impact to the stakeholders. We have applied the following aspects to determine relevant topics that define the report content and ensure quality of information:



- GRI guiding principles for defining content: Materiality, Stakeholder Engagement, Sustainability Context and Completeness.
- GRI guiding principles for defining quality: Balance, Clarity, Accuracy, Timeliness, Comparability and Reliability.

In addition to the GRI Standards 2021, we have aligned our reporting with Sustainability Accounting Standards Board (SASB)'s materiality matrix which helps identify the topics and indicators for different industries. A detailed disclosure on the materiality assessment process and the frameworks/standards referenced is available in the "Materiality Assessment Report" on our website.



### Reporting boundary

The report covers our operations in India across the seven production units and our offices, unless specified otherwise. The units are highlighted below.

Entity Type	Country of Operation	Operating State	Location
Plant	India	West Bengal	Durgapur
Plant	India	Bihar	Coke Division, Barauni
Plant	India	Karnataka	Chunchanakatte Hydel Power Plant, Mysore
Plant	India	Maharashtra	GE Division, Satpur, Nasik
Plant	India	Maharashtra	IGE Division, Ambad, Nasik

Plant	India	Odisha	Powmex Steel Division, Titlagarh
Plant	India	Maharashtra	GRP Division, Nasik
Office	India	West Bengal	Kolkata
Office	India	Maharashtra	Mumbai
Office	India	Delhi	Delhi

### Reporting period

This report presents the Environmental, Social, and Governance (ESG) performance of the company for the financial year FY 2024–25, covering the period from 1st April 2024 to 31st March 2025. In the interest of providing context and enabling stakeholders to assess our progress over time, we have also included comparative performance data from the previous two fiscal years—FY 2022–23 and FY 2023–24—wherever applicable. This multi-year disclosure approach allows stakeholders to evaluate the consistency, direction, and effectiveness of our sustainability efforts, as well as the pace of improvements across our key ESG parameters.

### Point of contact

We are committed to transparent and accountable reporting and strive to publish relevant, accurate, and timely information that meets the needs of our diverse stakeholder groups. Our ESG disclosures are aligned with applicable regulatory requirements and global best practices to ensure clarity, comparability, and stakeholder confidence.

We believe that sustainability is a shared journey and welcome feedback, comments, and suggestions on this report. Your inputs are valuable to us as we continue to strengthen our reporting processes and performance. For any queries or inputs related to this report, please contact us at: [corp\\_accts@graphiteindia.com](mailto:corp_accts@graphiteindia.com)

### Assurance

To enhance the credibility and reliability of the information disclosed, we have undertaken an appropriate level of external assurance for key environmental and social data presented in this report. The assurance has been conducted by an independent third-party agency in accordance with established assurance standards. The assurance statement, outlining the scope, methodology, and conclusions, is attached in the Annexure of this report.

This process reflects our commitment to transparency, continual improvement, and stakeholder trust in our Sustainability reporting.

## Message from the Chairman

**Dear Stakeholders,**

It is with great pride that I share the continued progress we have made in our ESG (Environmental, Social, and Governance) journey through the disclosures published for FY 2024–25.

Over the past years, we have deepened our integration of ESG principles into the fabric of our business. We now operate with a clear understanding that ESG is not a parallel track, but a core driver of value creation, resilience, and responsible growth. Our strategic direction is shaped not only by regulatory expectations but by our own ambition to lead by example in our industry.

This year, we have taken significant strides by expanding the scope of our environmental disclosures and performance metrics. Our Life Cycle Assessment (LCA) results reaffirm our global leadership in sustainable synthetic graphite electrode manufacturing. This outcome is a testament to years of consistent investment in cleaner production, energy efficiency, and resource optimization. We continue to advance our green energy transition- our energy mix is now being complemented with procurement of renewable electricity.

Our social and governance efforts are progressing in parallel. We have adopted and implemented policies on Business Ethics, Human Rights, Equal Employment Opportunity, and Diversity, Equity & Inclusion across the organization. These are supported with structured training programs to ensure meaningful adoption across our operations and ecosystem.

We are also influencing our value chain by engaging our suppliers with the principles of the National Guidelines on Responsible Business Conduct (NGRBC), thereby strengthening our collective sustainability performance.

As we grow in ESG maturity, we remain committed to transparency and stakeholder engagement. I invite you to review our ESG Report and BRSR disclosures for FY 2024–25, and to share your views with us. Your insights are valuable as we refine our approach and take bolder steps toward our sustainability goals.

**Yours sincerely,**

**K. K. Bangur**



## Message from the Executive Director

**Dear Stakeholders,**

I am pleased to present to you our fourth Sustainability Report.

This past year has been one of deepened commitment and measurable progress on our ESG journey. We continue to embed sustainability into the heart of our operations, driven by the understanding that long-term business resilience goes hand-in-hand with responsible environmental and social practices and strong governance.

Building on the foundation we laid in previous years, we have achieved tangible outcomes. Our energy consumption has been reduced by 29.1%, and GHG emissions (Scope 1 and 2) have come down by 23.2% compared to the previous year. Our water conservation efforts have resulted in a 23% reduction in usage.

Our commitment to a greener future has been supported by investments in renewable energy—wind, solar, and hydro—enabling us to steadily transition towards green energy and greater energy self-reliance.

On the social front, our focus on diversity and inclusion is beginning to bear fruit, with a 21% year-on-year increase in female representation in our workforce. Our adoption of globally recognized standards such as ISO 14001, ISO 45001, and ISO 50001 across all manufacturing plants reflects our commitment to environmental management, occupational health and safety, and energy efficiency.

We have also initiated a structured Social Impact Assessment process under the SA 8000 framework, further strengthening our approach to human rights and labour practices across our value chain. Our policies on ethics, human rights, equal opportunity, and inclusion continue to guide us as we strive to be a responsible employer and business partner.

I remain personally committed to ensuring that ESG remains central to our business strategy and corporate ethos. We welcome your feedback on this report and your continued engagement with our journey. Please do write to us at [corp\\_accts@graphiteindia.com](mailto:corp_accts@graphiteindia.com) with your suggestions—we value your insights deeply.

**Yours sincerely,**

**A. Dixit**



# Sustainability Snapshot

## A Better Tomorrow

The fight against climate change will require more, better, and cleaner steel and castings. Wind and solar energy production capacity, both considerably more steel intensive than fossil fuel power stations, are set to grow exponentially. Wind turbines, electric cars, lighter vehicles, energy-efficient buildings... all require higher performance materials and castings. The steelmaking process itself will decarbonize thanks to the continuous improvement in the performance of existing assets, the shift from blast furnace to electric arc furnace, and technology breakthrough.

Our main product is graphite electrode, which is an essential requirement for electric arc furnaces (EAF) primarily into steel production from scrap, reduces the process CO<sub>2</sub>-emissions of the sector. The graphite industry and its raw materials are an integral part of any economy and society. Standing at the beginning of most value chains, the sector is a critical supplier of essential materials and products and therefore generates added value and growth through employment, economic growth, development, innovation and generating trade. As the world shifts to a low-CO<sub>2</sub> future, we explore our future contribution to reducing CO<sub>2</sub> emissions primarily in metal sectors in particular by supporting the circular economy and saving resources and by providing products for the energy transition. The global population is forecast to reach 9 billion by 2030, including 3 billion new middle-class consumers. This places unprecedented pressure on natural resources to meet future consumer demands. To meet the challenges caused by an increased, continuous demand for sustainably sourced raw materials, a shift towards more resource efficient production, increased recovery and reprocessing along the circular economy and sustainable development objectives is becoming more crucial than ever

Recycling steel is carried out in Electric Arc furnaces (EAF) which are using graphite electrodes to obtain the temperatures to melt the steel scrap and to ensure the steel qualities of the recycled steel. Graphite electrodes are an integral part of the latest steel recycling technology and given the increased use of steel in infrastructure around the world, graphite electrodes will continue to be required to save resources for the future. Compared to Basic Oxygen Furnace (BOF) steelmaking, graphite electrodes used in EAFs contribute to huge saving of carbon emissions around the world. Further, our principal raw material is a waste from petroleum sector and our product is a great example of circular economy. While it is true that production of graphite electrode requires lot of energy, the product saves much more energy while in use by supporting recycling of scraps.

Decarbonization of the steel and casting industries is at the core of our strategy. ***At Graphite India, we believe that we can build on our successes and so create even more value for our customers, our shareholders and our employees by embedding sustainability in all aspects of our business and strategy.***

Our long-term success is tightly bound to our sustainability initiative, with its primary focus on helping our customers improve their operational performance to enable them to deliver on their own sustainability agenda. At the same time we seek to benefit the communities in which we operate and develop our people to build diverse, engaged and high-performing teams to promote our work.

## Our FY 2024-25 ESG performance highlights

Following are some of the key operational improvements that we achieved in this fiscal year, which are attributed to our sustainability efforts.

<b>Energy Consumption</b>	Reduction in Energy consumption by 29.16% with respect to that of previous year FY 2023-24
<b>Greenhouse Gas (GHG) Emissions</b>	Reduction in GHG emissions (Scope 1 and 2) by 23.2% with respect to that of previous year FY 2023-24. Reduction in GHG emissions (Scope 3) by 3.7% with respect to that of previous year FY 2023-24
<b>Water Consumption</b>	Reduction in water consumption by 23% with respect to that of previous year FY 2023-24
<b>Zero Liquid Discharge (ZLD)</b>	Installed Zero Liquid Discharge (ZLD) systems in all our plants. As a result of this we are not discharging any water outside the plants
<b>Biodiversity</b>	Our Mangrove plantation initiative in Sunderban has been successful with more than 85% survival rate of the saplings planted. The saplings were planted in July-August 2024 and they are continuously nurtured and monitored by an expert team since then. This success has enthused us to invest further in this biodiversity project and we plan to do so in the year FY 2025-26
<b>Diversity</b>	Diversity goals have triggered female workforce increase of 21% over previous year
<b>ISO Certifications</b>	Obtained Environmental Management System certification ISO 14001, Occupational Health & Safety Management System certification ISO 45001 and Energy Management System certification ISO 50001 for all our manufacturing plants
<b>Social Impact Assessment</b>	Initiated social accountability process as per SA 8000.

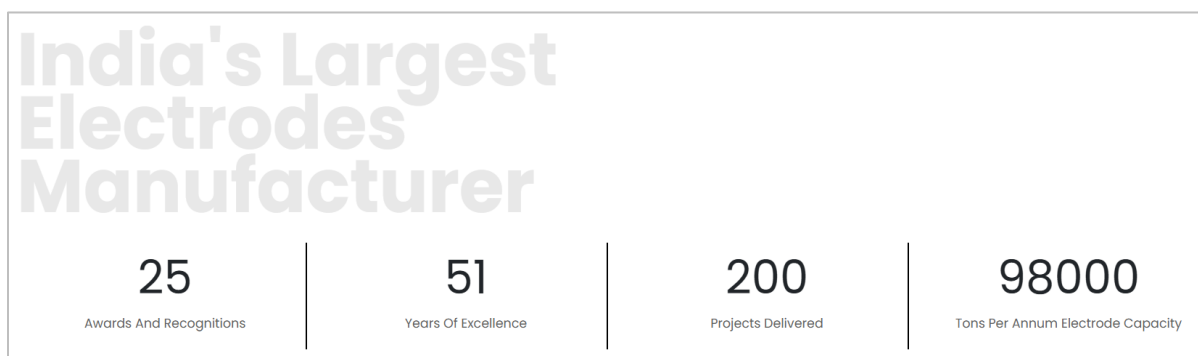
# About Graphite India Ltd

## Company overview

### Business overview

GIL is the pioneer in Carbon and Graphite products in India. It came into existence way back in 1960s. Starting with Graphite Electrodes, the core product of the company, it has entered into the coveted field of Speciality application of carbon and graphite. By further leveraging our core competence and economies of scale we intend to advance our production capacity cost efficiently.

The corporate philosophy of the company lays emphasis on consistent quality of products and services across all its divisions which have culminated to an enviable track record in the industry arena. Today, GIL has a strong international presence and is among the top few electrode manufacturing companies with respect to capacity, customer bondage and an impeccable quality & service. The company is ISO 9001 accredited and adopts eco-friendly processes.



### Our Vision

To be a preferred supplier, delivering customized graphite products for application in ferrous, non-ferrous and process industries, forging partnerships, researching customer needs and concerns, thereby generating enhanced shareholder value.

### Ownership and market presence

Graphite India Limited (GIL) is the legal name of the organization, registered as a public limited company under Indian law. The company features a diversified ownership structure, with promoters holding a majority stake, complemented by institutional investors, mutual funds, foreign portfolio investors, and individual shareholders, ensuring balanced corporate governance. The detailed ownership structure is available on our [website](#).

Headquartered at 31, Chowringhee Road, Kolkata, West Bengal, India, GIL operates multiple plants/facilities across India, including locations in Durgapur (West Bengal), Barauni (Bihar), Titlagarh (Orissa), Chunchunkatte (Karnataka), and 3 plants in Nasik (Maharashtra). Internationally, the company has a presence through subsidiaries such as Graphite Cova GmbH (Germany) and Graphite International BV (Netherlands).

GIL caters to a wide range of customers, engaged in manufacturing steel, cutting tool industry, chemicals, fertilizers, polymers, drug intermediaries, metal pressing, effluent treatment, irrigation etc. The company engages in global trade with partners across the United Kingdom, Germany, Austria, China, and Japan, and exports products to regions including the Middle East, Europe, the US, and Southeast Asia. The exports account for over 33% of the total turnover of the entity.

Locations	Number
National (No. of States)	22
International (No. of Countries)	27

## Products

GIL operates through three segments: Graphite and Carbon, Steel and Others. Its products include graphite electrodes, impervious graphite equipment, specialty products, carbon products, glass reinforced plastic pipes and high speed and alloy tool steel. Today, GIL has a manufacturing capacity of over 120,000 tonnes of various products per annum from the India operations. It also continues to benefit from economies of scale and its competitive cost structure on a global scale. Particularly its Durgapur facility, are among the low-cost graphite electrode manufacturing lines, globally.

The following table highlights the breakdown of the turnover according to the product sold.

S. No.	Product	% of total Turnover contributed
1	Graphite Electrodes, Miscellaneous Graphite Products, Impervious Graphite Equipment and Spares	82.12
2	Calcined Petroleum Coke	5.73
3	High Speed Steel	9.21

## Value Chain

Graphite India Limited (GIL) operates primarily in the carbon and graphite sector, specializing in the manufacture of graphite electrodes, carbon and graphite specialty products, impervious graphite equipment, glass reinforced plastic (GRP) pipes, high-speed steel, calcined petroleum coke, and renewable energy solutions such as solar, wind, and hydropower generation.

The company's value chain encompasses a wide range of activities: it sources raw materials from a global network of 38 suppliers across 11 countries, including significant procurement from the United Kingdom and Japan, ensuring a resilient and diversified supply chain. Its core manufacturing activities are conducted across seven plants in India and a wholly owned subsidiary in Germany, producing products that serve key markets such as steel manufacturing, cutting tools, chemicals, fertilizers, polymers, pharmaceuticals, metal pressing, effluent treatment, and irrigation. Downstream, Graphite India delivers its products to over 50 countries, with customers in industries including automotive, aerospace, chemical, pharmaceutical, metallurgical, and machine tools, as well as emerging sectors like battery chemicals and energy storage systems.

Other relevant business relationships include strategic investments, such as a 31% stake in GODI India, a company focused on advanced battery and supercapacitor technologies, and a majority stake in General Graphene Corporation (USA), which is pioneering large-scale graphene sheet production. These partnerships and investments reinforce Graphite India’s commitment to technological innovation, sustainability, and diversification across its global value chain.

## Holding, Subsidiary and Associate Companies

Below we present the details of our holding, subsidiary, and associate companies. A clear understanding of our corporate structure helps stakeholders assess the breadth of our operations, the reach of our sustainability initiatives, and the interconnectedness of our business relationships. This transparency not only reinforces our commitment to responsible and ethical business practices but also ensures that our sustainability performance is viewed in the context of our entire organizational ecosystem, supporting informed decision-making and stakeholder engagement

S. No.	Name	Type	% of shares held
1	Emerald Company Private Limited	Holding	61.33
2	Carbon Finance Limited, India	Subsidiary	100
3	Graphite International BV(GIBV)	Subsidiary	100
4	Graphite Cova GmbH	Subsidiary of GIBV	100
5	Bavaria Electrodes GmbH	Subsidiary of GIBV	100
6	Bavaria Carbon Specialties GmbH	Subsidiary of GIBV	100
7	Bavaria Carbon Holdings GmbH	Subsidiary of GIBV	100
8	General Graphene Corporation	Subsidiary of GIBV	60.25
9	Godi India Private Limited	Associate of GIL	31

## Membership Associations

At GIL, strategic industry partnerships play a pivotal role in driving innovation, enhancing operational efficiency, and advancing sustainability goals. By collaborating with global technology leaders, research institutions, suppliers, and industry forums, GIL strengthens its value chain and accelerates the adoption of best practices across its operations.

S. No.	Name of trade and industry chamber/ association	Reach of association (state/national)
1	CAPEXIL	National
2	EEPC India	National
3	Indian Chamber of Commerce	National
4	FICCI	National
5	Indo German Chamber of Commerce	National
6	Indian Carbon Society	National
7	Bombay Chamber of Commerce	State
8	FIEO	National
9	Delhi Chamber of Commerce	State

## Our ESG priorities

Environmental, Social, Governance (ESG) performance of a business is its corner stone in creating long term value. We see ESG as a framework to demonstrate our sustainable and responsible business practices that goes beyond just generating profits for our shareholders to represent impacts, risks, and opportunities that affect the Company's ability to create value. At GIL, we see ESG as a strategic focus area for key business decisions as we grow our business.

## Overview of ESG objectives

Our Environmental, Social, and Governance (ESG) objectives are deeply embedded in our corporate philosophy and long-term growth strategy. We recognize that responsible business practices are essential not only for risk management and regulatory compliance but also for enhancing stakeholder value and contributing to a more sustainable future.

Our ESG objectives are structured around the following key pillars:

- **Environmental Stewardship:** Safe and sustainable environmental practices are integral to operations at Graphite. Its multi-stage operational process consumes a large amount of energy, generates enormous heat, various gases and dust particles. We are committed to minimizing our environmental footprint by optimizing resource use, improving energy efficiency, reducing greenhouse gas emissions, and adopting cleaner technologies across all manufacturing locations. We strive to continually enhance our environmental performance through innovation, operational efficiency, and alignment with global climate and sustainability goals. Additionally, we are assessing the risks and opportunities arising out of climate-related physical and transition risks and taking actions to enhance business resilience.
- **Social Responsibility:** Our employees and workers are at the core of our business—promoting their rights and wellbeing is a duty that GIL gladly conducts. We also engage with our suppliers and customers to jointly perform better on sustainability. We aim to create a positive impact on our workforce, communities, and broader society. Our focus areas include ensuring employee health and safety, promoting diversity and inclusion, fostering a culture of learning and development, and supporting community development programs that contribute to local well-being and resilience.
- **Responsible Governance:** Upholding the highest standards of corporate governance, ethics, and transparency remains a core priority. We maintain a robust governance framework that supports fair decision-making, regulatory compliance, and stakeholder engagement, while also integrating ESG considerations into risk management and strategic planning.
- **Economic Performance:** Driving long-term economic value is central to GIL's sustainability vision. We strive to deliver consistent financial performance while creating shared value for all stakeholders, including shareholders, employees, customers, suppliers, and communities. Our focus on responsible investments, cost-effective production, and resilient supply chains ensures that value creation goes hand-in-hand with environmental and social responsibility.

These objectives guide our efforts to strengthen sustainable business practices, mitigate long-term risks, and build enduring stakeholder trust. As we move forward, GIL remains committed to regularly evaluating and refining our ESG approach in line with evolving global standards and stakeholder expectations.

## Materiality Assessment

The report content is defined on the principle of “materiality” where we seek to prioritize and report on issues that have a substantial impact on our value creation in relation to the economy, environment, and society. Our material topics identification process is in accordance with the GRI Standards 2021.

### Process to determine material topics

In accordance with the GRI 3: Materiality approach, we have identified the topics that have or can have a potential impact on GIL’s operations. The significance of each preliminary identified topics was assessed through stakeholder engagement process. Lastly, the material topics were prioritized through consultations with experts, GIL’s internal and external stakeholders and through benchmarking with leading industry practices. Some peers, at national and international levels, were also studied to ensure the material topics identified were relevant.

The topics are identified such that they are aligned to GIL’s ESG objectives, organization goals, type of business and our business relationships with different stakeholders. After the identification of the organization context, GIL undertook engagement activities with its relevant stakeholders to understand the impact on the economy, environment, and people, across the organization’s activities and business relationships. The stakeholder engagement framework is laid out in the following section of the report.

The assessment of the impact was from two perspectives – one was the positive/negative impact on GIL’s operations of the external environment and society (inward materiality), and the second was the impact caused on the environment and society due to GIL’s activities (outward materiality). In this regard, the topics or issues that were discussed in stakeholder meetings were individually assessed in terms of their linkage to the impact – where the issue causes/contributes to/is directly linked to the actual or potential impact. Finally, the material topics were prioritized according to their impact using a materiality matrix, as described below.

### List of material topics

The outcome of this exercise is a clearly defined set of material topics that guide our strategy, reporting, and action plans. These topics are mapped in the Materiality Matrix presented in the following section, categorizing them by their level of importance to stakeholders and their impact on our business – Low materiality, Medium Materiality, High Materiality.

- **High Materiality:** Topics that have a significant impact on Graphite India’s economic, environmental, or social performance and are of great concern to key stakeholders. These are critical to business strategy, risk management, and long-term value creation. These topics are prioritized in sustainability reporting, target setting, and resource allocation.

- **Medium Materiality:** Topics that have a moderate impact on the business and are important to several stakeholders. These may not pose immediate strategic risks but are relevant to operational performance, regulatory compliance, or reputation, and are tracked and reported accordingly.
- **Low Materiality:** Topics with limited impact or influence on business decisions or stakeholder expectations at present. These are monitored for any change in relevance and reported as appropriate but are not core to sustainability strategy.

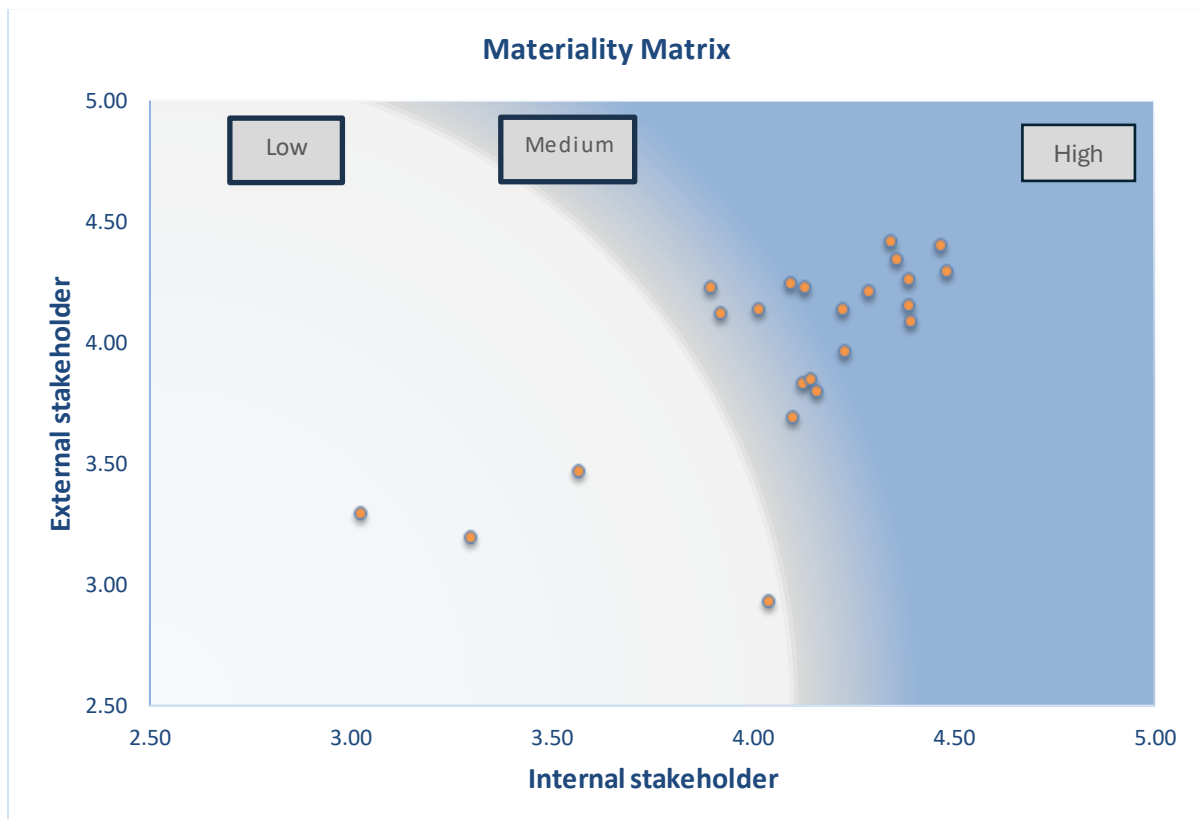
The table below lists the material topics identified for this reporting cycle. Each topic is aligned with relevant GRI disclosures to ensure consistency and transparency in our reporting.

Materiality	Topic	Description
High Materiality	<i>GHG Emission</i>	Management and reduction of greenhouse gas emissions across operations, aligned with climate goals and regulatory expectations.
	<i>Circular Economy</i>	Strategies to minimize waste, enhance recycling, and optimize resource use through product lifecycle thinking and closed-loop systems.
	<i>Water Security</i>	Sustainable water management practices including conservation, efficient usage, and treatment to ensure availability and quality.
	<i>Energy Management</i>	Efficient energy use, adoption of renewable sources, and continuous monitoring to reduce energy intensity and emissions.
	<i>Employee Health &amp; Safety</i>	Ensuring a safe and healthy work environment through strong safety culture, protocols, and preventive health measures.
	<i>Employee Satisfaction &amp; Retention</i>	Fostering a positive work culture that promotes employee engagement, career growth, and long-term retention.
	<i>Human Rights Training</i>	Training programs to build awareness and prevent human rights violations across operations and the value chain.
	<i>Workforce Management</i>	Effective planning, development, and deployment of workforce to support business performance and employee well-being.
	<i>Corporate Governance</i>	Adherence to ethical governance practices, board oversight, and transparency to build stakeholder trust.
	<i>Climate Risk Management</i>	Identification, assessment, and mitigation of climate-related risks impacting operations, supply chains, and communities.
	<i>Business Ethics &amp; Integrity</i>	Promoting ethical conduct, anti-corruption policies, and transparent decision-making throughout the organization.
Medium Materiality	<i>Regulatory Compliance</i>	Ensuring compliance with all applicable legal, environmental, labour, and financial regulations across jurisdictions.
	<i>Biodiversity</i>	Minimizing impact on ecosystems and natural habitats through responsible land use and conservation practices.
	<i>Product Stewardship</i>	Responsibility for the environmental and social impacts of products across their lifecycle—from design to disposal.
	<i>Community Engagement</i>	Building strong, mutually beneficial relationships with local communities through dialogue and development programs.
	<i>Talent Attraction &amp; Retention</i>	Attracting skilled professionals and building an inclusive, rewarding environment to retain top talent.
	<i>Diversity &amp; Inclusion</i>	Promoting equal opportunities and fostering a workplace culture that embraces diversity across all levels.

	<i>Stakeholder Engagement</i>	Proactive, transparent, and ongoing engagement with key stakeholders to inform strategy and build trust.
	<i>Innovation Management</i>	Encouraging innovation in processes, products, and business models to drive sustainability and competitiveness.
Low Materiality	<i>Data Analytics &amp; Digital Transformation</i>	Leveraging digital tools and data-driven insights to enhance operational efficiency and sustainability outcomes.
	<i>Data Privacy &amp; Security</i>	Protecting stakeholder data through robust cybersecurity measures and responsible data management practices.
	<i>Air Emission</i>	Monitoring and reducing non-GHG air pollutants (e.g., SOx, NOx, particulates) from industrial activities.
	<i>Corporate Social Responsibility</i>	Undertaking socially responsible initiatives to support education, health, and inclusive development in host communities.

### Materiality Matrix

The Materiality Matrix visually represents the sustainability topics that are most significant to Graphite India and its stakeholders. The axes represent the average of the stakeholder responses on a scale of 1 to 5. This matrix serves as a strategic tool to help prioritize ESG topics for reporting, decision-making, and performance improvement. Topics appearing in the blue region are considered highly material and form the core focus of our sustainability strategy and disclosures. Medium and low materiality topics are monitored regularly and addressed based on evolving stakeholder expectations and business context.



## Our ESG goals and targets for the high material topics

The materiality assessment resulted in the identification of 12 high material topics across the Environmental (E), Social (S), and Governance (G) dimensions of sustainability. Of these, 4 topics relate to environmental priorities—including GHG emissions, water security, circular economy, energy management. 4 topics fall under the social category, covering areas such as employee health and safety, workforce management, human rights, talent retention, and the remaining 4 topics pertain to governance, focusing on corporate governance, ethics and integrity, regulatory compliance, and risk management.

Recognizing the strategic importance of high material topics, GIL has developed specific goals and performance targets for several of these, as described below. These KPIs are monitored regularly and integrated into our operational and ESG performance frameworks to drive continuous improvement and accountability.

Pillar	Topics - High materiality	Goals	Key Performance Indicators (KPIs)	Targets
Environment	GHG Emission	<i>Reduce our emissions aggressively with a clear pathway to near term target achievement.</i>	Gross scope 1 GHG emissions	Reduction of 28.2% by FY 30-31 w.r.t baseline FY 21-22
			Gross Scope 2 GHG emissions	Reduction of 9.3% by FY 30-31 w.r.t baseline FY 21-22
	Circular Economy	<i>Increase resource efficiency by enhancing reuse, recycling, and recovery across operations, and minimize waste sent to landfill.</i>	Total weight of waste generated	Reduce waste generation by 2% each year till FY29-30 from FY24-25 baseline
	Water Security	<i>Implement water stewardship practices to reduce freshwater consumption and maintain zero liquid discharge at all facilities.</i>	Total water withdrawal from all areas (surface water, ground water)	78% reduction by FY 29-30 w.r.t baseline FY 18-19
			Total water consumption from all areas	78% reduction by FY 29-30 w.r.t baseline FY 18-19
	Energy Management	<i>Improve energy efficiency and increase the share of renewable energy to meet at least 50% of consumed electricity from renewables.</i>	Total electricity consumption within the organization from non-renewable sources	Reduce non-renewable consumption by 2% each year till FY29-30.
			Total electricity consumption within the organization from renewable sources	Increase renewable consumption each year by 2% till FY29-30.

Social	Employee Health & Safety	Achieve zero fatal incidents, reduce work related injuries, and ensure 100% workforce coverage under safety training programs.	The number of fatalities as a result of work-related injury	Zero fatalities from work-related injury each year
			The number of high-consequence work-related injuries (excluding fatalities)	Zero injuries each year
			The number of recordable work-related injuries	Zero injuries each year
	Human Rights Training	Ensure 100% of employees and critical suppliers are trained on human rights and labor standards, in line with the UN Guiding Principles.	No of employees covered for training per year on human rights	100% employees receive training on human rights
Governance	Corporate Governance	Strengthen board oversight on ESG aspects and empower local businesses.	Percentage of procurement spent behind local suppliers	Increase procurement from local suppliers by at least 1% each year
	Business Ethics & Integrity	Maintain zero tolerance for corruption with 100% employee training on ethics and anti-bribery policies and annual compliance certifications.	No. of cases of discrimination	Zero cases of discrimination
			No. of suppliers having a social-related sustainability risk	Zero suppliers with social related sustainability risk
Regulatory Compliance	Maintain 100% compliance with all applicable environmental and social regulations through internal audits and corrective action tracking.	No. of incidents of non-compliance with regulations	Zero cases of non-compliance	

## Stakeholder engagement

Crucial aspects of GIL's sustainability strategy are the ESG drivers and global sustainability reporting frameworks & ratings. Across international frameworks and associations, an increasingly dominating aspect of sustainable business practice is transparency. In line with this, GIL follows a comprehensive stakeholder engagement process to develop an inclusive and balanced sustainability report.

## Employees & Workers

Employees and workers are at the core of GIL's operations and long-term success. Across our multiple manufacturing locations and corporate offices, our workforce comprises a diverse mix of permanent employees, contract workers, technical specialists, engineers, support staff, and administrative professionals. Together, they drive our commitment to operational excellence, product quality, innovation, and responsible business practices.

We recognize that our people are not just contributors to productivity but key stakeholders in our sustainability journey. Their deep domain expertise, work ethic, and resilience have enabled us to maintain our competitive edge in both domestic and global markets. From shop-floor operators ensuring high-quality production standards to teams managing logistics, compliance, and customer relations, every individual plays a vital role in building the company's reputation and performance.

We are committed to fostering a respectful, safe, and engaging work environment where employees and workers feel valued and supported. Through ongoing dialogue, skill-building opportunities, and adherence to fair labor practices, we aim to create a workplace culture that aligns with our values of integrity, responsibility, and continuous improvement.

The following table highlights our employees and workers - permanent and temporary. All our employees and workers are full time and no non-guaranteed hours employees. The workers represent out contractual workforce for our operating facilities.

<b>Permanent Employee - as on 31st March of year</b>			
Gender	FY 2024-25	FY 2023-24	FY 2022-23
	Number	Number	Number
Male	766	775	779
Female	29	22	19
Total	795	797	798
<b>Temporary Employee - as on 31st March of year</b>			
Gender	FY 2024-25	FY 2023-24	FY 2022-23
	Number	Number	Number
Male	39	40	52
Female	0	2	0
Total	39	42	52

<b>Workers - as on 31st March of year</b>			
Type	FY 2024-25	FY 2023-24	FY 2022-23
	Number	Number	Number

Permanent			
Male	879	901	919
Female	4	5	3
Total	883	906	922
Temporary			
Male	1541	1353	823
Female	7	4	1
Total	1548	1357	824

## Stakeholder Engagement Framework

Stakeholder relationship is one of the key drivers for long-term business sustainability. To effectively engage with our key stakeholders, we have developed a collaborative approach that sees these relationships as reciprocal, evolving, and mutually defined in nature. We value their feedback as this helps us recognize important developments in society and markets and align our business strategy accordingly for long-term value creation. Building strong relationships with our stakeholders is integrated into our corporate strategy.

We continue to engage with relevant stakeholders through various modes and platforms throughout the year. While some of these interactions are periodic in nature, some discussions are ad-hoc considering the type of stakeholders we are interacting with. The overall objective is to ensure a meaningful and effective communication with our stakeholders, meet their demands and sustain a long lasting and effective engagement and partnerships - one that is in line with our sustainability strategy.

STAKEHOLDER GROUP	MODE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	KEY TOPICS OF CONCERN
<b>CUSTOMERS</b>	<ul style="list-style-type: none"> <li>• Regular meetings</li> <li>• Satisfaction surveys</li> <li>• Trade fairs</li> <li>• Events</li> <li>• Social media</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• Product/Service quality</li> <li>• Compliance with local and international standards and regulations</li> <li>• Customer satisfaction</li> <li>• Innovative services</li> <li>• Responsible products</li> <li>• Financial accessibility</li> <li>• Digital transformation</li> </ul>
<b>EMPLOYEES</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Employee trainings</li> <li>• Seminars/webinars</li> <li>• Satisfaction surveys</li> <li>• Performance evaluation</li> <li>• Emails</li> <li>• Phone calls</li> <li>• Events</li> </ul>	Annually/ Monthly/ Quarterly	<ul style="list-style-type: none"> <li>• Remuneration</li> <li>• Career growth</li> <li>• Occupational health and safety</li> <li>• Work-life balance</li> <li>• Company policies and procedures</li> <li>• Equal Opportunity</li> <li>• Training and Development</li> </ul>
<b>SUPPLIERS</b>	<ul style="list-style-type: none"> <li>• In-person/virtual meeting</li> <li>• Supplier assessment</li> <li>• Contracts</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• Quality of product/service,</li> <li>• Price and profitability</li> <li>• Availability of materials</li> <li>• Sustainability initiatives</li> </ul>

<b>CERTIFICATION BODIES</b>	<ul style="list-style-type: none"> <li>• Factory audits</li> <li>• External trainings</li> <li>• Meetings</li> </ul>	Semi-annually/ Annually	<ul style="list-style-type: none"> <li>• Compliance with certification standards</li> <li>• Knowledge sharing</li> </ul>
<b>REGULATORY BODIES</b>	<ul style="list-style-type: none"> <li>• Official notifications</li> <li>• Press releases</li> <li>• Meeting with governmental body as per requirement</li> <li>• Annual Reporting</li> </ul>	As and when required	<ul style="list-style-type: none"> <li>• Compliance with relevant regulations</li> <li>• Accountability in disclosures</li> </ul>
<b>INVESTORS/ SHAREHOLDERS</b>	<ul style="list-style-type: none"> <li>• Annual General meeting</li> <li>• Interim financial statements</li> <li>• Directors' report</li> <li>• Board meetings</li> <li>• Corporate disclosures</li> <li>• Press releases</li> <li>• ESG report</li> </ul>	Quarterly/ semi-annually/ Annually	<ul style="list-style-type: none"> <li>• Profit and growth</li> <li>• Corporate governance</li> <li>• Sustainability aspects</li> <li>• Compliance with regulations</li> <li>• Policies and procedures</li> <li>• Ethical conduct</li> </ul>
<b>LOCAL COMMUNITIES</b>	<ul style="list-style-type: none"> <li>• CSR projects</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• Feedback on CSR interventions</li> <li>• Youth empowerment</li> <li>• Sponsorships</li> <li>• Donations</li> </ul>

## Collective Bargaining Agreements

GIL respects and upholds the rights of employees and workers to freely associate and engage in collective bargaining, in accordance with applicable labour laws and international standards. We recognize that constructive dialogue between management and worker representatives is essential to fostering a fair, transparent, and collaborative workplace.

Collective bargaining agreements (CBAs) are in place at several of our manufacturing facilities, covering key aspects of employment such as wages, working conditions, health and safety, grievance redressal mechanisms, and other workplace rights. These agreements are the result of ongoing engagement with recognized trade unions and worker representatives, and they reflect our commitment to maintaining industrial harmony and mutual trust.

In our labour-intensive operations, especially within graphite electrode and carbon product manufacturing, the role of skilled and semi-skilled workers is critical. We view CBAs not just as compliance instruments, but as valuable tools to ensure that the voices of our workforce are heard and respected. The agreements help establish clear expectations for both parties and provide a structured platform to resolve workplace matters amicably.

In the reporting period, 100% of GIL's total employees are covered by collective bargaining agreements that ensures their working conditions and terms of employment are determined through such agreements. We maintain an open-door policy for worker engagement and prioritize proactive communication to avoid disruptions, support workforce stability, and enable long-term productivity.

## Responsible Governance

At Graphite India Limited (GIL), responsible governance forms the backbone of our business strategy and sustainability journey. We recognize that strong corporate governance is essential for building investor confidence, safeguarding stakeholder interests, and driving long-term value creation. Our governance framework is designed to uphold transparency, accountability, ethical leadership, and effective risk oversight across all levels of the organization.

As a public limited company with a diversified ownership structure, GIL adheres to the highest standards of regulatory compliance, board independence, and stakeholder engagement. Our Board of Directors and senior leadership are committed to integrating ESG considerations into decision-making processes, aligning business performance with environmental stewardship and social responsibility.

In an increasingly complex and regulated global landscape, responsible governance enables us to navigate risks, seize opportunities, and maintain trust with our customers, partners, investors, and communities. It is through this commitment to principled leadership that GIL continues to advance its mission while contributing to inclusive and sustainable industrial growth.

## Governance structure

### Board of Directors

GIL operates under a robust governance framework led by its Board of Directors and supported by various specialized committees. The Board comprises executive and non-executive members who bring independent oversight and strategic direction to the organization. Our current (as of June 2025) Board of Directors consists of nine Directors – including six independent Directors. The Independent directors are initially appointed for a five-year term by the Board of Directors. Thereafter, if performance of the said directors is good, then the said directors are appointed for a second consecutive term of 5 years.

Name	Gender	Type	Independence	Board Tenure (as of 31 March '25)	Competence	Other significant positions held
K. K. Bangur	Male	Non-executive	Non-independent	31 yrs 8 mos	<ul style="list-style-type: none"> <li>Over 39 years of experience in managing the affairs of companies and its business activities</li> <li>Has been a Director of Graphite India since July 1988 and Chairman since July 1993</li> <li>Chairman of Stakeholders Relationship Committee, CSR committee and member of Nomination &amp; Remuneration Committee, Committee for</li> </ul>	Directorship in 7 other Corporate Bodies

					<p>Borrowings and Investment Committee of the Company.</p> <ul style="list-style-type: none"> <li>• Past President of Indian Chamber of Commerce, Kolkata, Executive Committee member of FICCI, New Delhi and the past President of All India Employers Organization, New Delhi</li> </ul>	
Ashutosh Dixit	Male	Executive	Non-independent	5 years	<ul style="list-style-type: none"> <li>• Mechanical Engineer with an MBA and PG Certificate in Metallurgy and has over 25 years of experience in the industry</li> <li>• Joined the Company as President in November 2017 and was appointed as a Whole-time director (designated as 'Executive Director' w.e.f. 1.4.2020).</li> </ul>	Directorship in 2 other Corporate Bodies
A. V. Lodha	Male	Non-executive	Non-independent	6 years	<ul style="list-style-type: none"> <li>• Mr. Lodha is a Chartered Accountant and was Country Managing partner of Lodha and Company, Chartered Accountants, one of India's leading accountancy and consulting firms.</li> </ul>	Directorship in 2 other Corporate Bodies
Gaurav Swarup	Male	Non-executive	Independent	9.5 years	<ul style="list-style-type: none"> <li>• Mr Gaurav Swarup is a qualified engineer and holds an MBA degree from Harvard University. He is an industrialist of repute and is presently Managing Director of Paharpur Cooling Towers Ltd, Kolkata and Chairman of KSB Pumps Ltd, Pune</li> </ul>	Directorship in 20 other Corporate Bodies
Sudha Krishnan	Female	Non-executive	Independent	3.25 years	<ul style="list-style-type: none"> <li>• Mrs Sudha Krishnan has close to four decades of experience in public policy and finance. She has worked in various capacities with the Government of Karnataka, the Office of the Comptroller and Auditor General of India, the Ministry of Finance - Government of India, Joint Secretary and Financial Adviser to the Ministry of Urban Development- Government of India, Secretary to Government of India and Member (Finance) - Space Commission and Atomic</li> </ul>	Directorship in 3 other Corporate Bodies

					Energy Commission from where she retired.	
Sridhar Srinivasan	Male	Non-executive	Independent	1 year 10mos	<ul style="list-style-type: none"> <li>Mr. Sridhar Srinivasan is a Chartered accountant with over 34 years of work experience and specialised knowledge in Banking, Economics, Finance, Risk Management, Business Management. He was with Citi group for over 28 years and was head of Central, Eastern Europe, Middle East, Africa and was Group head of India Corporate Banking. He was Partner and India head of Oliver Wyman, a global management consultancy firm and presently is their Senior Advisor.</li> </ul>	Directorship in 4 other Corporate Bodies
Harsh Pati Singhania	Male	Non-executive	Independent	1 year	<ul style="list-style-type: none"> <li>Mr. Harsh Pati Singhania, is an MBA from the University of Massachusetts, USA and an alumnus of the Harvard Business School, USA. He has rich and wide experience of over 36 years in managing the company affairs ranging from operations, strategy, governance, corporate affairs and business performance and he has been actively involved with various business restructuring activities. He is presently Chairman and Managing Director of JK Papers Ltd.</li> </ul>	Directorship in 9 other Corporate Bodies
Rahul Kumar N Baldota	Male	Non-executive	Independent	1 year	<ul style="list-style-type: none"> <li>Mr. Rahulkumar N Baldota, holds a Bachelor's degree in Production Engineering and has completed Masters in Business Administration from the University of Illinois, Chicago, USA. He has over 30 years experience in managing company affairs and business and is presently the Joint Managing Director of MSPL Limited, one of India's leading mining organization and the flagship company of the Baldota Group. He joined MSPL Limited in 1993.</li> </ul>	Directorship in 13 other Corporate Bodies

Debanjan Mandal	Male	Non-executive	Independent	Appointed 14 <sup>th</sup> May 2025	<ul style="list-style-type: none"> <li>Mr. Debanjan Mandal is a St. Xavier's Alumnus and is the Managing Partner of Fox &amp; Mandal, Eastern-India's Largest law firm. He has over 21 years of post-qualification experience in the field of corporate and commercial laws, real estate, infrastructure, dispute resolution and mergers and acquisitions. He has successfully conducted many high-stake litigations. He is a Member of the Incorporated Law Society, High Court at Calcutta, Supreme Court Bar Association and International Bar Association, U.K. He is also a Member of the Executive Committee of Indian Chamber of Commerce and Chairman of ICC National Expert Committee on Corporate &amp; Legal affairs.</li> </ul>	Directorship in 10 other Corporate Bodies
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## Board Committees

We have seven Board Committees – to assist the Board in discharging its duties. These include:

**1) Audit Committee** - The Audit Committee plays a critical role in ensuring the integrity of financial reporting, compliance with legal and regulatory requirements, and the effectiveness of internal controls and risk management systems. It reviews quarterly and annual financial statements, oversees the work of internal and statutory auditors, and monitors whistleblower complaints.

**2) Nomination and Remuneration Committee** - This committee is responsible for establishing a framework for the nomination, evaluation, and remuneration of Directors and Key Managerial Personnel. It ensures that the company attracts and retains the right talent while aligning remuneration with performance, long-term shareholder value, and compliance with statutory requirements. The terms of reference include matters included in Section 178 (2) to (4) of Companies Act, 2013. The duties of the committee is to ensure integrity of financial statements and internal control, ensuring risk management that comprises ESG-risks.

**3) Stakeholders Relationship Committee** - Stakeholders Relationship Committee is in place to look after the shareholders relations & interests. The main purpose of this committee is to oversee the redressal of investors' complaints, including:

- Transfers/ transmission of shares
- Issue of duplicate share certificates
- Non-receipt of dividend / interest, dematerialization (Demat) of shares and

- All other related matters concerning investors

To support the “Green Initiative” undertaken by the Ministry of Corporate Affairs (MCA), to contribute towards a greener environment, we ensure delivery of notices, documents, annual reports etc. to the shareholders via electronic mode (to those Members whose email addresses are registered with the Company/ Registrars /Depositories).

**4) Corporate Social Responsibility (CSR) Committee** - The Board appointed the CSR Committee for overseeing the execution of the company's CSR policy. The Chairperson along with other board members oversees the execution of the CSR policy including climate action-related projects. The Committee meets periodically to track progress of our CSR activities and budget allocations.

**5) Risk Management Committee** - The committee is responsible for identifying major business risks and monitor and review the risk management plan including policies and process. The climate-related risks and opportunities and their transmission into the financial system is overseen by the committee. They are responsible for meeting periodically and assessing the adequacy of risk management systems in place. The Board is informed periodically about the nature of risks, the content of discussion at meetings, recommendations and actions taken.

**6) Committee for Borrowings** - The Committee for Borrowings oversees critical financial decisions including borrowings, investments, capital expenditure, and treasury operations. It provides timely strategic inputs on financial planning and ensures the availability and efficient use of financial resources.

**7) Investment Committee** - The Investment Committee is responsible for evaluating and overseeing the company’s major capital allocation decisions, including strategic investments, acquisitions, joint ventures, and divestitures. Its primary function is to ensure that investment proposals align with GIL’s long-term business strategy, risk appetite, and value creation goals.

<b>Committee</b>	<b>Directors</b>
Audit Committee	Mr. Gaurav Swarup (Chairman) Mr. A V Lodha Mrs. Sudha Krishnan Mr. Sridhar Srinivasan Mr. Debanjan Mandal (w.e.f. 14.05.2025)
Stakeholders Relationship Committee	Mr. K K Bangur (Chairman) Mr. Rahul Baldota Mr. A Dixits
Nomination & Remuneration Committee	Mr. H P Singhanian (Chairman) Mr. K K Bangur Mrs. Sudha Krishnan
Corporate Social Responsibility Committee	Mr. K K Bangur (Chairman) Mrs. Sudha Krishnan Mr. A Dixit
Committee for Borrowings	Mr. K K Bangur Mr. A V Lodha Mr. A Dixit
Investment Committee	Mr. K K Bangur Mr. A V Lodha Mr. A Dixit
Risk Management Committee	Mr. Sridhar Srinivasan (Chairman) Mr. A Dixit Mr. N S Deshpande (Sr VP- Technical)

## Nomination and selection of the Board members

The nomination and selection of Board members at GIL is carried out by the Nomination and Remuneration Committee through a structured and transparent process that aligns with regulatory requirements and global best practices. Candidates are evaluated based on their skills, experience, diversity attributes, integrity, and the ability to contribute to the company's long-term value creation. Consideration is given to the potential appointee's understanding of sustainable development issues, stakeholder interests, and the company's evolving strategy. The nomination process also factors in shareholder expectations, with material decisions often subject to shareholder approvals in accordance with applicable laws. The Committee ensures

that the Board remains dynamic, inclusive, and well-equipped to navigate ESG risks and opportunities.

The appointment of the Independent Directors is subject to the approval of the shareholders of the company. The appointment of non-independent directors is subject to retirement by rotation as per the provisions of Companies Act 2013. Their appointments are also placed before the members of the Company for their approval (are as per the approval of the shareholders in the Annual General Meeting). The directors are selected to serve based on their independence, integrity, diversity and experience. Other selection criteria include sound judgment in areas relevant to our businesses and willingness to commit sufficient time to the Board.

## Board Chairman

The Chairperson of the Board, Mr. K.K. Bangur, is a Non-Executive and Non-Independent Director. The Board Chairman and the CEO of the company are separate individuals in line with corporate best practices. To uphold strong governance standards and mitigate any potential conflicts of interest, the Board has instituted robust checks and balances. These include the presence of Independent Directors in key committees such as the Audit Committee, Nomination and Remuneration Committee, and CSR Committee. This structure ensures that independent judgment is maintained in the Board's decision-making processes, particularly in matters concerning risk oversight, executive compensation, sustainability strategy, and stakeholder engagement. The company continues to align its governance practices with Securities and Exchange Board of India (SEBI) and corporate governance norms to ensure accountability and objectivity at the highest level.

## Board and management oversight of sustainability issues

Our governance framework adheres to best practices by incorporating Environmental, Social, and Governance (ESG) considerations into our business decisions. This approach ensures that ESG performance monitoring and decision-making are integrated at various organizational levels. The directors provide strategic guidance for our sustainability initiatives.

While the Board provides overarching oversight, the responsibility for managing specific economic, environmental, and social impacts is delegated to the executive leadership of GIL. The company has identified key personnel—including sustainability champions and business function heads—who are responsible for executing the company's ESG strategy and ensuring compliance with policy commitments. These teams are tasked with implementing risk mitigation strategies, stakeholder engagement processes, internal controls, and impact tracking systems. The senior management team reports regularly to the Board, ensuring that ESG considerations are embedded across all levels of decision-making and operational execution.

Further embedding ESG aspects and risk management, a corporate Risk Management program has been established within the company. This program is designed to empower employees and business associates to report any identified risks, escalating these concerns through the organizational hierarchy. The risk management system allows for the assessment, prioritization,

and escalation of risks to the highest governing body. Strategies for managing significant risks, including those related to climate and other environmental issues, are routinely presented to the leadership. The Board reviews and approves ESG priorities, action plans, and risk mitigation strategies. The company's business plan includes guidelines that promote a sustainable business model and foundational strategies for long-term value creation.

GIL's Board is actively involved in the sustainability reporting process, including reviewing and approving disclosures in line with the Global Reporting Initiative (GRI) Standards, BRSR, and other relevant frameworks. The Board ensures that all sustainability reports reflect the company's mission, vision, and values, and accurately communicate progress on ESG goals.

To ensure informed decision-making, members of GIL's Board participate in ongoing training and development programs that enhance their understanding of corporate governance, sustainability, regulatory trends, and stakeholder expectations. The trainings conducted in FY 2024-25 are discussed in later parts of the report.

## Conflict of interest

GIL maintains a formal policy on the identification and management of conflicts of interest applicable to its directors and senior executives. The clauses related to Conflict of Interest are covered in the "Policy on Ethics in Business Operation" available on our corporate website.

Board members are required to disclose any personal or professional interests that may conflict with the company's business or governance responsibilities. These disclosures are recorded in a register and are reviewed periodically. In situations where a potential conflict arises, the concerned individual abstains from decision-making, and appropriate disclosures are made in the interest of transparency and good governance. No material conflicts of interest were reported during the reporting period.

## Communication of critical concerns to the Board

Critical concerns related to economic, environmental, and social risks are communicated to the Board through structured reporting channels. These include incident reports, internal audit findings, whistleblower complaints, and stakeholder grievance mechanisms. Senior management is responsible for escalating significant risks or unresolved issues to the Board or its relevant committees. During the reporting year, the company responded to several key concerns raised by employees, communities, and investors—related to safety standards, resource efficiency, and supply chain risks—and ensured timely resolution through policy or process interventions.

## Board performance evaluation

GIL conducts periodic performance evaluations of its Board of Directors, including individual assessments of members, effectiveness of committees, and the Board's role in overseeing sustainability matters. The evaluation is led by the Nomination and Remuneration Committee and may involve external facilitators when required. Feedback is used to identify areas for

improvement, update governance practices, and enhance Board effectiveness. The results of the evaluation are shared with stakeholders through the Annual Report, where applicable.

## Remuneration and compensation

The remuneration policies of GIL are designed to attract, retain, and motivate talent while ensuring alignment with the company’s strategic objectives, risk appetite, and sustainability goals. The policies include fixed compensation, performance-linked incentives, and long-term benefits such as retirement plans. For senior management and key executives, performance metrics include financial results, operational efficiency, and non-financial indicators such as safety performance, ESG compliance, and stakeholder satisfaction. The Board is exploring further integration of sustainability-linked KPIs into executive remuneration frameworks.

The Nomination and Remuneration Committee is responsible for determining the remuneration of the company’s directors and key executives. This process is informed by benchmarking studies, peer comparisons, and advice from independent remuneration consultants where applicable. The Committee ensures that executive pay is aligned with shareholder expectations and regulatory guidelines. Any remuneration proposals are subject to Board approval and, where required, shareholder voting. No conflicts of interest were reported in the remuneration determination process during the year.

<b>Annual total compensation ratio</b>		
<b>Parameter</b>	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Annual total compensation for the organization’s highest-paid individual (CEO) in INR	2,20,00,000.00	1,98,19,385.36
Median annual total compensation for all employees (excluding the highest-paid individual) in INR	10,45,328.5	9,40,795.65
Ratio	20.48	21.07
Percentage increase in annual total compensation for the organization’s highest-paid individual in each country of significant operations	11%	8%
Percentage increase in median annual total compensation for all employees (excluding the highest-paid individual)	11%	10%
Ratio of the increase	0.99	0.80

## Policy commitments

Clearly articulated policies form the backbone of responsible business conduct and sustainable corporate governance. Policies are not just formalized statements—they are commitments that define our approach to ethical behaviour, compliance, risk management, and value creation for stakeholders. They serve as guiding principles for decision-making across all levels of the organization and ensure consistency, transparency, and accountability in our operations.

GIL's policies are rooted in globally recognized frameworks, such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the principles of the ILO Conventions. These commitments cover a wide spectrum, including human rights, environmental stewardship, anti-corruption, fair competition, occupational health and safety, stakeholder engagement, and responsible supply chain practices. The following ESG-related policies are available on our website

Environmental	Social	Governance
Environment Policy	CSR Policy	Whistle Blower Policy
Energy Management Policy	Occupational Health and Safety Policy	Ethics In Business Organisation
Climate Action Policy	Social Accountability Policy	Human Rights Policy
	Diversity Equity and Inclusion Policy	Code Of Conduct
	Equal Employee Opportunity policy	Data Security and Privacy Policy
	Sustainable Supply Chain Policy	Policy on Related Party Transaction
	Supplier Code of Conduct	Code of Practices & Procedures of Unpublished Price Sensit Information
	Procedure for Supply Chain Sustainability	Anti Bribery Anti Corruption Policy
	Living Wage Policy	
	Anti Modern Slavery Policy	

The implementation of these policy commitments is driven through standard operating procedures, training programs, internal audits, and management accountability frameworks. Employees receive periodic training on key policies, and expectations are reinforced through employee handbooks, digital communications, and leadership town halls. Suppliers and partners are required to adhere to GIL's Code of Conduct and are evaluated through due diligence and supplier engagement processes. ESG-related KPIs are being embedded into business unit scorecards and will be tracked quarterly.

## Grievance mechanism to remediate negative impacts

GIL is committed to remediating any actual or potential adverse impacts resulting from its operations or supply chain relationships. For our shareholders, the details of shareholders grievances are placed before the Committee; Stakeholders Relationship Committee is in place to look after the shareholders relations & interests.

For our employees, the HR department at the head office and the plants through standing orders attend to grievances of all employees and workers through regular meeting, suggestion box, joint committee, safety committee, notice board and email, etc. Remediation may include financial restitution, policy reform, or corrective actions to prevent recurrence. All grievances are logged, investigated, and closed within defined timelines, with oversight from senior leadership and the Board where required.

Customer complaints are handled by customer service department. Once an email or phone call is received from a customer about any complaint, customer service engineer gets in touch

with customer to get more information. Complaint is investigated either by site visit or collection of data from the site and equipment are set right at customer's site or brought back to our works for rectification depending on the quantum of work involved. Action may also include call-back of the product already shipped / free replacement and/or monetary compensation as the case may demand. Corrective actions are taken to prevent the recurrence of the problem in future. Feedback received from the Customer is discussed internally and translated into action wherever necessary. Customer satisfaction survey is carried out on an annual basis.

## Whistleblowing

Multiple channels are available to employees and external stakeholders to seek advice or raise concerns regarding ethical behaviour, compliance violations, and workplace misconduct. These include a confidential whistleblower mechanism, access to HR and compliance personnel, and designated ombudspersons. Employees are encouraged to speak up without fear of retaliation. All concerns are investigated fairly and independently, and findings are shared with relevant oversight bodies within the organization.

We have a Vigil Mechanism and Whistle Blower policy which enables directors and employees to report concerns with reliable evidence about unethical behaviour, actual or suspected fraud or violation of policies to the Chairman of Audit Committee / Company Secretary. Their postal address and email addresses are included in the said policy. All complaints lodged under the purview of this policy and the action taken thereon, would be reported to the Board of Directors. The policy is available on our website:

## Compliance with laws and regulations

GIL maintained a strong compliance record during the reporting year, with no material instances of non-compliance resulting in fines or legal actions. The company proactively monitors regulatory developments, conducts internal audits, and implements compliance programs to ensure alignment with national and international laws governing environmental management, labour practices, and corporate governance.

## Economic Performance

At GIL, robust economic performance is not just a measure of financial strength—it is a foundational pillar of our Environmental, Social, and Governance (ESG) strategy. We believe that sustained economic value creation empowers us to invest in cleaner technologies, uplift communities, support our workforce, and uphold strong governance practices. Our long-term business success depends on our ability to generate consistent returns while embedding resilience across our operations. This includes adapting to climate-related risks, maintaining financial discipline, fostering responsible supply chains, and ensuring fair tax contributions. Economic stability enables us to maintain product quality, expand market reach, and support innovation—key factors in retaining our position as a global leader in graphite and carbon solutions.

Moreover, GIL's economic activities have significant multiplier effects across regions where we operate—creating jobs, enabling infrastructure, and strengthening local businesses. Through careful stewardship of financial resources, we aim to ensure that our growth directly benefits all our stakeholders, while contributing to national and global sustainable development goals. Economic performance, therefore, is not viewed in isolation but as a critical enabler of environmental progress, social inclusion, and ethical business conduct. It is through this integrated approach that GIL seeks to build long-term value and resilience.

## Value creation

### Direct economic value generated and distributed.

Graphite India Limited continues to contribute to economic growth through the generation of revenue, wages and benefits, payments to providers of capital, tax contributions, and community investments. We remain committed to creating long-term value for shareholders while ensuring equitable distribution of economic benefits among stakeholders. The direct economic value generated comprises our sales from operation, interests on financial loans, dividends from shareholdings, and revenue from sale of land.

201-1 Direct economic value generated and distributed				
Particulars	Unit	FY 2024-25	FY2023-24	FY 2022-23
<b>Direct economic value generated</b>	<b>INR cr</b>	<b>2644.31</b>	<b>3939.28</b>	<b>3032.98</b>
Operating costs	INR cr	3515.18	2814.07	2328
Employee wages and benefits	INR cr	235.74	224.88	226.31
Payments to providers of capital	INR cr	220.79	178.16	204.26
Community Investments (CSR)	INR cr	7.2	8.83	6.13
Payments to government	INR cr	61.52	175.31	129.89
<b>Economic value distributed</b>	<b>INR cr</b>	<b>4040.43</b>	<b>3401.25</b>	<b>2894.59</b>
<b>Economic value retained</b>	<b>INR cr</b>	<b>-1396.12</b>	<b>538.03</b>	<b>138.39</b>

### Financial implications and other risks and opportunities due to climate change.

GIL recognizes climate change as a material financial risk and a driver of strategic opportunity. Rising input costs, carbon regulation, and supply chain vulnerabilities pose risks, while energy efficiency, product innovation, and green manufacturing present avenues for resilience and growth. We actively monitor emerging climate-related regulations and global trends to integrate

them into our risk management processes and capital allocation decisions. In FY 2022-23, we published our first Climate Risk Report, aligned with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) framework, that provides details on our climate risks and opportunities. We undertook qualitative and quantitative assessments of the climate impact on our operations in India under different timeframes and global climate scenarios and developed a risk management framework for resilience. The report is available online in our website.



In FY24-25, we improved on the climate risk management practice and released our first Climate Risk Report aligned with the IFRS Sustainability Disclosure Standards. In this report, we disclose on the financial impact of different physical and transition risks and opportunities that arise due to climate change through different impact pathways. Some of the major ports through which we import/export our goods are also included in the risk assessment. We also stress tested the financial estimates through scenario analysis of the future state of the world using credible frameworks from the IPCC's climate scenarios. Such financial impacts of climate risks have been integrated into the enterprise risk management framework in our capital allocation process. The report is available online in our website.



**Defined benefit plan obligations and other retirement plans.**

The company provides retirement benefits including gratuity, provident fund, and other post-employment benefits to eligible employees. These obligations are actuarially valued and managed through defined contribution and defined benefit plans in compliance with applicable laws. We ensure timely disbursement and transparency in retirement benefits, supporting employee well-being beyond active service.

201-3 Defined benefit plan obligations and other retirement plans				
Particulars	Unit	FY 2024-25	FY2023-24	FY 2022-23
Contribution to Provident Fund	INR cr	3.81	3.66	5.77
Contribution to Superannuation Fund	INR cr	3.57	3.29	3.01
Contribution to National Pension Scheme	INR cr	0.88	0.73	0.63
Contribution to Gratuity Fund	INR cr	6.36	4.86	2.39
Any other defined benefit schemes	INR cr	2.55	2.68	2.75

**Financial assistance received from government.**

GIL avails statutory incentives and subsidies offered by central and state governments, primarily related to industrial promotion, export facilitation, and infrastructure support. Any financial assistance received is utilized in accordance with government guidelines and disclosed transparently.

201-4 Financial assistance received from government				
Particulars	Unit	FY 2024-25	FY2023-24	FY 2022-23
Financial assistance from Export Credit Agencies (ECAs)	INR cr	17.70	23.89	19.74

## Market presence

### Ratios of standard entry level wage by gender compared to local minimum wage

At all our locations, GIL ensures that entry-level wages meet or exceed local minimum wage requirements. We are committed to non-discriminatory compensation practices, and all employees—regardless of gender—are paid equitably for equivalent roles and responsibilities. Our employees do not have a regulatory specification on minimum wage requirements; we pay an entry level wage which is competitive with industry standards. The workers have wages specified in the contract agreements and they are aligned with the regulatory requirements on wages.

### Proportion of senior management hired from the local community

We value local expertise and believe in strengthening community ties through employment. A significant proportion of senior management, particularly at plant locations, are drawn from local communities, where we define “local” as those belonging to the same state as the facilities where they are employed. This enhances our responsiveness to regional socio-economic contexts and contributes to inclusive development.

Aspect	FY2024-25	FY2023-24	FY2022-23
Number of senior management employees	29	29	29
Number of senior management employees from local community	27	27	27
Percentage of senior management at significant locations of operation that are hired from the local community	93%	93%	93%



## Indirect Economic Impact

Beyond our core operations, GIL supports infrastructure development in surrounding communities through CSR programs, focusing on education, healthcare, sanitation, and

livelihood support. These efforts align with our commitment to inclusive growth and contribute to long-term socio-economic upliftment. Our operations generate indirect economic impacts through employment generation across our value chain, increased demand for local services, and skill development. The presence of GIL facilities in various regions has stimulated regional industrial ecosystems, created local business opportunities, and supported small and medium enterprises.

## Procurement

GIL promotes local sourcing as a key pillar of sustainable procurement. We define “local” as those operating nationally within India. A significant share of our procurement spend (more than 80%) is directed toward local suppliers, enabling cost efficiencies, reducing transport emissions, and strengthening local economies. We prioritize vendors who align with our quality, compliance, and sustainability standards.

Parameter	Unit	FY2024-25	FY2023-24
Percentage of total procurement budget spent on suppliers belonging to India	%	81.67	81.12

## Tax

GIL’s tax strategy is guided by principles of transparency, compliance, and ethical responsibility. We are committed to fulfilling our tax obligations in the jurisdictions we operate and contribute positively to national development through timely and accurate tax payments. Tax matters are overseen by the finance and compliance functions in alignment with board-approved risk management protocols. GIL regularly reviews its tax positions, adheres to statutory requirements, and implements controls to mitigate financial and reputational tax-related risks. We engage with tax authorities and stakeholders in an open and constructive manner. Queries and concerns related to our tax practices are addressed proactively to ensure compliance and maintain trust with regulators and investors. GIL complies with applicable transfer pricing regulations and international tax reporting requirements. Country-by-country reporting is conducted where mandated, ensuring transparency in how profits, taxes, and business activities are distributed across jurisdictions. Details about the tax filings are available in our yearly Annual Reports. The table below highlights our Indian operation tax filings.

	FY 2024-25	FY 2023-24	FY 2022-23
Tax amount (crore INR)	67.54	183.78	122.84
Effective Tax Rate	25.16%	25.16%	25.16%

## Business Ethics & Integrity

At GIL, ethical conduct is the cornerstone of our corporate philosophy and a key driver of stakeholder trust. We are committed to upholding the highest standards of integrity, transparency, and accountability across all our operations and business relationships. Our governance framework is designed to ensure that every decision—whether strategic or operational—is guided by fairness, compliance, and a strong moral compass. In an evolving regulatory and stakeholder landscape, we recognize that ethical business practices are not only essential for long-term success but also critical for maintaining our social license to operate.



## Anti-corruption

All GIL facilities and business functions undergo periodic internal audits and risk assessments that include corruption-related vulnerabilities. High-risk areas, such as procurement and regulatory interactions, are closely monitored through our compliance and internal controls framework. GIL maintains a zero-tolerance approach to corruption. All relevant employees receive regular training on our Code of Conduct, anti-bribery protocols, and whistleblower policy. These are reinforced through policy manuals, workshops, and e-learning modules. During the reporting period, there were no incidents of corruption. GIL remains committed to ethical business conduct across all levels.

## Anti-competitive behaviour

During the reporting period, GIL did not face any legal actions or proceedings related to anti-competitive behaviour, anti-trust violations, or monopolistic practices in any of the jurisdictions where it operates. The company is firmly committed to upholding the highest standards of ethical conduct and fair competition in all aspects of its business. GIL has established robust internal policies and procedures designed to ensure strict compliance with all applicable fair trade, competition, and anti-trust laws in both domestic and international markets. These policies are regularly reviewed and updated in line with evolving legal requirements and industry best practices.

## Equal Opportunity

GIL is committed to fostering a workplace that values diversity and provides equal opportunity to all individuals, regardless of gender, age, caste, religion, disability, or any other protected characteristic. Recruitment, promotion, and all employment-related decisions are made solely on the basis of merit, qualifications, and business needs. We regularly review our hiring practices to ensure fairness and inclusivity and have policies in place to prevent any form of discriminatory behaviour. GIL also monitors the gender ratio across various levels of the organization and is committed to improving representation, especially in leadership roles.



## Non-discrimination

We maintain a zero-tolerance stance toward all forms of discrimination. Our Code of Conduct and HR policies explicitly prohibit discriminatory behaviour in any form, including but not limited to discrimination based on gender, caste, religion, ethnicity, age, sexual orientation, disability, or any other personal characteristics. Any reported incident is promptly investigated and addressed through a structured grievance redressal mechanism. Training programs are conducted to sensitize employees about unconscious bias and workplace respect. In the reporting period, we have not received any complaints on discrimination.

## Freedom of association & collective bargaining

GIL respects the rights of employees and workers to freely associate, join trade unions, and engage in collective bargaining. A significant portion of our workforce is covered by collective bargaining agreements that determine working conditions, benefits, and terms of employment. For employees not directly covered under such agreements, we apply consistent principles to ensure equitable working conditions. GIL engages in open and constructive dialogue with worker representatives to maintain harmonious industrial relations. Our direct operations undergo internal audits periodically which assesses any violations to freedom of association or collective bargaining. Going forward, we plan to undertake assessment of our value chain, starting with the key suppliers, to assess risks of violations in our indirect operation.



## Child & Forced labour

GIL strictly prohibits the use of child labour and forced or compulsory labour across its operations and supply chain. As part of our due diligence, all new hires are verified for legal working age, and vendors and suppliers are screened for compliance with our human rights

expectations. We conduct periodic audits and evaluations to ensure that no instances of child or forced labor exist in our operations. Going forward, we plan to extend our assessment to the value chain. We have not received any instances of violations in the reporting period.



## Human Rights

Respect for human rights is embedded in GIL's core values and is upheld across our operations and business relationships. We align with international human rights frameworks, including the UN Guiding Principles on Business and Human Rights. Our Human Rights Policy covers aspects such as fair wages, safe working conditions, non-discrimination, and freedom of association. We conduct regular training and awareness programs, and our grievance mechanisms are accessible to all employees, workers, and stakeholders. All our security personnel, including the contracted workforce, are trained on human rights issues.

Security personnel trained in human rights policies or procedures				
Aspect	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of Security Personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	%	100	100	100

## Indigenous people

While GIL's current operations do not cause significant impacts—defined as those that are severe in scope, scale, or potentially irremediable—on indigenous communities, we remain committed to upholding the rights, traditions, and cultural heritage of indigenous people wherever applicable. In the event that future activities may result in potential or actual impacts on the livelihoods, land rights, or cultural integrity of indigenous groups, we are committed to conducting due diligence, engaging in meaningful consultation, and obtaining their free, prior, and informed consent (FPIC), in alignment with internationally recognized standards such as the UN Declaration on the Rights of Indigenous Peoples and the GRI 411: Rights of Indigenous Peoples.

## Customer health & safety

GIL ensures that the products manufactured and delivered meet high standards of health and safety for end-users. We comply with all relevant product safety regulations and standards applicable to our industry. In the reporting period, 100% of our products were assessed for health and safety improvements. Our quality control systems rigorously test materials at various stages of production to ensure safety and performance. We also provide Material Safety Data Sheets (MSDS) and other relevant product information to customers. In addition, we have REACH certification for our main products, complying with requirements of European Chemical Agency. We have not recorded any incident of violation concerning the health & safety impacts of our products or services.



Assessment of the health and safety impacts of product and service categories				
Criteria	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	%	100	100	100

## Marketing & labelling

All marketing and product communication from GIL is guided by principles of honesty, accuracy, and compliance with applicable laws. Our product labels and technical documents provide clear, complete, and truthful information regarding product composition, usage guidelines, and safety precautions. We ensure that any promotional content adheres to ethical standards and avoids misleading claims. 100% of our products bear information on safe and responsible usage, recycling and/or safe disposal. In the reporting year, we have not received any complaints regarding the marketing and labelling of our products or services.

## Customer privacy

GIL values and protects the privacy of its customers and business partners. We have adopted strict data protection protocols and limit access to personal and sensitive information to authorized personnel only. Data is collected, stored, and processed in accordance with applicable data protection laws and is used solely for the purpose for which it was collected. We continually review our data security practices to mitigate risks and enhance trust. In the reporting year, we have not received any complaint regarding customer data privacy violations.

## Environmental Stewardship

GIL is a responsible organization that strives to create positive impact through its businesses and operations. One of our main goals is to be an environmental steward for the communities and ecosystems we operate within. As a responsible corporate actor, we recognize that our operations have direct and indirect environmental impacts across the value chain, and we are committed to minimizing these through proactive management, innovation, and stakeholder engagement.

Our environmental stewardship approach is anchored in globally recognized frameworks such as the GRI Standards, and guided by internal policies on energy efficiency, water stewardship, waste minimization, biodiversity protection, and sustainable sourcing. We have implemented mechanisms for resource monitoring, environmental data management, and impact mitigation, and increasingly invest in cleaner technologies and circular economy principles. Where possible, we partner with suppliers, industry peers, and local communities to drive systemic change and scale positive impact.

By aligning our operations with science-based targets, pursuing energy and water efficiency, reducing our greenhouse gas footprint, and actively managing environmental risks, we aim to uphold high standards of stewardship while contributing to global goals such as the Paris Agreement and the UN Sustainable Development Goals (SDGs). GIL's facilities are certified under the Integrated Management System (IMS), comprising ISO 9001 (Quality), ISO 14001 (Environment) and ISO 45001 (Occupational Health and Safety). We conduct regular surveillance audits and recertifications as required. In addition to this external certification, we also carry out internal audit of our environment management system on a periodic basis to ensure continual improvement.



### Environmental Management Team

As part of its enhanced commitment to environmental stewardship, GIL has established a dedicated Environmental Management Team to oversee and drive the company's environmental sustainability initiatives across all operations. This cross-functional team brings together

representatives from Environment, Health & Safety (EHS), Operations, Energy Management, Procurement, and Corporate Sustainability, with strategic oversight from senior leadership. The team is tasked with ensuring compliance with applicable environmental regulations, identifying opportunities to minimize the company’s environmental footprint, and embedding sustainable practices into core business processes. Its scope includes air and water management, waste reduction, resource efficiency, and the adoption of innovative cleaner technologies. All the material environmental topics are managed by this dedicated team.

A key focus area of the team is the management and reduction of greenhouse gas (GHG) emissions. In this regard, the team is responsible for establishing a robust GHG inventory aligned with internationally recognized methodologies, setting science-based emissions reduction targets, and implementing decarbonization strategies across Scope 1, 2, and relevant Scope 3 categories. Additional responsibilities include monitoring and reporting emissions performance, evaluating renewable energy and energy efficiency projects, and supporting internal capacity building to integrate climate considerations into operational and strategic decisions. This structure ensures that GIL is well-positioned to respond proactively to the global climate agenda and advance its transition toward a low-carbon future.

## Materials

We embed environmental considerations across all stages of our operations—from the sourcing of raw materials to product design, manufacturing, distribution, and end-of-life management. This integrated approach ensures that environmental performance is not treated as an isolated compliance requirement, but as a key driver of operational excellence, risk mitigation, and long-term value creation.

Our operations require the use of diverse raw materials, including metals, plastics, paper, and chemical inputs. Material usage is tracked across facilities to identify high-impact categories and evaluate sourcing efficiency ever since we started making a strategic progress towards our sustainability journey in FY 2022-23. Due to systemic overhauls, accurate data for FY 2022-23 is not available and hence we disclose the data since FY 2023-24. The material consumption has gone down even with the rise in business volume which highlights our resource efficiency improvements. The company strives to monitor resource intensity and reduce dependency on finite resources as we move further in our sustainability journey.

Raw Materials procured	Unit	FY 2024-25	FY 2023-24
CPC Graphite Grade	Tonnes	22197	20974
CPC Imported	Tonnes	39808	35539
CPC RH/LWG Pack Media	Tonnes	29701	30736
Binder & Imp Pitch	Tonnes	27545	24662
SCRAPS	Tonnes	3274	3004
FERRO ALLOYS	Tonnes	311	298
INTERNAL REVERTS	Tonnes	1497	1490
Resin ISO DIL	Tonnes	238	218
Styrene Monomer	Tonnes	113	100
Hoop	Tonnes	93	155
Phenol	Tonnes	172	76
Chop	Tonnes	77	76
Resin VER DIL	Tonnes	38	22

Iso Phthalic Acid	Tonnes	133	38
Maleic Anhydride	Tonnes	29	41
Propylene Glycol	Tonnes	25	28
Di-ethylene Glycol	Tonnes	35	40
Steel-Mumbai	Tonnes	340	287
Resin-Dhahej	Tonnes	38	38
Resin-Gonde	Tonnes	193	173
Graphite- Durgapur	Tonnes	0	294
Graphite- Satpur	Tonnes	948	1309
Graphite-China	Tonnes	83	355
Graphite-France	Tonnes	167	207
Raw Petroleum Coke	Tonnes	32533	40703
<b>Total Raw Materials</b>	Tonnes	<b>159587</b>	<b>160863</b>

The following table highlights our packaging material use across the major manufacturing facilities. The packaging material consumption data presented below is based on the best available estimates. This is due to limitations in legacy tracking systems and the complexity of consolidating data across multiple operational sites and suppliers. For example, for each type of packaging we have multiple suppliers with varying sizes and density of the materials and we track the data in terms of number of pieces procured. Hence, reasonable estimates have been made to arrive at the data specifically for thermocole and hard wood.

Packaging Material*	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Met wrap (PP)	Tonnes	0.07	0.17	0.08
Plastic sheet (LDPE)	Tonnes	4.91	4.70	3.04
Steel Strap	Tonnes	149.91	156.22	126.02
Steel Seals	Tonnes	1.12	1.81	1.15
Thermocole	Tonnes	3.32	5.08	1.93
Hard Wood	Tonnes	1,419.03	2,005.51	1,945.93
<b>Total Packaging Material</b>	Tonnes	<b>4903.36</b>	<b>7250.2</b>	<b>4009.38</b>

(\*The packaging materials are for our Durgapur and Ambad plants which account for the major share of the total procurement.)

### Recycled input materials

We prioritize incorporating recycled inputs in our production processes wherever technically feasible. This reduces our reliance on virgin materials, minimizes environmental degradation, and contributes to circularity. However, due to variance in purity of the recycled materials, the conductivity of the graphite electrodes might be affected and this is why we do not currently use recycled input. Our procurement team is collaborating closely to explore certified recycled content.

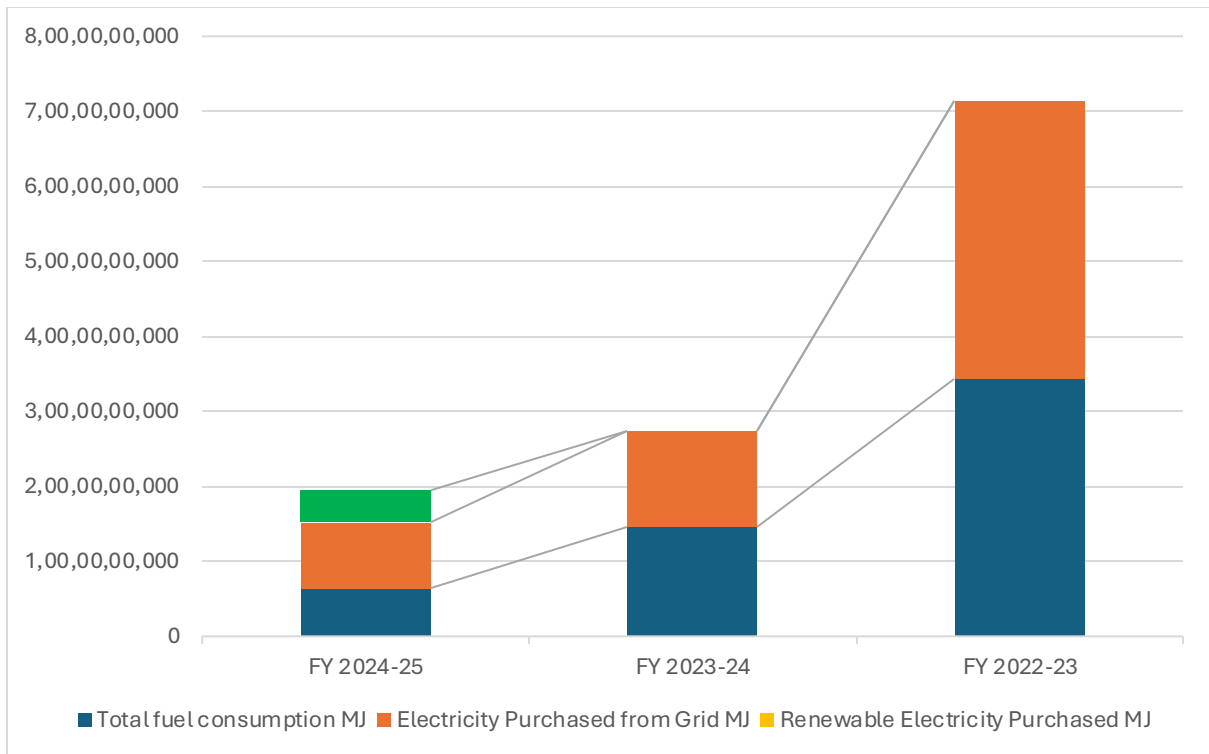
## Energy

We actively track and report the total energy consumed from renewable and non-renewable sources within our operations. This includes electricity and fuel consumption, both for manufacturing activities and in our owned vehicles. Energy audits are periodically conducted to uncover efficiency opportunities. Energy consumption associated with business travel, outsourced activities, and product transport is accounted for in our Scope 3 assessments. Supplier energy performance is also increasingly considered through our procurement processes.

Source	Sources of Energy	Unit	FY 2024-25	FY 2023-24	FY 2022-23
<b>Fuel consumption (non-renewable)</b> <b>(in factory, vehicles)</b>	Coal Bed Methane (CBM)	MJ	47,19,89,459	46,04,42,628	49,90,35,045
	Petrol	MJ	9,72,155	7,17,897	not available*
	Diesel	MJ	1,36,78,404	1,43,57,506	not available*
	Liquefied petroleum gas (LPG)	MJ	1,00,681	2,63,646	not available*
	Light Diesel Oil (LDO)	MJ	2,04,11,233	43,87,34,135	not available*
	Furnace Oil/LSHS	MJ	62,89,092	38,09,99,499	not available*
	PNG	MJ	13,06,91,581	16,82,17,693	Not used
	<b>Total fuel consumption</b>	<b>MJ</b>	<b>64,41,32,605</b>	<b>1,46,37,33,004</b>	<b>3,43,18,21,298</b>
<b>Electricity purchased for operations (Non renewable Sources)</b>	Electricity Purchased from Grid	MJ	87,94,15,085	1,28,72,71,508	3,70,59,68,498
<b>Electricity purchased for operations (Renewable Sources)</b>	Renewable Electricity Purchased	MJ	42,53,06,542	-	-

\*Due to change in systems, accurate breakdown of the energy data is not available for FY22-23.

The table highlights our energy use over the years. We have made remarkable improvements in reducing LPG, LDO and furnace oil in our operations. This year, we started purchasing renewable electricity to meet almost one-third of our electricity consumption.



**Energy intensity**

Energy intensity metrics (energy per unit of turnover) are monitored regularly to assess the energy efficiency of our operations and products. Trends inform operational adjustments and continuous improvement programs.

Energy intensity aspect	Unit	FY 2024-25	FY 2023-24
Energy Intensity per rupee of turnover	MJ/INR	0.08	0.10

**Reduction of energy consumption and clean energy procurement**

Through facility retrofits, behavioural changes, and renewable energy purchase, we continuously seek to reduce overall energy consumption. In Fy24-25, we have reduced the overall energy consumption by 29.16% over that in FY23-24. These efforts are aligned with our climate strategy and decarbonization roadmap. Our product development integrates energy efficiency considerations, aiming to reduce the lifetime energy consumption of our offerings. Solutions are benchmarked against industry standards to ensure low energy intensity for users. Some of the key initiatives taken in the reporting year is highlighted below.

Sr No	Initiative Undertaken	Details of the initiative	Outcome of the initiative
1	Usage of green power at Durgapur	From June-24, 25% of the power used was from green sources, which was later increased to 50% from Dec-24	Percentage of green power consumed in 2024-25 = 28%

2	Commissioning of all 9 WTG's (18.90 MW) and 8.80 MW SOLAR	Commissioning and generation started	Replaced 52% of total Electricity consumption with renewable energy.
3	At GE Div Durgapur Incorporation of 120KA booster Rectifier to run with LWG#4 &#LWG-5A rectifiers in auto operation	Power optimization & energy savings	Reduction in specific power consumption
4	At GE Div Satpur, effective use of available LWG furnaces through Interconnection of RectoFormer on both sides	Better Rectoformer utilization & Energy Consumption in peak generation time	Reduction in specific power consumption
5	At IGE Division, Ambad PTFE impregnation cycle is modified (BY development in process)	Reducing the cycle time from 36 hours to 20 hours	Reduction in power consumption and improved cycle time.

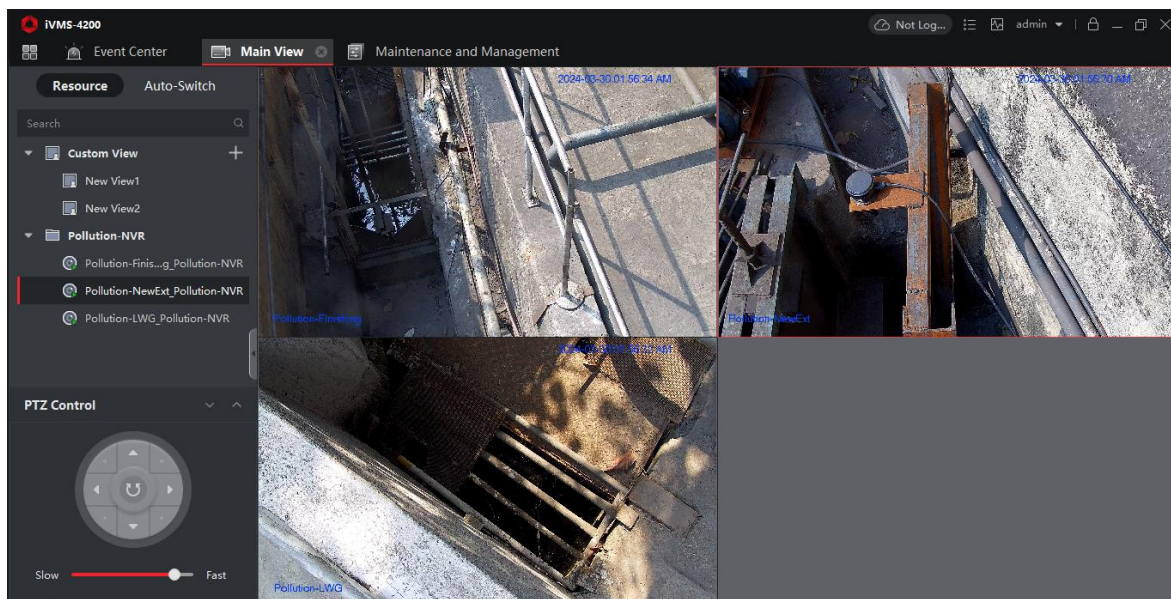
In addition to the above initiatives, we are evaluating measures to increase the proportion of green energy in our total energy mix. A significant majority of our electricity consumption is happening at our Durgapur plant which sources about 50% green electricity at present. However, the cost of green electricity is more than fossil-fuel generated electricity from the grid. Moving forward, we have decided to conduct feasibility studies for procuring green electricity at more competitive rates, wherever possible.



## Water and effluents

Water is treated as a shared and finite resource. We assess watershed risks, collaborate with local stakeholders, and adopt sustainable withdrawal practices to ensure community and ecological needs are not compromised. Effluents are managed through treatment facilities compliant with regulatory norms. Our monitoring system tracks quality and volume parameters, and we aim to minimize the release of hazardous substances into receiving bodies.

We track water withdrawn from municipal, surface, and groundwater sources. Water withdrawn is entirely consumed in our operations, primarily for cooling purpose. We do not discharge any water from our facilities and all our facilities are certified as Zero Liquid Discharge (ZLD) facilities.



Online monitoring of Zero Liquid Discharge facilities

## Water conservation roadmap

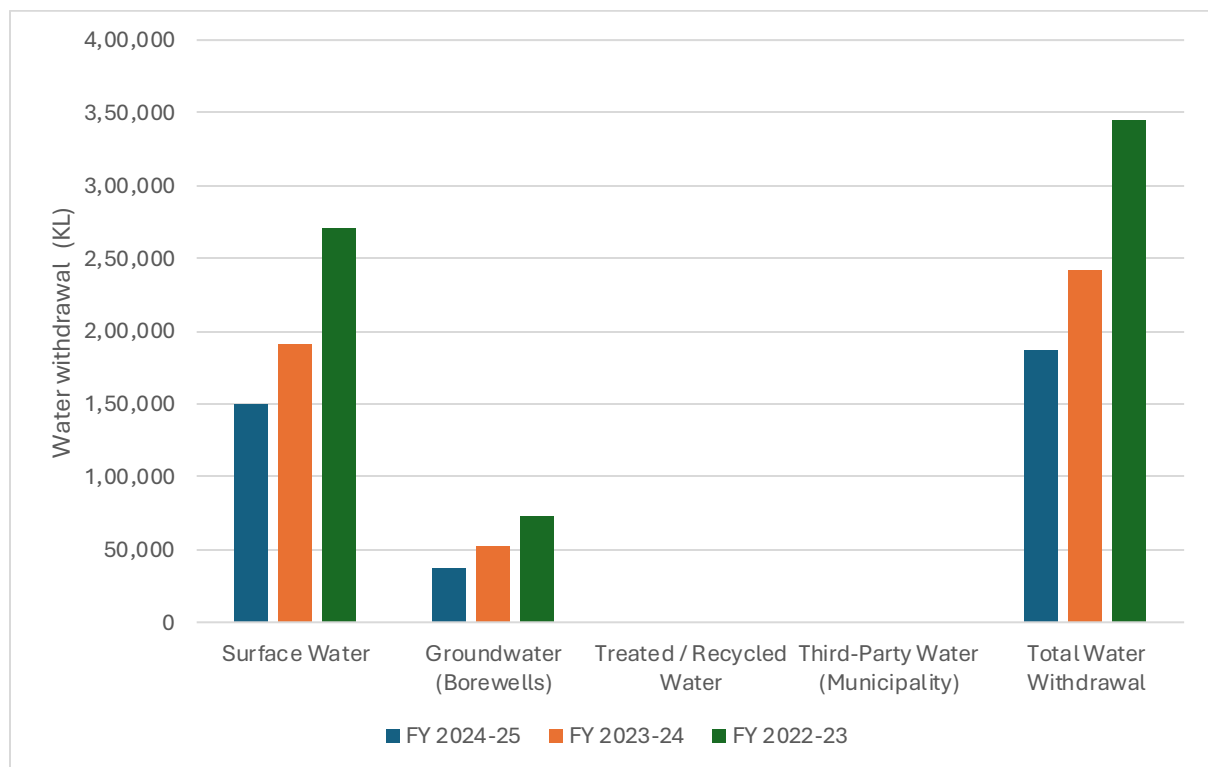
GIL has outlined a multi-year water conservation strategy aimed at reducing total water withdrawal and consumption through a combination of technological upgrades, operational improvements, and behavioural interventions. Key initiatives include the phased installation of flowmeters, upgradation of the Sewage Treatment Plant (STP) with 100% reuse of treated water for gardening, and above-ground fire hydrant line installation to minimize underground leaks. Additional actions involve improving cooling tower efficiency, conducting preventive maintenance, section-wise installation of digital water meters, setting consumption baselines, and promoting employee awareness on water conservation. Across all years, a consistent focus is maintained on identifying and arresting leakages, replacing high-flow taps with push-button variants, and reviewing consumption data for ongoing optimization. These integrated efforts reflect a structured approach to enhance water efficiency, minimize losses, and foster a culture of sustainable water use.

Moving forward, we are evaluating measures so that we can decrease our total waste consumption and thus withdrawal. One such initiative that we have identified is rainwater harvesting. Our facilities are not suitable for on-site rainwater harvesting due to the possibility of

contamination from chemical reactions occurring in the operation. Thus, we are in the process of conducting feasibility studies on off-site rainwater harvesting in the employee housing colonies for all facilities across different states.

Total water withdrawal from all areas	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Surface Water	KL	1,50,142	1,90,602	2,71,544
Groundwater (Borewells)	KL	37,025	51,769	73,364
Treated / Recycled Water	KL	0	0	0
Third-Party Water (Municipality)	KL	0	0	0
<b>Total Water Withdrawal</b>	<b>KL</b>	<b>1,87,167</b>	<b>2,42,371</b>	<b>3,44,908</b>

The table highlights our water consumption over the years which shows a downward trend. Both for surface water and groundwater, we have made significant reduction in withdrawal for our operations and thus conserving the resource.

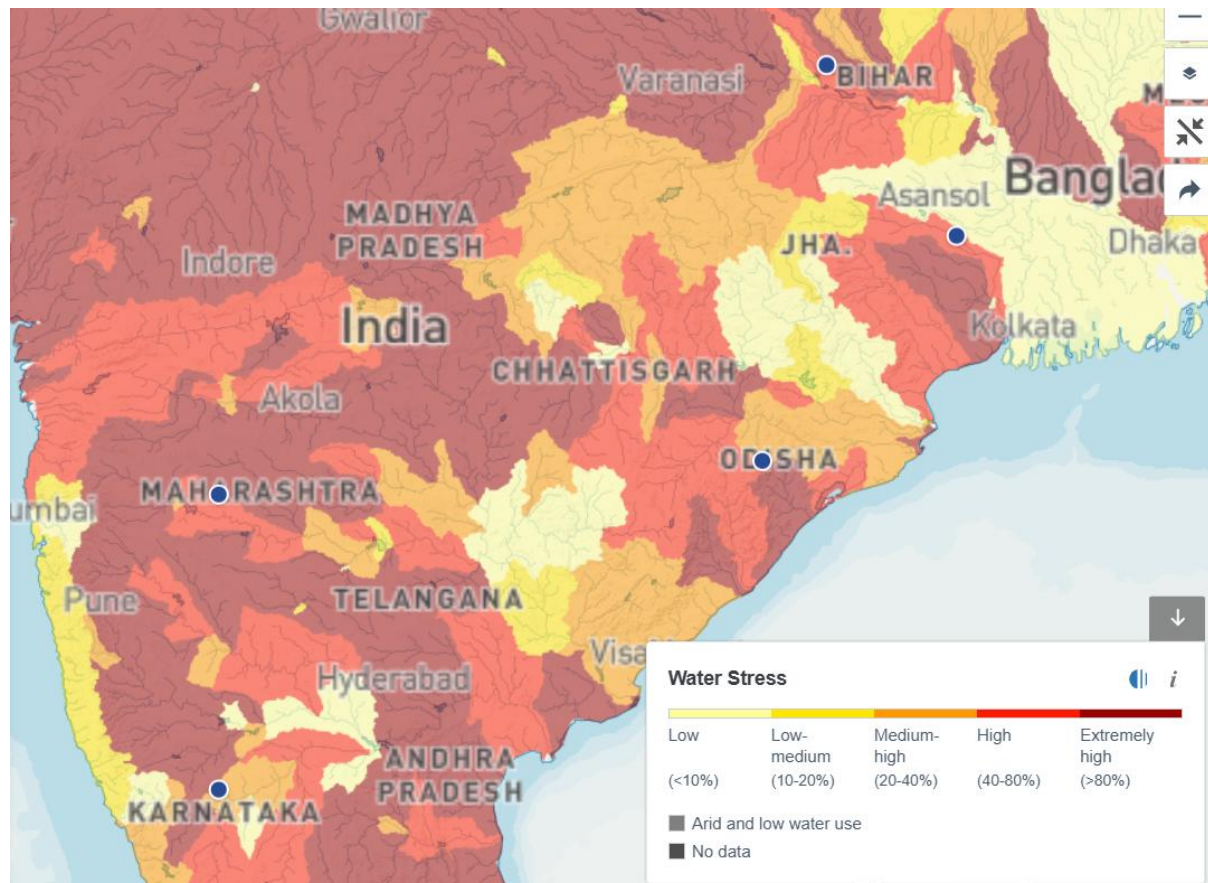


### Operation in regions with water stress

GIL operates in several regions identified as experiencing high or extremely high-water stress, making responsible water management a material issue. Majority of the water withdrawal is happening at our Durgapur plant which does not have a water scarcity challenge. However, GIL

has adopted a proactive approach to minimize freshwater withdrawal and improve water-use efficiency across its manufacturing facilities.

The company has implemented measures such as water recycling and reuse systems, evaluating rainwater harvesting structures, zero liquid discharge (ZLD) technologies across all the units, and regular water audits to monitor usage patterns and identify conservation opportunities. GIL also engages with local stakeholders to ensure that its operations do not adversely impact community water availability. Through these efforts, GIL remains committed to aligning with sustainable water management practices, reducing its water footprint, and contributing positively to the resilience of water-scarce regions.



As per the water stress map, provided by the World Resource Institute (WRI) Aqueduct, certain areas in Bihar, Maharashtra and Odisha are having medium or high-water stress. We are evaluating possible initiatives to minimize our water withdrawal at our facilities in those states to avoid any adverse impact on the environment and the communities dependent on it.

## Biodiversity

To save the ecosystem, we at GIL, are taking the necessary steps so that our activities do not harm the ecosystem. We are taking steps to ensure that the noise levels in our operations are within the safe range, the land used for our operations do not degrade over time, and the emissions of our activities are well within control. We have a provision of acoustic enclosures to minimise noise levels from multifuel power generating sets and a bimonthly testing check. We

are also committed to not operate in World Heritage areas and IUCN Category I-IV protected areas.

We assess the proximity of our sites to biodiversity-sensitive zones using GIS mapping and stakeholder consultation. Environmental Impact Assessments (EIAs) guide operational planning in ecologically critical areas. We conduct ecological risk assessments to identify and mitigate impacts from emissions, land use, and waste on local flora and fauna. Habitat fragmentation and invasive species are key areas of focus. We do not have plant in eco sensitive areas. However proactively we have started a mangrove plantation project in Sundarbans during the year. Mangroves help in supporting biodiversity in addition to other environmental and social benefits.

## Greenhouse Gas emissions - Operational

GIL is steadfast in its commitment to environmental stewardship, particularly in the management and reduction of greenhouse gas (GHG) emissions. Adhering strictly to the GHG Protocol Corporate Guidance—the most widely used international accounting tool for government and business leaders to understand, quantify, and manage greenhouse gas emissions—our comprehensive approach ensures transparency and accuracy in reporting. During the previous fiscal year, we have made commitments to Science Based Targets Initiative (SBTi) to support global initiatives to reduce GHG emissions. Since the last few years, we have disclosed our climate performance under the Carbon Disclosure Project (CDP) we aim to improve our scores further through stringent measures, especially on energy efficiency and resource efficiency.

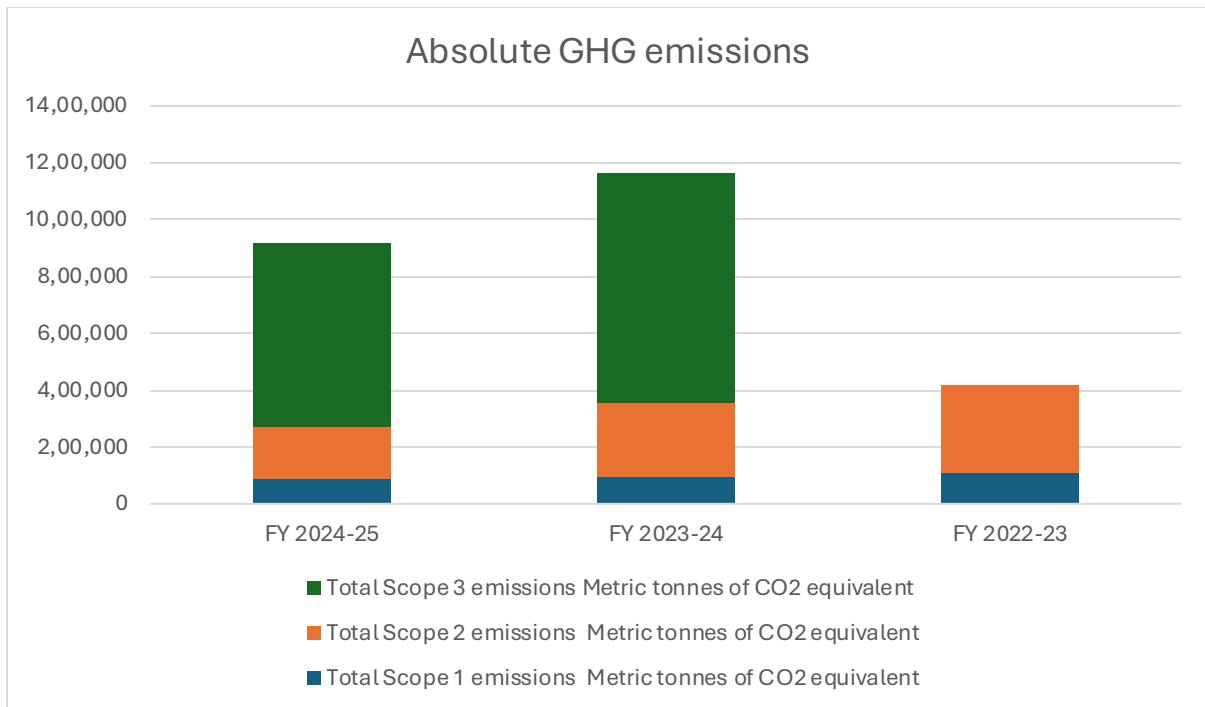


We report emissions from direct combustion of fuels and company-owned equipment. Emissions data is verified annually and forms the basis for decarbonization targets. Scope 2 emissions from purchased electricity and steam are tracked using both market-based and location-based methods. We increasingly procure renewable energy to reduce this footprint. Scope 3 inventory includes emissions from upstream and downstream value chain activities. Business travel, purchased goods, and logistics are the largest contributors. We collect primary activity data from majority of our suppliers to derive the scope 3 emissions.

GHG intensity is reported relative to economic output or production volumes. This enables better benchmarking and target-setting. We implement energy transition measures, including renewable sourcing, energy efficiency, and process redesign, to reduce absolute emissions.

Parameter	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	89,350	96,999	1,10,968
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	1,81,590	2,56,024	3,09,494
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	7,81,381	8,11,089	NA
<b>GHG emission intensity</b>				
Total Scope 1 and Scope 2 emission intensity	tCO2e/ Cr Rs of turnover	111.96	121.97	144.3
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/MT	2.58	2.87	2.96

The GHG emissions have significantly reduced across each of the scopes, as highlighted below. We started measuring our scope 3 emissions from FY 2023-24.



## GHG Reduction Roadmap

We have continued in our journey towards our net zero ambition during the year. Several identified projects for GHG emission reduction have been implemented, some under implementation and some to be initiated. We focus on energy efficiency as a continual endeavour. We have started getting benefits of these initiatives and the results mentioned above justify our efforts.

**Scope 1 emissions** - In FY 2023–24, GIL’s total Scope 1 emissions amounted to 89,350 tCO<sub>2</sub>e, with the Durgapur plant alone contributing 83.89% of these emissions (74,955 tCO<sub>2</sub>e), making it the primary focus for emission reduction initiatives. Within Durgapur, the top three emission sources are CBM (Coal Bed Methane) as fuel (31.15%), calcined petroleum coke (CPC) carbon use (22.39%), and LAMC combustion (16.25%), together accounting for nearly 70% of the plant’s emissions. A targeted year-on-year reduction in the consumption of CBM, CPC, and LAMC—while keeping other sources constant—is projected to significantly reduce Scope 1 emissions over time. Smaller contributors include diesel usage across various operations, binder and impregnation pitch losses, and extrusion oils, but their cumulative impact remains relatively low. The company’s decarbonization strategy, therefore, hinges on curbing fossil fuel and carbon-based material use at its Durgapur facility. We have a target for reduction of 28.2% of our scope 1 GHG emissions by FY 30-31 w.r.t baseline FY 21-22.

**Scope 2 emissions** - We have replaced our electricity consumption from grid with renewable electrical energy significantly during the year, both at Durgapur (28.1% electricity from renewable sources during the year) and at Satpur (52.7% electricity from renewable sources during the year). While the renewable percentage in these two plants will go up gradually, we are exploring this possibility for our other plants also. We have a target for reduction of 9.3% of Scope 2 GHG emissions by FY 30-31 w.r.t baseline FY 21-22.

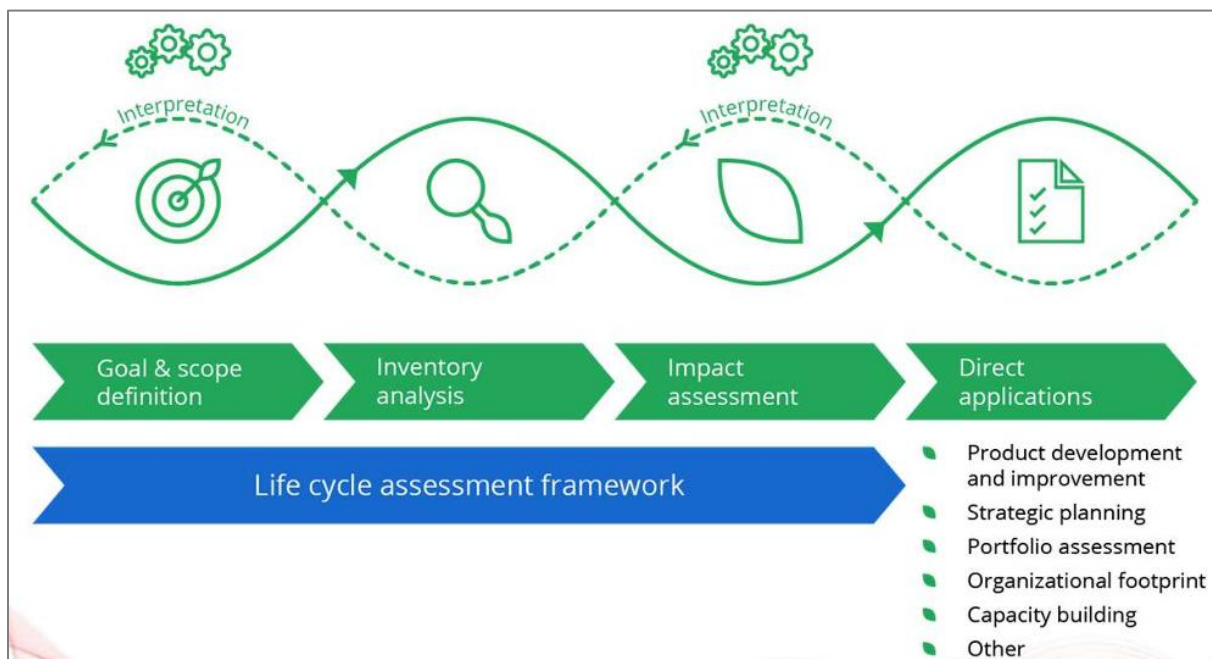
**Scope 3 emissions** - Our scope 3 emissions are also quite reasonable and show a reduction trend over the last few years. Going forward, we plan to undertake supplier engagement programs with some of the critical suppliers to reduce their GHG emissions through knowledge sharing. In FY25-26, we have decided to assess the supply chain hotspots in greater detail through customized assessments, and devise emission reduction roadmap for scope 3 emissions. Additionally, our participation in mangrove plantation drives contributes to carbon sequestration beyond our value chain.

**Scope 4 emissions** - Our principal product, graphite electrodes, plays a crucial role in enabling the electric arc furnace (EAF) route of steelmaking, which uses scrap as a raw material. This significantly reduces the need for virgin raw materials and avoids emissions associated with the conventional blast furnace process. As a result, our Scope 4 emissions—representing avoided emissions—are considerable and align with our broader climate impact objectives.

## Greenhouse Gas emissions - Product

A life cycle assessment (LCA) study was performed for our main product, synthetic graphite electrodes, to assess the environmental performance and product footprint. This study is a convergence of different operational aspects of Graphite Electrodes to meet the sustainability agenda and product standards. The study covers the Cradle to Gate approach by assessing different life cycle stages i.e. raw material extraction, upstream transportation of raw material and fuel, manufacturing and finishing of the product till manufacturing plants' out-gate. LCA is a standardized methodology, which makes it reliable and transparent. The International Organization for Standardization (ISO) provides standards for LCA in ISO 14040 and 14044. The full assessment report is available at:

[https://graphiteindia.com/esg\\_backoffice/documents/synthetic%20graphite%20electrode%20lca%20april%202024-2654d1a3172507938864847314011053639.pdf](https://graphiteindia.com/esg_backoffice/documents/synthetic%20graphite%20electrode%20lca%20april%202024-2654d1a3172507938864847314011053639.pdf)



## Assessment process

Graphite Electrodes are manufactured in the Durgapur and Satpur factories. These two were chosen as the study area for life cycle inventory analysis. Graphite electrode is an essential requirement for electric arc furnaces (EAF) primarily into steel production from scrap to reduce the CO<sub>2</sub>-emissions. With the growing consciousness of the world towards a low carbon future, a paradigm shift is of utmost importance considering sustainable resource and energy consumption. The study considers the raw material extraction stage, upstream transportation of raw materials and fuels, and the manufacturing which includes consideration of energy inflow and outflow through emissions at different life cycle stages followed by finishing. The usage stage and end of life treatment of the product considered is out of the scope of this study. The schematic process flow diagram is depicted in the following figure. The CML method has been chosen as the main environmental impact assessment method for this study are: Abiotic Depletion, Acidification Potential, Eutrophication Potential, Freshwater Aquatic Ecotoxicity Potential, Global Warming Potential, Global Warming Potential excluding biogenic carbon, Photochemical Ozone Creation Potential, Ozone Layer Depletion Potential and Primary energy demand from renewable and non-renewable resources.

## Assessment result

The result of the LCA indicated a net 118.78% of resource saving potential, which is the positive attributional impact element in regard to the sustainable consumption of waste product. Estimated carbon footprint (as GWP) for 1 kg graphite electrode manufacturing is 1.763 kg CO<sub>2</sub>e. However, the carbon footprint for total raw material extraction stage is found to be 0.828 kg CO<sub>2</sub>e for 1 kg graphite electrode production. The usage of Calcined Pet Coke (CPC), which is a petroleum by-product tends to net savings in Abiotic Depletion Potential (Resource) for this stage which envisage sustainable consumption. Besides, an understanding of the significant share of impact indicators, such as GWP, POFP, ODP, HTP, MAETP, FAETP, etc., is provided by grid electricity consumption. This provides a framework for methods aimed at minimizing the use of non-renewable energy sources and adoption of more renewable sources.

During this life cycle evaluation, the sustainable use of Coal Bed Methane and Natural Gas as a fuel prevented the depletion of natural resources like methane as well as a massive quantity of emissions that have the potential to have an even greater negative impact on global warming than CO<sub>2</sub>. In terms of GWP potential, over 68% of GHG emissions have been reduced, and in terms of photochemical oxidant generation, 45.72%. These results provide insight into the sustainability of the product and align with the global climate risk mitigation plan aimed at achieving net zero targets. Carbon footprint-wise, based on publicly available comparable data, we can proudly claim that GIL is one of the most efficient synthetic graphite electrode producers in the world.

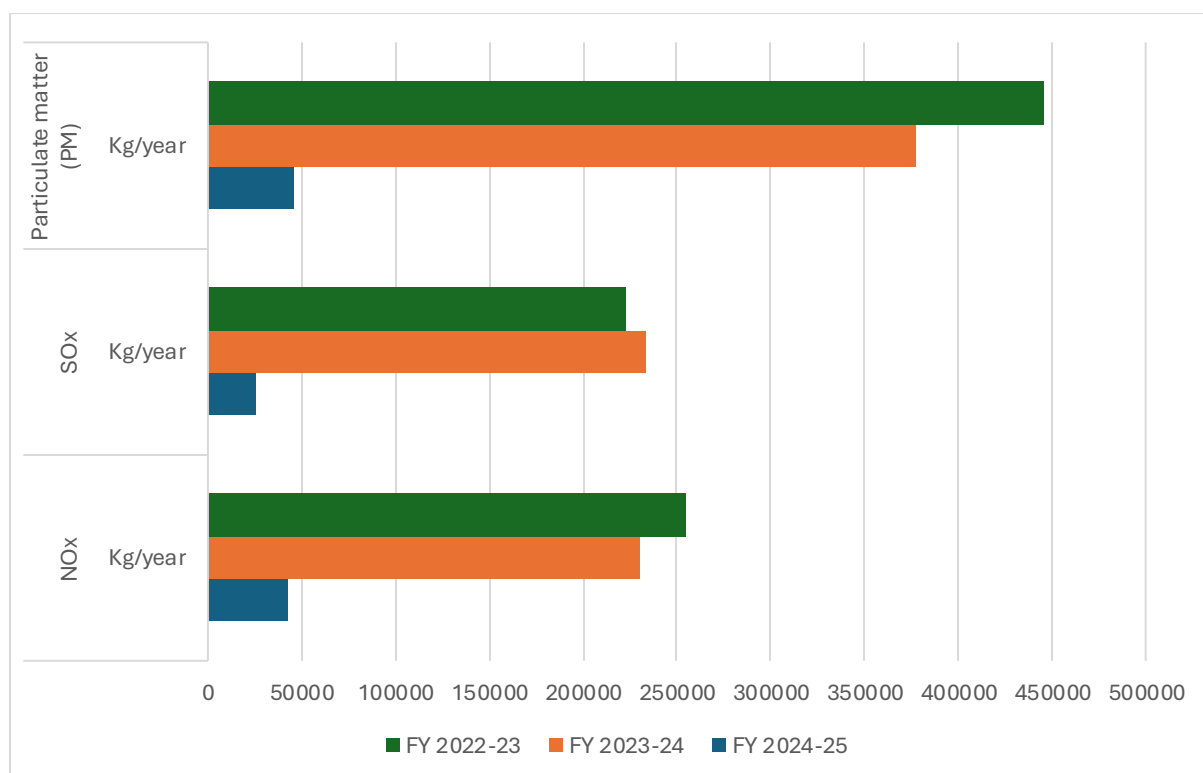
## Air Emissions

Air emissions are a significant environmental consideration in the graphite electrode manufacturing process due to high-temperature operations and the use of carbon-rich raw materials. At Graphite India, we are committed to minimizing emissions of particulate matter (PM), sulphur oxides (SO<sub>x</sub>), nitrogen oxides (NO<sub>x</sub>), and volatile organic compounds (VOCs) that may result from combustion and production activities. We have invested in advanced air pollution control systems, such as bag filters, scrubbers, and continuous emissions monitoring

systems (CEMS), to ensure compliance with applicable environmental regulations and standards.

Regular monitoring, third-party audits, and operational controls help us track and reduce our emissions footprint. As part of our broader environmental management strategy, we continue to identify opportunities to upgrade technology and improve process efficiency, thereby reducing both point-source and fugitive emissions across our facilities. We phase out ODS in compliance with Montreal Protocol guidelines. Equipment using CFCs or HCFCs is replaced with environmentally preferred alternatives.

Parameter	Unit	FY 2024-25	FY 2023-24	FY 2022-23
NOx	Kg/year	42505	230420	254940
SOx	Kg/year	25742	234009	223090
Particulate matter (PM)	Kg/year	45556	377808	445678
Persistent organic pollutants (POP)	Kg/year	NIL	NIL	NIL
Volatile organic compounds (VOC)	Kg/year	NIL	NIL	NIL
Hazardous air pollutants (HAP)	Kg/year	43	39.6	41.5





For EC compliance Ambient Air Quality Monitoring Station (AAQMS) with Outside LED Display unit Installed

## Waste

Waste management is a key aspect of Graphite India’s commitment to environmental stewardship and resource efficiency. The graphite manufacturing process generates various types of waste, including solid waste such as electrode scrap, refractory waste, spent dust from pollution control systems, and packaging materials. We follow a structured approach to waste segregation, recycling, and safe disposal in compliance with applicable environmental regulations. Wherever feasible, we recover and reuse by-products within our operations or collaborate with authorized vendors for recycling and co-processing.

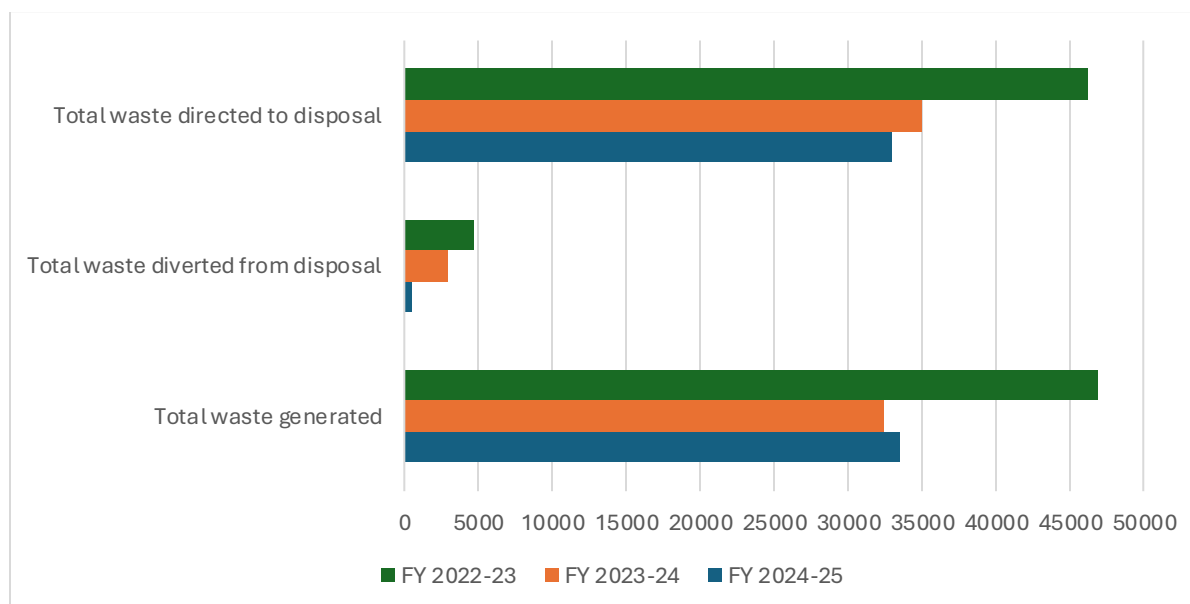
Waste management practices prioritize avoidance, reduction, segregation, and treatment. Contracts with authorized recyclers ensure responsible handling of hazardous fractions. Hazardous and non-hazardous wastes are segregated and kept at designated place/bins. Hazardous wastes are sent to SPCB approved authorized agency for further disposal and non-hazardous waste is sold. We are consistently trying to reduce the waste generation in our processes by converting wastes to by-products (that is, by finding useful utilisation of the wastes in other industries and thus selling the wastes at higher prices). GIL has taken a target to reduce waste generation by 2% each year through employee engagement, reuse and recycling.

During the year we have made our waste data measurement process more robust. We have continued using SAP gate module in the weighbridges so that data on material entry and waste exit from our factories are directly entered into our SAP system from the weighbridges thus reducing possibility of error. Due to this improvement in measurement process, there is apparent increase in waste quantity. This anomaly will get corrected over time.

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)	313.2	214.09	340.6
E-waste (B)	4.6	0.48	3.03

Bio-medical waste (C)	0.1	0.21	0.05
Construction and demolition waste (D)	0	3.25	3.7
Battery waste (E)	1.6	4.58	4.59
Radioactive waste (F)	0	0	0
Other Hazardous waste. (G) (Used oil or waste oil, ESP tar, ETP Sludge, Paint sludge etc.)	1176.7	1193.075	723.6
Other Non-hazardous waste generated (H) comprising mainly carbonaceous material, Graphite powder and broken pcs, scrap wood, steel scrap, etc.	31982.706	31084.703	45853
<b>Total waste generated</b>	<b>33478.906</b>	<b>32500.398</b>	<b>46928.578</b>
Category of waste			
(i) Recycled	526.5	2904.561	4645.4
(ii) Re-used	12.9	8.92	7.9
<b>Total waste diverted from disposal</b>	<b>539.4</b>	<b>2913.481</b>	<b>4653.3</b>
(i) Incineration	470.3	5141.6	4.17
(ii) Landfilling	11.4	48.53	34.63
(iii) Other disposal operations	32457.8	29878.713	46273
<b>Total waste directed to disposal</b>	<b>32939.5</b>	<b>35068.843</b>	<b>46311</b>

Note: For waste disposal through authorized recyclers, there is a minimum threshold of waste to be disposed. Hence, often legacy waste is disposed in the following months which is why in the table above waste generation might be different from total quantity diverted and disposed.



## Supplier environmental assessment

### New suppliers screened using environmental criteria

Ensuring the principles of sustainable development in our supply chain is important to us.

Towards this, we expect all our suppliers to adhere to this 'Supplier Code of Conduct'. This Code sets forth the basic requirements that we ask our Suppliers to respect and adhere to when conducting business with GIL. All new suppliers (100%) are required to undertake acknowledgement with our Supplier Code of Conduct before entering into a business relationship. The document is available at:

[https://graphiteindia.com/esg\\_backoffice/documents/supplier%20code%20of%20conduct-0c836be9173011702962701963311049136.pdf](https://graphiteindia.com/esg_backoffice/documents/supplier%20code%20of%20conduct-0c836be9173011702962701963311049136.pdf)

The screening includes environmental impact criteria such as emissions, resource use, and waste practices as highlighted below:

- ✓ The Supplier shall strive for environmental sustainability, particularly with regard to the emission of greenhouse gases, consumption of water and energy and the management of waste and hazardous materials.
- ✓ The Supplier shall endeavour to reduce/offset the effect on climate change in its activities.
- ✓ The Supplier shall follow all Environmental and other operational policies of GIL while executing any work or contract at GIL's site.
- ✓ The Supplier shall follow all laws of the land including laws on Environment sustainability and protection while executing any work for GIL.
- ✓ The Supplier should adopt sustainable practices in its supply chain and operations.
- ✓ The Supplier should minimize their negative impact on biodiversity, climate change and water security, wherever applicable.

#### **Negative environmental impacts in supply chain and actions taken**

We identify and address supply chain environmental risks through audits, corrective actions, and supplier engagement programs. Where necessary, we work collaboratively with suppliers to improve their practices. This fiscal year, we have decided to undertake assessment of the critical suppliers in our value chain to assess their ESG maturity. This assessment will go into more comprehensive assessment of our value chain across ESG parameters by external subject matter experts who will also provide corrective action report for each assessee on how they can improve their maturity for the following years.

## **Technological Innovation**

As one develops ideas, they move from an initial flash of possibility into something larger, more specific, and more focused. Rather than remaining potential, an innovation – a new “product, service or process” – solves a real problem. In fact, we feel that innovation drives the world economy as people and businesses will always have problems to solve. Going by the same ethos, we have continued to focus on coming up with innovative products since inception to solve some of the most relevant problems in today’s world. The following table highlights our contribution to R&D over the last few years, highlighting a significant increase in the share of Capex for innovative projects across our units.

	FY 2024-25	FY 2023-24	FY 2022-23	Details of improvements in environmental aspects
R&D	0.27%	0.44%	1.28%	>> Satpur- Solar power plant, wind power plant, dust collection system, silo revamping, RHRB Pitch coke handling system, upgradation of STP plant
Capex	52.9%	37.5%	31.6%	>> Titlagarh: PNG line project, LFM Modernization >> Durgapur: Purchase of star rating air conditioner, LOTO system, CO2 system, steam generator, dust collector new installation, BLDC fan installation

Our innovations span across the entire life cycle of the products (design phase, use phase, end of-life), the process of product development, the logistics, collaborations and partnerships with external institutions. Additionally, we have acquired cutting-edge technologies for enhancing the products and services further as listed below:

- Reduction in specific energy consumption
- Conservation of resources
- Improved product quality
- Reduced environmental pollution
- Cost saving
- Reduction in human efforts
- Reduction in cycle time to improve delivery and reduce WIP



## Social Responsibility

We believe that long-term business success is intrinsically linked to the well-being of people—our employees, customers, supply chain partners, and the communities in which we operate. Our commitment to social responsibility is rooted in the principles of equity, inclusion, and shared value creation, and is reflected in how we manage labour practices, uphold human rights, promote diversity, and engage with stakeholders.

We strive to provide a safe, respectful, and empowering workplace where employees can thrive. Our human capital strategy emphasizes talent development, employee well-being, fair compensation, and representation across all levels of the organization. We actively foster a culture of diversity, equity, and inclusion, ensuring that all individuals—regardless of gender, background, or identity—have equal access to opportunity.

Beyond our organizational boundaries, we are committed to responsible supply chain practices. This includes rigorous due diligence to ensure ethical labour standards, prevent child and forced labor, and uphold health and safety protocols across our value chain. Our engagement with communities is guided by a philosophy of partnership and respect. We support local development through education, skill-building, infrastructure, and access to basic services. We also maintain open channels for stakeholder feedback, ensuring that our operations are aligned with community expectations and contribute positively to social outcomes.

## Employment

### New Employee Hires and Turnover

We monitor employee hiring and attrition to understand workforce dynamics and support long-term talent planning. New hires are strategically onboarded to meet evolving business needs, while exit data is analysed to identify trends and address underlying causes. We strive to foster a positive work environment that encourages retention, career growth, and engagement across all levels.

The following table shows our permanent employee new hires and turnover in the last three years according to the age brackets. The trainee are fixed term (1 year) temporary employees, and their appointment is not affected directly by the business strategy.

New Hired Employee (as on 31st March of year)				
Gender	Age category	FY 2024-25	FY 2023-24	FY 2022-23
		Number	Number	Number
Male	<30	5	13	28
	30-50	13	18	9
	>50	15	14	13
Female	<30	1	2	0
	30-50	7	1	0
	>50	0	0	0
Total		41	48	50

Employee Turnover (as on 31st March of year)				
Gender	Age category	FY 2024-25	FY 2023-24	FY 2022-23
		Number	Number	Number

Male	<30	4	13	7
	30-50	6	17	8
	>50	25	20	36
Female	<30	1	0	0
	30-50	0	0	0
	>50	0	0	0
Total		36	50	51



### **Benefits for Full-Time and Temporary Employees**

Full-time employees receive a comprehensive benefits package that includes health insurance, retirement plans, paid time off, parental leave, loans and advances, business expense reimbursements, deputation allowance (as per employee grade), leave travel and entertainment allowance, long service awards. and wellness programs. Certain benefits such as car benefits are eligible for AGM and above. While we comply with all legal requirements for temporary or part-time staff, some benefits are exclusive to full-time employees due to the long-term nature of their employment contracts. The temporary employees, comprising our trainees, are entitled to accident and health insurance only.

We aim to ensure that all workers, regardless of employment type, are treated with fairness and respect and that they are provided with the necessary benefits pertaining to their work. All our workforce (employees and workers) are entitled to health insurance and accident insurance and such benefits dictated by the standing order.

### **Parental Leave**

Our parental leave policy supports employees during key life stages by offering paid leave for both primary and secondary caregivers. We ensure that employees returning from leave are

reintegrated into the workplace with full access to training, advancement, and development opportunities. Our policy provides maternity leaves to all female employees, while paternal parental leaves are still under consideration. In the last three years, none of our female workforce have taken a maternity leave.

## Notice for significant operational changes

We adhere to statutory requirements and industry best practices regarding notice periods before significant operational changes. These changes include restructurings, layoffs, plant closures, or shifts in working conditions. The notice period allows affected parties to prepare for the transition, seek alternative employment, or engage in dialogue with management. Employees and, where applicable, their representatives are notified in advance of decisions that may impact their roles. The duration of this period, for our employees, typically aligns with labour laws and ranges from 30 to 90 days. For our workers, wherever such terms are agreed in collective bargaining agreements, we adhere to that. In case where such specifications are not mentioned, we provide at least 30 days of notice. This approach fosters transparency, trust, and cooperation in managing workforce transitions.



## Occupational health & safety

### Health and Safety Management System

Our strategic ambition is to provide a safe working environment for all our people and to deliver value to them by providing development opportunities. Occupational Health & Safety is our top priority and our overriding commitment to health and safety is embedded throughout the organization. Our approach is to identify, eliminate, reduce or control all workplace risks, and an ongoing system of training, assessment and improvement is in place to focus on achieving this. We remain fundamentally committed protecting the health and safety of employees, contractors, visitors, customers and any other persons affected by our activities. We want to

become a zero-accident company and are striving to become a best-in-class organization for safety performance and leadership.



We maintain a robust OHS management system aligned with internationally recognized standards (e.g., ISO 45001). The system outlines our approach to hazard identification, risk management, incident reporting, and performance monitoring, ensuring the health and safety of all personnel (employees and workers). We employ systematic processes for identifying workplace hazards and assessing associated risks. All incidents, including near misses, are investigated thoroughly to prevent recurrence and drive continuous improvement in our safety culture.

Health & Safety management system	FY 2024-25		FY 2023-24		FY 2022-23	
	Number	% of total	Number	% of total	Number	% of total
the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	2431	100%	2263	100%	1746	100%
the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited	2431	100%	2263	100%	1746	100%
the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	2431	100%	2263	100%	1746	100%

### Occupational Health Services

We provide access to occupational health services, including regular medical assessments, mental health resources, ergonomic support, and rehabilitation programs. These services are designed to support both preventive care and responsive treatment. We encourage active participation of employees in safety-related matters through safety committees, training programs, and regular safety dialogues. Workers are consulted on risk management strategies and are empowered to report unsafe conditions without fear of retaliation. Safety training is mandatory for all employees and is tailored to their specific roles and associated risks. Refresher courses and specialized training (e.g., first aid, emergency response) are conducted periodically to maintain a well-informed and prepared workforce. Our wellness programs support holistic well-being, addressing physical, mental, and social health. Initiatives include health screenings, nutrition and fitness programs, stress management workshops, and counselling services. We assess and manage OHS risks in our value chain by conducting supplier audits, enforcing contractual safety requirements, and engaging with partners on capacity building. We prioritize responsible sourcing and collaborate with contractors to maintain a shared safety culture.





**Work-Related Injuries and Ill Health**

We track and analyse work-related injury and illness data to identify trends and improve our safety protocols. Preventive action plans are developed for high-risk areas, and we strive for zero workplace fatalities and a continuous reduction in incident rates. During the reporting period, all work-related injuries, near misses, and incidents of occupational ill-health were recorded, investigated, and addressed through corrective and preventive actions.

GIL does not systematically track cases of work-related ill health across its operations. This is primarily due to the absence of a standardized methodology for attributing specific health conditions directly to occupational exposure within the company’s industrial context. While periodic medical check-ups and health surveillance programs are conducted for employees engaged in high-risk job functions, these assessments currently focus on general health indicators rather than diagnosing occupational illnesses.

Work-related injuries							
Sr. No	Description	FY 2024-25		FY 2023-24		FY 2022-23	
		Number	Rate (per million hrs)	Number	Rate (per million hrs)	Number	Rate (per million hrs)
For all employees	The number and rate of fatalities as a result of work-related injury or ill health	0	0.00	0	0.00	0	0.00
	The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0.00	0	0.00	0	0.00
	The number and rate of recordable work-related injuries	0	0.00	2	0.96	0	0.00
	The number of hours worked	2081664	NA	2094144	NA	2121600	NA

For all workers who are not employees but whose work and/or workplace is controlled by the organization	The number and rate of fatalities as a result of work-related injury or ill health	1	0.16	1	0.18	0	0.00
	The number and rate of high-consequence work-related injuries (excluding fatalities)	1	0.16	1	0.18	0	0.00
	The number and rate of recordable work-related injuries	8	1.32	9	1.59	9	2.07
	The number of hours worked	6067776	NA	5648448	NA	4358016	NA

## Training and education

### Training and Skill Development

We invest significantly in employee development, offering role-specific and leadership training. The average number of hours per employee reflects our commitment to upskilling, compliance training, and continuous learning. We offer programs that equip employees with future-ready skills through certifications, digital learning platforms, and mentorship. For employees impacted by transitions, we provide redeployment support, outplacement services, and retraining opportunities. In FY 2024-25 the average hours of training per employee category rose significantly due to introduction of mandatory trainings on environmental and social aspects. Human rights trainings were also conducted by external subject matter experts to enhance understanding. The average hours of training per male was 10.29 in FY 2024-25 from 8.09 in FY 2023-24, while those of female rose to 8.60 in FY 2024-25 from 5 in FY 2023-24 showcasing GIL's focus on employee trainings. A detail of the employee categories is provided below:

Employee Categories	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Senior Management (General Manager & Above)	No of participants	29	29	29
	Avg. Hours/employee	5.67	1.70	3.06
Junior & Middle Management (Assistant Officer to Deputy General Manager)	No of participants	766	763	753
	Avg. Hours/employee	12.05	5.78	7.96
Trainees*	No of participants	39	42	52
	Avg. Hours/employee	61.54	57.14	46.15

(\*For the trainees, they are full time devoted to training for a year with GIL. Hence, we have made a reasonable attribution of the training hours for them which explains why their hours are significantly high)



For technical and operational staff, trainings focus on lean manufacturing, Six Sigma, advanced graphite electrode production techniques, predictive maintenance, and quality systems aligned with ISO 9001, 14001, and 45001 standards. All employees and workers who work in the plants were equipped with skills in hazard identification, fire safety, emissions monitoring, and waste management aligned with regulatory compliance and circular economy principles. All our employees receive training on POSH, diversity & inclusion, labour law compliance, and employee wellness. Lastly, senior management training across functions focuses on strategic thinking, Kaizen-driven innovation, cross-functional collaboration, and financial acumen for non-finance executives. Together, these initiatives will strengthen GIL's workforce capabilities, drive operational excellence, and support its long-term sustainability and growth objectives.

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health & safety measures		On skill upgradation		Total (A)	On health & safety measures		On skill upgradation	
		No(B)	% B/A	No (C)	%C/A		No(B)	% B/A	No (C)	%C/A
<b>Employee</b>										
Male	805	612	76	610	76	815	608	75	613	75
Female	29	15	52	15	52	24	13	54	12	50
Total	834	627	75	625	75	839	621	74	625	74
<b>Workers</b>										
Male	2420	883	36	883	36	2254	901	40	901	40
Female	11	4	36	0	0	9	5	55	0	0
Total	2431	887	36	883	36	2263	906	40	901	40

## Performance and Career Development Reviews

Regular performance evaluations form the backbone of our talent management strategy. These reviews are structured to provide constructive feedback, align employee goals with business objectives, and inform promotion and succession planning. All our employees receive performance review each fiscal year to help improve their performance. For our workers, in FY 2023-24, 64% of our male workers and 100% of our female workers received performance review. For FY 2024-25, 66% of our male workforce and 100% of our female workforce received performance reviews.

Category	Unit	FY 2024-25		FY 2023-24		FY 2022-23	
Employees who received a regular performance and career development review during the reporting period		Male	Female	Male	Female	Male	Female
Employee category							
Senior Management (General Manager & Above)	% of category	100	100	100	100	100	100
Junior & Middle Management (Assistant Officer to Deputy General Manager)	% of category	100	100	100	100	100	100
Trainees	% of category	100	100	100	100	100	100

## Diversity & Inclusion

### Diversity of Governance Bodies and Employees

We are committed to building a diverse workforce at all organizational levels. Our approach promotes gender, generational, cultural, and functional diversity across business units and the boardroom. Metrics are tracked and disclosed to ensure accountability and progress. The following table captures the gender and age diversity across our employee categories.

Category	Gender diversity								
	As on 31-March-2025			As on 31-March-2024			As on 31-March-2023		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Board of Directors	9	8	1	9	8	1	9	8	1
Senior Management (General Manager & Above)	29	27	2	29	27	2	29	27	2
Junior & Middle Management (Assistant Officer to Deputy General Manager)	766	739	27	768	748	20	769	752	17
Trainees	39	39	0	42	40	2	52	52	0
<b>Total</b>	<b>843</b>	<b>813</b>	<b>30</b>	<b>848</b>	<b>823</b>	<b>25</b>	<b>859</b>	<b>839</b>	<b>20</b>

Age diversity									
Category	As on 31-March-2025			As on 31-March-2024			As on 31-March-2023		
	<30 yrs	30-50 yrs	>50 yrs	<30 yrs	30-50 yrs	>50 yrs	<30 yrs	30-50 yrs	>50 yrs
Board of Directors	0	0	9	0	0	9	0	0	9
Senior Management (General Manager & Above)	1	6	22	1	6	22	0	4	25
Junior & Middle Management (Assistant Officer to Deputy General Manager)	5	687	74	4	688	76	5	675	89
Trainee	38	1	0	40	2	0	52	0	0
Total	44	694	105	45	696	107	57	679	123



### Salary and Remuneration of Women to Men

We continuously assess compensation practices to ensure pay equity across roles and levels. Right from the hiring process to the employee exit, we have built checks and balances in place to ensure there is no disparity based on gender. We conduct routine internal audits on gender pay issues. Disparities, if identified, are promptly addressed as part of our broader commitment to fairness and inclusion.

We are not specifically tracking metrics such as ratio of basic salary and remuneration of men to women, however as per our regional legislature, the Business Responsibility and

Sustainability Report (BRSR) requires us to disclose the median wage of the male and women as per employee categories for FY 2024-25, as provided below.

	Male		Female	
	Number	Median Remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	7	INR 14,50,000	1	INR 16,50,000
Key Managerial Personnel #	3	INR 37,03,502	0	
Employees other than BoD and KMP	763	INR 9,76,925	29	INR 5,64,925
Workers	879	INR 11,13,732	4	INR 3,60,570

\* Mr. Ashutosh Dixit, Whole-Time Director & Key Management Personnel has been shown under BOD.

# Mr. Shiva Balan retired as Company Secretary w.e.f. 31st May, 2024 and Mr. Sanjeev Marda appointed as Company Secretary w.e.f. 1st June, 2024

## Local communities

We engage local communities through needs assessments, stakeholder dialogues, and development initiatives in health, education, livelihoods, and infrastructure. Impact assessments are conducted prior to major operational changes to safeguard community interests. Where potential adverse impacts are identified—such as environmental degradation or displacement—we develop mitigation and grievance mechanisms in collaboration with affected stakeholders, ensuring that operations are conducted responsibly and ethically.

Community Project	No of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised group
Sustainable Housing	650	100%
Education	600	100%
Livelihoods (Skill Development)	300	100%
Drinking Water (Water ATM)	Since the Water ATMs are set up in various public locations, the exact number of beneficiaries and their belonging to vulnerable and marginalised groups cannot be determined.	Not available



**Project: Osteopathy Camp**

**Location:** Andul

**Description:** Provided specialized osteopathic care to 300 patients from marginalized communities, addressing chronic musculoskeletal conditions and enhancing mobility and quality of life.



**Project: Autism BeAware Movie**

**Location:** India

**Description:** A powerful short film created to foster empathy and inclusion, sparking meaningful conversations around neurodiversity and promoting awareness on autism.





**Project: Education on Wheels**

**Location:** Kolkata, Durgapur, and Nashik

**Description:** The Education on Wheels initiative deploys two mobile classrooms in each of the three locations—Kolkata, Durgapur, and Nashik—bringing learning directly to underserved communities. These buses currently reach:

- 150 students in Kolkata
- 35 students in Durgapur
- 182 students in Nashik

Through regular academic sessions, adult literacy support, and life skills education, the program bridges gaps in access to quality learning. It continues to empower children and adults alike with knowledge, confidence, and tools for long-term social and economic growth.



**Project: Low-Cost Housing for Marginalized Communities**

**Location:** Modale, Kuscgaon, Shirsathe, Waki, Biturli, Maharashtra

**Description:** During FY 2024–25, a total of 83 resilient, 300 sq. ft. RCC-roofed houses were constructed across five villages in Maharashtra—Modale, Kuscgaon, Shirsathe, Waki, and Biturli. Designed to ensure long-term stability and dignity, this initiative provides safe and secure housing for marginalized families, transforming their living standards and fostering a greater sense of security and well-being.



**Project: Drinking Water Kiosks for Safe Drinking Water**

**Location:** Kolkata, Durgapur, and Nashik

**Description:** To promote health and hygiene through access to safe drinking water, Water ATMs have been installed in key public areas across three cities:

- 2 units in Kolkata, in collaboration with the Kolkata Municipal Corporation and Alipore Zoo
- 2 units in Durgapur, in partnership with the Durgapur Municipal Corporation
- 16 units in Nashik, with support from the Nashik Municipal Corporation

These kiosks cater to a broad spectrum of the public—including daily commuters, government staff, hospital visitors, and others—by providing clean, affordable drinking water at high-footfall locations.



**Project: Supplementary Education**

**Locations: Kolkata, Durgapur, & Nashik**

**Supplementary Education:** This initiative provides targeted academic support to children aged 6 to 16 through structured coaching in English, Science, Mathematics, Computer Skills, and Art & Craft. Conducted across learning centers in Kolkata, Durgapur, and Nashik, the program strengthens foundational knowledge, nurtures creativity, and promotes digital literacy—empowering young learners and fostering long-term community development through education.

**Current Enrolments:**

- **Nashik:** 49 students.
- **Durgapur:** 80 students.
- **Kolkata:** 130 students



**Project: Vocational Training**

**Locations: Kolkata & Durgapur**

**Vocational Training:** Focused on enhancing employability and promoting economic self-reliance, this initiative offers vocational training to children, women, and youth from underserved communities. The program delivers both technical and non-technical skills through certified courses in:

- Beauty Therapy
- Sewing Machine Operation
- Data Entry and Advanced Excel

By equipping participants with market-relevant expertise, the initiative opens pathways to self-employment and formal job opportunities, fostering sustainable livelihoods.

**Current Enrolments:**

- **Durgapur:** 90 students.
- **Kolkata:** 90 students.



**Project: Craft Project for various Décor and Utility products**

**Locations: Kolkata**

**Description:** A 16-session workshop that trained local women and youth in creating decorative and utility items like wall hangings, name plates, and décor pots. The initiative nurtured creativity, built craft-based skills, and opened pathways for potential income generation through handmade products.

**Project: Craft Project for various Décor and Utility products**

**Locations: Nashik**

**Description:** As part of our commitment to promoting hygiene and environmental responsibility, color-coded 20 dust bins (blue for dry waste and green for wet waste) were installed in Nashik to encourage waste segregation and cleaner public spaces.

## Supplier social assessment

We identify and address social risks in the supply chain through audits, capacity building, and corrective action plans. Engagement with suppliers focuses on continuous improvement and fostering responsible business conduct throughout the value chain. All new suppliers undergo a screening process that evaluates social factors such as labour practices, human rights compliance, and community engagement. This helps ensure alignment with our ethical sourcing standards. For our existing suppliers, we undertake periodic refresher programs where suppliers need to acknowledge adherence to high social standards in their operations. In the reporting period, we have not identified incidences of breach of social aspects in our supply chain.

This year, we have planned to undertake a comprehensive assessment of the supply chain to assess the ESG maturity. Additionally, we are considering undertaking a human rights due diligence in accordance with international standards for our facilities.

# Annexure

## GRI (2021) Index

Statement of use	Graphite India Ltd (GIL) has reported with reference to the GRI Standards for the period 1 <sup>st</sup> April 2024 to 31 <sup>st</sup> March 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards(s)	Not available for GIL's business. Hence, we have used the relevant topic standards.

## GRI - 2,3: General Disclosures and Material Topics

Disclosure	Disclosure Location (Header, Pg No.)
<b>GRI 2: GENERAL DISCLOSURES</b>	
<b>2-1: Organizational details</b>	About Graphite India Ltd, pg 10
<b>2-2: Entities included in the organization's sustainability reporting</b>	Reporting Boundary, pg 4
<b>2-3: Reporting period, frequency and contact point</b>	Reporting Period, pg 5
<b>2-4: Restatements of information</b>	Not applicable
<b>2-5: External assurance</b>	Assurance, pg 5
<b>2-6: Activities, value chain and other business relationships</b>	Company Overview, pg 10; Value Chain, pg 11; Holding Subsidiary, Associate Companies, pg 11
<b>2-7: Employees</b>	Employees & Workers, pg 19
<b>2-8: Workers who are not employees</b>	Employees & Workers, pg 19
<b>2-9: Governance structure and composition</b>	Governance Structure, pg 22
<b>2-10: Nomination and selection of the highest governance body</b>	Nomination and Selection of the Board members, pg 27
<b>2-11: Chair of the highest governance body</b>	Board Chairman, pg 28
<b>2-12: Role of the highest governance body in overseeing the management of impacts</b>	Board and management oversight of sustainability issues, pg 28
<b>2-13: Delegation of responsibility for managing impacts</b>	Board and management oversight of sustainability issues, pg 28; Environmental Management Team, pg 42
<b>2-14: Role of the highest governance body in sustainability reporting</b>	Board and management oversight of sustainability issues, pg 29
<b>2-15: Conflicts of interest</b>	Conflict of Interest, pg 29
<b>2-16: Communication of critical concerns</b>	Board and management oversight of sustainability issues, pg 28
<b>2-17: Collective knowledge of the highest governance body</b>	Governance Structure, pg 22
<b>2-18: Evaluation of the performance of the highest governance body</b>	Board Performance Evaluation, pg 29
<b>2-19: Remuneration policies</b>	Remuneration and Compensation, pg 30

<b>2-20: Process to determine remuneration</b>	Remuneration and Compensation, pg 30
<b>2-21: Annual total compensation ratio</b>	Remuneration and Compensation, pg 30
<b>2-22: Statement on sustainable development strategy</b>	Message from the Chairman, pg 6; Message from the Executive Director, pg 7
<b>2-23: Policy commitments</b>	Policy Commitments, pg 30
<b>2-24: Embedding policy commitments</b>	Policy Commitments, pg 30
<b>2-25: Processes to remediate negative impacts</b>	Grievance mechanism to remediate negative impacts, pg 31; Whistleblowing, pg 32
<b>2-26: Mechanisms for seeking advice and raising concerns</b>	Whistleblowing, pg 32
<b>2-27: Compliance with laws and regulations</b>	Compliance with laws and regulations, pg 32
<b>2-28: Membership associations</b>	Membership Associations, pg 12
<b>2-29: Approach to stakeholder engagement</b>	Stakeholder Engagement Framework, pg 20
<b>2-30: Collective bargaining agreements</b>	Collective bargaining agreements, pg 21
<b>GRI 3: MATERIAL TOPICS</b>	
<b>3-1: Process to determine material topics</b>	Materiality Assessment, pg 14
<b>3-2: List of material topics</b>	Materiality Assessment, pg 14
<b>3-3: Management of material topics</b>	In respective topic disclosure sections

## GRI-200: Economic Disclosures

Disclosure		Disclosure Location (Header, Pg No.)
<b>ECONOMIC PERFORMANCE 2016</b>		
<b>201-1</b>	Direct economic value generated and distributed	Value Creation, pg 33
<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	Financial implications and other risks and opportunities due to climate change, Pg 33; Standalone IFRS Report available on website
<b>201-3</b>	Defined benefit plan obligations and other retirement plans	Defined benefit plan obligations and other retirement plans, pg 34
<b>201-4</b>	Financial assistance received from government	Financial assistance received from government, pg 34
<b>MARKET PRESENCE 2016</b>		
<b>202-1</b>	Ratios of standard entry level wage by gender compared to local minimum wage	Market Presence, pg 35
<b>202-2</b>	Proportion of senior management hired from the local community	Market Presence, pg 35

<b>INDIRECT ECONOMIC</b>		
<b>203-1</b>	Infrastructure investments and services	Indirect Economic Impact, pg 35
<b>203-2</b>	Significant indirect economic impacts	Indirect Economic Impact, pg 35
<b>PROCUREMENT PRACTICES 2016</b>		
<b>204-1</b>	Proportion of spending on local suppliers	Procurement, pg 36
<b>ANTI-CORRUPTION 2016</b>		
<b>205-1</b>	Operations assessed for risks related to corruption	Anti-corruption, pg 38
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	Anti-corruption, pg 38
<b>205-3</b>	Confirmed incidents of corruption and actions taken	Anti-corruption, pg 38
<b>ANTI-COMPETITIVE BEHAVIOR 2016</b>		
<b>206</b>	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-competitive Behaviour, pg 38
<b>TAX 2019</b>		
<b>207-1</b>	Approach to tax	Tax, pg 36
<b>207-2</b>	Tax governance, control, and risk management	Annual Report FY24-25
<b>207-3</b>	Stakeholder engagement and management of concerns related to tax	Annual Report FY24-25
<b>207-4</b>	Country-by-country reporting	Annual Report FY24-25

## GRI-300: Environmental Disclosures

Disclosure		Disclosure Location (Header, Pg No.)
<b>MATERIALS 2016</b>		
301-1	Materials used by weight or volume	Materials, pg 43
301-2	Recycled input materials used	Materials, pg 43
301-3	Reclaimed products and their packaging materials	Materials, pg 43
<b>ENERGY 2016</b>		
302-1	Energy consumption within the organization	Energy, pg 45
302-2	Energy consumption outside of the org	Included as part of Scope 3 GHG emission inventory
302-3	Energy intensity	Energy. Pg 46
302-4	Reduction of energy consumption	Energy. Pg 46
302-5	Reductions in energy requirements products and services	Energy. Pg 46; Greenhouse Gas Emissions - Product, pg 53
<b>WATER AND EFFLUENTS 2018</b>		
303-1	Interactions with water as a shared resource	Water and Effluents, pg 48
303-2	Management of water discharge-related impacts	Water and Effluents, pg 48
303-3	Water withdrawal	Water and Effluents, pg 48
303-4	Water discharge	Water and Effluents, pg 48
303-5	Water consumption	Water and Effluents, pg 48
<b>BIODIVERSITY 2016</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity, pg 50 - Not applicable
304-2	Significant impacts of activities, products, and services on biodiversity	Not applicable
304-3	Habitats protected or restored	Not applicable
	IUCN Red List species and national	Not applicable

304-4	conservation list species with habitats in areas affected by operations	
<b>EMISSIONS 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions - Operational, pg 51
305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions - Operational, pg 51
305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions - Operational, pg 51
305-4	GHG emissions intensity	Greenhouse Gas Emissions - Operational, pg 51
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions - Operational, pg 51
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Air Emissions, pg 55
<b>WASTE 2020</b>		
306-1	Waste generation and significant waste-related impacts	Waste, pg 57
306-2	Management of significant waste-related impacts	Waste, pg 58
306-3	Waste generated	Waste, pg 58
306-4	Waste diverted from disposal	Waste, pg 58
306-5	Waste directed to disposal	Waste, pg 58
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>		
	New suppliers that were screened using environmental criteria	Supplier environmental assessment, pg 58
	Negative environmental impacts in the supply chain and actions taken	Supplier environmental assessment, pg 58

## GRI-400: Social Disclosures

Disclosure		Disclosure Location (Header, Pg No.)
<b>EMPLOYMENT 2016</b>		
401-1	New employee hires and employee turnover	Employment, pg 61
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment, pg 61
401-3	Parental leave	Employment, pg 61
<b>LABOR/MANAGEMENT RELATIONS 2016</b>		
402-1	Minimum notice periods regarding operational changes	Notice for significant operational changes, pg 63
<b>OCCUPATIONAL HEALTH AND SAFETY 2018</b>		
403-1	Occupational health and safety management system	Occupational Health and Safety, pg 63
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pg 64
403-3	Occupational health services	Occupational Health and Safety, pg 64
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pg 64
403-5	Worker training on occupational health and safety	Training & Education, pg 67
403-6	Promotion of worker health	Occupational Health and Safety, pg 64
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pg 64
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety, pg 66
403-9	Work-related injuries	Occupational Health and Safety, pg 66
403-10	Work-related ill health	Occupational Health and Safety, pg 66
<b>TRAINING AND EDUCATION 2016</b>		
404-1	Average hours of training per year per employee	Training & Education, pg 67
404-2	Programs for upgrading employee skills and	Training & Education, pg 67

	transition assistance programs	
404-3	Percentage of employees receiving regular performance and career development reviews	Training & Education, pg 67
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
405-1	Diversity of governance bodies and employee	Diversity & Inclusion, pg 69
405-2	Ratio of basic salary and remuneration of women to men	Diversity & Inclusion, pg 69
<b>NON-DISCRIMINATION 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	Non-discrimination, pg 39
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of association & collective bargaining, pg 39
<b>CHILD LABOR 2016</b>		
408-1	408-1 Operations and suppliers at significant risk for incidents of child labor	Child & Forced Labour, pg 39
<b>FORCED OR COMPULSORY LABOR 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Child & Forced Labour, pg 39
<b>SECURITY PRACTICES 2016</b>		
410-1	Security personnel trained in human rights policies or pr	Human Rights, pg 40
<b>RIGHTS OF INDIGENOUS PEOPLES 2016</b>		
411-1	Incidents of violations involving rights of indigenous peoples	Indigenous People, pg 40
<b>LOCAL COMMUNITIES 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	Local communities, pg 71
413-2	Operations with significant actual and potential negative impacts on local communities	Local communities, pg 71 No negative impact on local communities based on our assessment

<b>SUPPLIER SOCIAL ASSESSMENT 2016</b>		
<b>414-1</b>	New suppliers that were screened using social criteria	Social supplier screening, pg 77
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	Social supplier screening, pg 77
<b>PUBLIC POLICY 2016</b>		
<b>415-1</b>	Political contributions	Not Applicable
<b>CUSTOMER HEALTH AND SAFETY 2016</b>		
<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	Customer Health & Safety, pg 41
<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Health & Safety, pg 41
<b>MARKETING AND LABELING 2016</b>		
<b>417-1</b>	Requirements for product and service information and labeling	Marketing and Labelling, pg 41
<b>417-2</b>	Incidents of non-compliance concerning product and service information and labeling	Marketing and Labelling, pg 41
<b>417-3</b>	Incidents of non-compliance concerning marketing communications	Marketing and Labelling, pg 41
<b>CUSTOMER PRIVACY 2016</b>		
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy, pg 41

# ESG Assurance Statement



**To**  
**The Management and Board of Directors,**  
**Graphite India Limited**  
**31 Chowringhee Road, Kolkata 700016**

Futurestation Services LLP (also referred as “Futurestation” or “we” or “us”) was engaged by Graphite India Limited (also referred as “GIL”) to conduct a limited assurance procedure on the Sustainability Report FY 2024-25. This Assurance Statement applies to the procedure conducted by us as per the engagement agreement dated 17<sup>th</sup> April 2025 signed between GIL and Futurestation. The preparation of the Sustainability Report with reference to the GRI Standard 2021 is the sole responsibility of GIL. Futurestation’s responsibility was to conduct limited assurance procedure based on applicable standards as per the engagement agreement referred above.

## Reporting Period

1<sup>st</sup> of April 2024 to 31<sup>st</sup> of March 2025.

## Level of Assurance

Limited Assurance. We conducted our limited assurance procedure in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board.

## Disclosures Assured

As per engagement agreement, we verified the following data as disclosed in the Report, as a part of the assurance procedure.

302-1	Energy consumption within the organisation
302-3	Energy Intensity
302-4	Reduction in Energy Consumption
303-3	Water withdrawal
305-1	Direct (Scope 1) GHG Emissions
305-2	Energy (Indirect) Scope 2 GHG emissions
305-3	Energy (Indirect) Scope 3 GHG emissions
306-3	Waste generated
401-1	New Employee hires and employee turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
403-9	Work-related injuries
404-1	Average hours of training per year per employee

## Procedure Performed

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of data recording procedures on sample basis, inspection of data collating and recording procedures, evaluating the appropriateness of quantification methods and reporting policies and agreeing or reconciling with underlying records. Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems. Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made GIL’s management and process owners aware of the procedures to be performed by us.
- Understood and evaluated the design of the key systems, processes and controls for managing, recording and reporting on the identified attributes

- Based on that understanding and the risks that the reported data may be materially misstated, determined the nature, timing and extent of further procedures
- Performed substantive testing on a selective basis of the identified attributes to check that data had been appropriately measured, recorded, collated and reported;
- Reviewed records and performed testing including recalculation of sample data to establish an assurance trail
- Reviewed the level of risk involved in material incorrectness in recording, collating and reporting of the data
- Checked consolidation for various sites and corporate office for ensuring the completeness of data being reported

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion

### **Our Responsibility**

Our responsibility is to express a conclusion on the above mentioned KPIs based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the KPIs in the Reports are free from material misstatement, whether due to fraud or error.

### **Observations**

Our observations after conducting the reasonable assurance procedure are:

1. The data recording, collation and reporting process is fair. However, there is scope to improve its robustness, particularly with respect to waste.
2. Safety related data is based on records maintained

### **Our Conclusion**

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the selected KPIs and the Report have not been prepared, in all material respects, in accordance with the Applicable Criteria

### **Statement of independence, impartiality and competence**

Futurestation Services LLP is an independent professional services firm that specializes in sustainability advisory and assurance services. No member of the assurance procedure performing team has a business relationship with GIL, its directors or managers beyond that required of this assignment. We conducted this procedure independently and to our knowledge there has been no conflict of interest. The team has extensive experience in conducting assurance over environmental, social, ethical, governance, health and safety information, systems and processes.



Sudipta Das  
Partner



FUTURESTATION SERVICES LLP

[www.futurestn.com](http://www.futurestn.com)

18<sup>th</sup> August 2025

*This assurance statement, including the opinion expressed herein, is provided to Graphite India Limited and is solely for the benefit of Graphite India Limited in accordance with the terms of our agreement. We consent to the release of this statement by Graphite India Limited in relation to Sustainability Report FY 2024-2025 but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.*