

Our Commitment Towards ESG



Sustainability



Green
Innovation



Community
Focus



Inclusive
Culture



Employee
Wellness



Strong
Governance



Future
Goals

Our ESG Journey: Embedding Sustainability into Every Step of Growth

At SPR Auto Technologies Limited, sustainability is a core business principle that guides how we operate, innovate and create long-term value. Driven by our Environmental, Social and Governance (ESG) philosophy, we integrate responsibility, transparency and stewardship into every aspect of our operations. During FY 2025–26, we strengthened our ESG commitments through focused actions in climate practices and sustainable innovation.

We believe that lasting progress is achieved by creating value for people, the planet, and prosperity while fostering collaboration, accountability, and innovation. Aligned with our vision of being a world-class, environmentally responsible partner to global automotive customers, we continue to embed sustainability across our business strategy and operations.

Strategic ESG Initiatives

- **Decarbonisation**
 - Accelerating transition to low-carbon operations.
- **Renewable Energy**
 - Expanding clean energy share across facilities.
- **Water Stewardship**
 - Ensuring responsible usage and recycling.
- **Waste Reduction**
 - Driving circularity and zero-waste goals.
- **Biodiversity Conservation**
 - Protecting ecosystems around our operations.
- **Responsible Supply Chain**
 - Embedding ethics and sustainability across the value chain.

Our approach supports India's development priorities, the global climate agenda and the United Nations Sustainable Development Goals (SDGs). By integrating ESG considerations into strategic decision-making, optimizing resource utilization and minimizing environmental impact, we are building a resilient, future-ready enterprise that delivers sustainable value to all stakeholders.

As we move forward, we remain committed to advancing responsible growth, driving positive impact and shaping a future where business success and environmental stewardship go hand in hand.



Our ESG Commitments

At SPR Auto Technologies Limited, we believe sustainable success is achieved by balancing economic growth with environmental stewardship and social progress. Our ESG commitments provide a clear strategic framework for responsible value creation, resilience and long-term stakeholder trust. Anchored around three strategic pillars—Greener Planet, Stronger Communities and

Trusted Governance—our ESG approach is embedded across business operations and decision-making.

Through focused action on climate, community development, education and ecological conservation, we strive to create measurable impact while contributing to a more sustainable and equitable future.



Greener Planet

Driving environmental stewardship through climate adoption, circular economy practices and biodiversity conservation.



Stronger Communities

Fostering inclusive growth by empowering people, enhancing workplace well-being, supporting education and skill development and creating positive social impact across communities.



Trusted Governance

Strengthening ethical business practices through transparency, accountability, robust governance frameworks, risk management and responsible decision-making.

1. Greener Planet



At SPR Auto Technologies Limited, environmental sustainability is integral to our growth. Through renewable energy adoption, circular economy practices and biodiversity conservation, we are advancing a low-carbon and resilient future. Our focus is on decarbonizing operations, optimizing energy and water use, reducing waste and embedding sustainability across products, processes and the value chain.

During FY 2025–26, we strengthened our renewable energy portfolio with a 34 MWp solar installation at Ghaziabad and a 2 MWp rooftop solar plant at Pathredi-Bhiwadi, reinforcing our commitment to achieving 50% renewable energy consumption by 2030 and Net Zero emissions by 2045. By integrating environmental stewardship into business decisions, we continue to create long-term value for our stakeholders while contributing to a more sustainable future.

Our Planet Positive Goals (Over Base Year FY 2021–22)

- Achieve Carbon Neutrality (Scope 1 & 2) by 2045 through Science-Based Targets initiative (SBTi) aligned pathways.
- Increase renewable energy share to 50% by 2030.
- Become Water Positive at the Group level by replenishing more water than consumed.
- Reduce carbon emission intensity by 10% year-on-year and by 60% by 2030 over the base year.
- Reduce water intensity by 5% year-on-year and by 30% by 2030 over the base year.
- Reduce waste intensity by 5% year-on-year.
- Enhance green cover and biodiversity through large-scale afforestation and plantation initiatives.



2. Stronger Communities



At SPR Auto Technologies Limited, we believe sustainable growth is meaningful only when it creates lasting value for people and communities. Guided by our People Positive philosophy, we invest in education, healthcare, skill development, women empowerment, livelihoods, and community well-being to foster inclusive and equitable growth.

Within our organization, we cultivate a workplace founded on diversity, inclusion, safety, meritocracy and equal opportunity, recognizing that an empowered workforce is essential to long-term success. By advancing human development, employee well-being and social inclusion, we strive to create shared prosperity and strengthen the communities we serve.



3. Trusted Governance



At SPR Auto Technologies Limited, integrity, transparency, accountability and ethical conduct form the foundation of our governance framework. We are committed to fostering stakeholder trust through robust governance practices, responsible leadership, effective risk management and transparent decision-making.

We continuously strengthen our ESG disclosures, compliance systems, board oversight, ethical supply chain practices and stakeholder engagement mechanisms while aligning with global best practices. By proactively managing emerging risks and embedding responsible decision-making across the organization, we create long-term, sustainable value for all stakeholders.

Governance Roadmap

- **Excellence in Compliance:** Achieve and sustain best-in-class standards in corporate governance and ESG disclosures across the Group.
- **Ethical Value Chain:** Embed ethical conduct and transparency across operations and the supply chain.
- **Stakeholder Confidence:** Strengthen trust through resilient governance frameworks, responsible leadership and effective risk management.
- **Global Benchmark Alignment:** Continuously align governance practices with evolving global benchmarks and regulatory expectations.

Sustainability Governance

Our Sustainability governance framework ensures that sustainability is seamlessly integrated into strategic decision-making, leadership governance and day-to-day operations across the organization. With strong guidance from the Board and effective execution through the Sustainability Steering Committee, we drive accountability, consistency, and measurable ESG performance across all business units.

Anchored in the principles of integrity, transparency and responsible business conduct, our governance structure aligns policies, key performance indicators (KPIs) and sustainability initiatives with our long-term ESG strategy. This robust framework enables effective governance, informed decision-making and continuous progress towards our sustainability commitments.

Governance Structure

Our ESG governance framework is led by the Group Executive Board, Chaired by the Managing Director, which reviews ESG priorities and oversees progress against sustainability objectives. The Board also ensures that ESG risks, opportunities and disclosures are evaluated and governed at the highest level of the organization.

Supporting the Board is a network of cross-functional committees and leadership teams across Plants and Business units, ensuring strong alignment between ESG strategy and operational execution. This integrated governance structure enables the effective translation of sustainability priorities into measurable actions across the enterprise.

Regular performance reviews, structured assessments and transparent reporting mechanisms ensure continuous monitoring of ESG performance and material sustainability issues. Our Code of Conduct reinforces ethical business practices, human rights, fair labour standards and a culture of integrity and accountability throughout the value chain.

At the operational level, dedicated Sustainability Committees drive implementation, monitor progress and strengthen ownership of ESG initiatives across locations. Together, this multi-tiered governance framework seamlessly integrates administration, execution and accountability, embedding sustainability into the core of our business strategy and culture.

Integrating Sustainability into Business Strategy



At SPR Auto Technologies Limited, sustainability is embedded within our business strategy, guiding product innovation, investment decisions and long-term growth. We have evolved from a compliance-driven approach to a value-creation model where ESG principles are integrated across operations, value chains and performance frameworks.

By embedding sustainability into core business decisions, we strengthen resilience, drive innovation, and create competitive advantage. Our focus on climate-resilient products, responsible supply chains and emerging green business opportunities enables us to deliver sustainable growth while creating long-term value for stakeholders, society and the environment.

ESG Policy Landscape



Sustainability Policy: Our Sustainability, Environmental, Social & Governance policy goes beyond regulatory compliance and drives meaningful, transformative action across environmental, social and governance dimensions. Anchored in our Planet Positive framework, the policy focuses on key priorities such as de-carbonisation, circular economy practices, water positivity and biodiversity conservation.

Through targeted and structured initiatives—including

reduction of Scope 3 emissions, enhancement of supplier sustainability performance, promotion of regenerative practices and protection of biodiversity—we aim to actively contribute to industry transformation and long-term environmental resilience. We remain fully committed to complying with all applicable regulatory requirements while fostering meaningful stakeholder engagement. Our approach is underpinned by a strong culture of accountability, transparency and continuous improvement across all levels of the organization.

ESG Reporting Frameworks



To ensure our sustainability disclosures are globally credible, comparable and locally relevant, we have adopted a multi-framework reporting approach aligned with leading international and national standards:

- Global Reporting Initiative (GRI)
- United Nations Sustainable Development Goals (SDGs)
- SEBI Business Responsibility and Sustainability Reporting (BRSR)
- United Nations Global Compact (UNGC)

Green Product Portfolio

At SPR Auto Technologies Limited, sustainability is embedded across our product development lifecycle, driving innovation that delivers environmental value and supports future-ready mobility solutions.

Our R&D efforts are advancing components for alternative fuel applications—including CNG, LNG, Ethanol, Flex Fuel, Hydrogen and Electric Powertrains—while continuously improving existing products through lightweighting and resource-efficient design.

Key focus areas include:

- Achieve and sustain best-in-class standards in compliance, corporate governance practices and ESG disclosures across the Group.
- Strengthen ethical business conduct and transparency across operations and the value chain.
- Enhance stakeholder trust through robust governance frameworks, responsible leadership and effective risk management systems.
- Continuously align governance practices with evolving global benchmarks and regulatory expectations.

Responsible Supply Chain



A resilient, responsible, and sustainable supply chain is fundamental to SPR Auto Technologies Limited's ESG strategy. By integrating ESG principles across procurement, sourcing, logistics and supplier engagement, we are building a future-ready value chain that supports long-term business resilience and environmental stewardship.

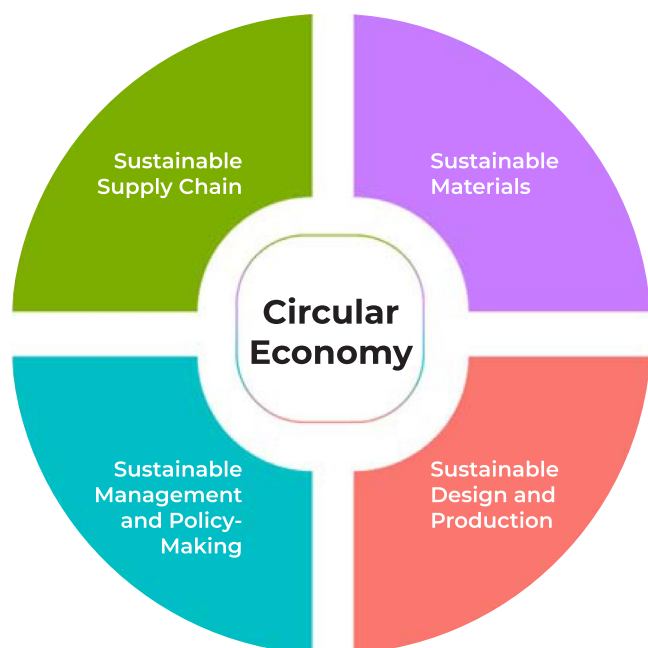
We work closely with our suppliers to drive continuous

improvement in sustainability performance, with 63% of 75% of procurement value sourced from sustainability-aligned suppliers. Through supplier sustainability audits and initiatives such as replacing single-use plastics and wooden pallets with reusable alternatives, we continue to reduce environmental impact across our value chain while strengthening responsible sourcing practices.

Key initiatives include:

- Promoting the use of recycled and recovered materials to reduce dependence on virgin resources.
- Continuously re-engineering manufacturing processes to reduce resource intensity and improve efficiency.
- Advancing sustainable logistics through transport integration, route optimization and warehousing to reduce carbon intensity while enhancing operational agility.

Circularity-Driven Manufacturing



We are embedding circular economy principles across our operations and product lifecycles by reducing waste at source, increasing recyclability and maximizing material reuse. This approach fosters innovation through modular design and manufacturing systems, enabling a regenerative and future-ready product portfolio that delivers value for people, the planet and prosperity.

Stakeholder Engagement, Advocacy & Environmental Stewardship

At SPR Auto Technologies Limited, we recognize that addressing sustainability challenges requires collaboration beyond organizational boundaries. Through active engagement with industry bodies, policymakers, customers and global platforms, we contribute to advancing responsible business practices, climate action and sustainable development.

Our advocacy efforts focus on promoting ESG integration, circular economy principles, responsible supply chains and a fair energy transition, while strengthening sustainability frameworks and governance standards across the industry. Environmental stewardship remains central to our sustainability strategy.

Guided by our materiality assessment, we prioritize key focus areas including Climate Action, Water Security, Waste Management, Circularity and Biodiversity. These priorities drive our Planet Positive agenda and support our commitment to building a resilient low-carbon and sustainable future.

1. Carbon Emissions & Climate Action

SPR Auto Technologies Limited is committed to achieving Net Zero emissions by 2045 through a science-based decarbonization roadmap addressing Scope 1, 2, and 3 emissions. Our targets include a 60% reduction in Scope 1 & 2 emissions intensity and a 30% reduction in Scope 3 emissions intensity by 2030 (FY 2021–22 baseline).

In FY 2025–26, we reduced Scope 1 & 2 GHG emissions intensity by 6.4% and energy intensity by 6.3%, while renewable energy contributed 21% of total energy consumption. With an additional 12 MWp renewable energy capacity, we are on track towards a low-carbon future.

2. Water Security & Conservation



Water stewardship is a key pillar of our sustainability strategy, focused on enhancing water resilience through rainwater harvesting, wastewater recycling, Zero Liquid Discharge (ZLD) systems and community water conservation initiatives. Through these initiatives, we continue to strengthen responsible water management across our operations.

Key achievements in FY 2025–26 include 90% water recycled and reused in the process after treatment, a CDP Water Security Rating of 'B' and 200% water positivity, demonstrating our commitment to water resilience and resource stewardship.

3. Waste Management and Circularity



At SPR Auto Technologies Limited, we view waste as a resource and integrate circular economy principles across our operations. Our approach emphasizes waste reduction, material recovery, recycling and responsible disposal while improving resource efficiency.



During FY 2025–26, we processed 19,871.77 MT of material through recycling and reuse initiatives, achieving a 31% improvement in waste recovery over the FY 2021–22 baseline. More than 85% of total waste was reused or recycled, supported by our DIN SPEC 91436 Zero Waste framework.

4. Biodiversity Protection

SPR Auto Technologies Limited recognizes biodiversity as essential to ecosystem resilience and sustainable development. Guided by our commitment to a “No Net Loss” approach, we integrate biodiversity considerations into environmental management and long-term sustainability planning.

Our Biodiversity Policy establishes a comprehensive framework for biodiversity risk management, ecosystem conservation, governance supervision and alignment with evolving expectations, reinforcing our commitment to protecting natural ecosystems and creating a positive environmental legacy.

People



At SPR Auto Technologies Limited, people are the foundation of our success and a key driver of sustainable growth. Guided by our philosophy of “Align to Thrive,” we foster a culture of inclusion, continuous learning, meritocracy and well-being, enabling individuals to realize their full potential while contributing to organizational excellence.

Performance with Purpose

Our Performance Management System promotes accountability, meritocracy and continuous development

by evaluating both business outcomes and leadership behaviours. Through structured goal setting, performance reviews and leadership-led talent calibration, we foster a high-performance culture aligned with our long-term strategic vision.

Diversity, Equity & Inclusion

We believe innovation and growth thrive in an inclusive workplace. Our DEI strategy is embedded across the employee lifecycle, ensuring equal opportunity, representation and fairness. In FY 2025–26, workforce diversity increased by 60%, while over 85% of employees received DEI awareness training, reinforcing our commitment to an equitable and inclusive culture.

Rewards, Recognition & Well-being

Our people-centric approach combines performance linked rewards, progressive workplace policies and holistic



well-being programs. Employee health and safety remain paramount, supported by comprehensive wellness initiatives and behavioural safety programs.

We proudly maintained a zero Lost Time Accident (LTA) record for the third consecutive year, reinforcing our leadership in safety performance and employee well-being.

Ethics, Safety & Employee Well-being

At SPR Auto Technologies Limited, we foster a culture of integrity, safety and continuous improvement, where ethical conduct and employee well-being are fundamental to sustainable business success. During FY 2025–26, enhanced wellness and development programs contributed to improvement in employee engagement and supported a motivated workforce.

Our commitment to workplace safety was recognized through the ACMA Gold Award for Safety Excellence and the Safety King Award by G. D. Goenka University. We also achieved 100% employee training coverage on the Code of Conduct, Human Rights and Anti-Corruption principles, strengthening a culture of accountability and responsible business conduct.

Governance remains a cornerstone of our ESG strategy, supported by robust compliance systems, ESG Steering Committee supervision and TCFD-aligned climate risk management practices. These efforts were further recognized through the prestigious Golden Peacock Award for Excellence in Corporate Governance.

Through transformational work culture initiatives, employee recognition programs, collaborative industrial relations and comprehensive health and wellness support, we continue to build an inclusive, high-performing and future-ready organization where people can thrive and succeed.



Social Impact

At SPR Auto Technologies Limited, we believe sustainable progress must be inclusive and create opportunities for all. Guided by the principles of equity, dignity and shared prosperity, our social initiatives focus on education, healthcare, women empowerment, water conservation and community development, creating meaningful and lasting impact in the communities we serve.

During FY 2025–26, all our investments in CSR programs were aimed at improving quality of life and strengthening community resilience.

Creating Shared Value Through Social Impact

Social capital is a key pillar of our long-term value creation strategy. Through active stakeholder engagement and strong partnerships with local institutions, we align our interventions with both community needs and national development priorities. Our CSR efforts span education, healthcare, sanitation, environmental conservation and support for disadvantaged and differently-abled individuals.

Education



At Tijara, Rajasthan, we promote educational inclusion through enhanced learning infrastructure, STEM education, digital learning, leadership development and life-skills training. These efforts have contributed to improved attendance, reduced dropout rates, and greater educational continuity among underserved girls. It also



helped to bridge opportunity gaps for underserved communities and enabled girls to pursue self-reliance.

Health Care



Our healthcare initiatives, including charitable dispensaries and a Mobile Medical Unit (MMU), provide accessible healthcare services to underserved communities, particularly women, children, and senior



citizens. We recognize that community well-being is fundamental to sustainable development.

Our healthcare initiatives operate through two dispensaries—Lala Charat Ram Charitable (LCRC) at Bhiwadi, Rajasthan and Krishnanagar Dispensary in Ghaziabad, Uttar Pradesh—along with a Mobile Medical Unit (MMU) serving satellite villages in the region. The



MMU provides doorstep healthcare services to underserved populations, particularly the elderly, women, and children.

Women Empowerment

Through our Silai School initiative, we empower women with vocational skills that enhance employability and independence among women through structured training in tailoring and stitching skills. Post-training outcomes demonstrate strong impact, with approximately 45% of women undertaking stitching work from home and 27% establishing small tailoring businesses or boutiques, contributing to sustainable livelihoods and economic empowerment.

Senior Citizen Care & Social Infrastructure

In addition, our support for elderly care and social infrastructure projects, including healthcare facilities, renewable energy systems and community welfare, contributes to resilient and inclusive communities.

SPR Auto Technologies Limited also supports elderly care initiatives through partnerships with Saint Hardyal Educational and Orphans' Welfare Society (SHEOWS) Old Age Home at Garhmukteshwar, Uttar Pradesh. Our support includes medical cost assistance, infrastructure development such as a 40-bed ICU facility and operation



theatre for minor procedures, as well as provision of solar power systems and essential kitchen equipment.

In addition, SPR Auto Technologies Limited actively supports initiatives focused on sanitation, access to clean drinking water, afforestation, environmental conservation and the preservation of India's rich cultural and heritage assets. By investing in people and communities, SPR Auto Technologies Limited continues to create shared value and contribute to a more equitable, inclusive and sustainable future.

Water Conservation for Community Resilience

Recognizing the growing challenges of water stress and climate change, SPR Auto Technologies Limited invests in community-based water conservation initiatives that

enhance long-term water security and strengthen ecosystem resilience. Our efforts focus on the development and rejuvenation of water harvesting structures, watershed management, soil conservation and sustainable water resource practices that support both livelihoods and environmental sustainability.

During FY 2025–26, these initiatives expanded in nearby villages of our both the Plants located in Uttar Pradesh and Rajasthan, leveraging local partnerships and community participation to drive meaningful and lasting impact. Beyond infrastructure creation, the programme has contributed to improved groundwater recharge, enhanced agricultural productivity and increased resilience of local communities to climate variability.

Looking Ahead: Advancing ESG Excellence

At SPR Auto Technologies Limited, sustainability is a strategic imperative that drives resilience, innovation and long-term value creation. We continue to align our ESG agenda with evolving customer expectations, global value chain requirements and emerging regulatory frameworks.

Our ESG performance has been consistently recognized through assessments conducted by leading OEM systems, environmental stewardship and responsible business practices. The recognition received as a “Green Supplier” from several customers further reinforces our

position as a trusted and sustainability-driven partner within the automotive value chain.

Looking ahead, we remain committed to accelerating our ESG journey by advancing climate action, deepening social impact, strengthening governance excellence and embedding sustainability across our operations and supply chain. Guided by our vision of responsible growth, we will continue to create sustainable value for stakeholders while contributing to a more resilient, inclusive and low-carbon future.