ANNEXURE-V: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING REPORT

SECTION A: GENERAL DISCLOSURES

I. **Details of the listed entity:**

1. **Corporate Identity Number (CIN) of the Listed Entity:** L28900MH1999PLC123308
2. **Name of the Listed Entity:** MASTER COMPONENTS LIMITED
3. **Year of incorporation:** 1999
4. **Registered office address:** Plot No. D-10/A and D-10/B, M.I.D.C, Ambad, Nashik - 422010, Maharashtra, India
5. **Corporate address**: Plot No. D-10/A and D-10/B, M.I.D.C, Ambad, Nashik - 422010, Maharashtra, India
6. **E-mail:** compliance@master-components.com
7. **Telephone:** +91 8855035089
8. **Website:** https://master-group.in/
9. **Financial year for which reporting is being done:** 2025-26
10. **Name of the Stock Exchange(s) where shares are listed:** SME Platform of NSE
11. **Paid-up Capital:** Rs. 4,00,00,000/-
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
    a. Name: Riddhi Bheda
    b. Telephone: +91 8855035089
    c. Email address: compliance@master-components.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):** Standalone basis

II. **Products/services:**

14. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of rubber and plastic products	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Plastic products, non-metallic mineral products, rubber products, fabricated metal products	222	100%

III. **Operations**

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	2	(our office is included in 1 of the plants)	2
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	2
International (No. of Countries)	2

b. What is the contribution of exports as a percentage of the total turnover of the entity?

6 %

(Working: Exports/turnover*100 = 44666785.59/743804457*100)

c. A brief on types of customers

The Company caters to a diversified portfolio of customers comprising leading multinational corporations (MNCs) as well as established domestic players, primarily on a Business-to-Business (B2B) basis. Our customers operate across a wide range of industries, including:

- Electrical & Electronics - manufacturers of electrical fittings, switchgear and allied components;
- Automotive - OEMs and Tier-1 suppliers in passenger and commercial vehicle segments;
- Construction & Building Products - customers engaged in infrastructure, fittings and related applications;
- Childcare & Juvenile Products - manufacturers of safety-critical childcare and consumer products;
- Other Industrial Applications - including general engineering and specialised industrial OEMs.

Through our customer base, the Company's plastic components reach end-markets across India, the United States, Europe and the Middle East, supporting the global supply chains of marquee customers and reinforcing Master Components' position as a trusted manufacturing partner in the precision plastic components industry.

IV. Employees

18. Details as at the end of Financial Year:31/03/2026.

- **Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	50	44	88.00	06	12.00
2.	Other than Permanent (E)	18	15	83.33	03	16.67
3.	**Total employees (D + E)**	68	59	86.76	09	13.24
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	215	150	69.76	65	30.24
6.	**Total workers (F + G)**	215	150	69.76	65	30.24

- **Differently abled Employees and workers:**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	Not Applicable as there are no differently abled employees during the reporting period				
2.	Other than Permanent (E)					
3.	**Total differently abled employees (D + E)**					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Not Applicable as there are no differently abled workers during the reporting period				
5.	Other than permanent (G)					
6.	**Total differently abled workers (F + G)**					

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	3	1	33.33%

20. Turnover rate for permanent employees and workers

	FY 2025-26 (%)			FY 2024-25 (%)			FY 2023-24 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.50	3.10	18.60	2.22	0	2.22	14.70	0	14.70
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

V. Holding, Subsidiary and Associate Companies (including joint ventures)

the company does not have any holding / subsidiary / associate companies /joint ventures as on 31.03.2026

21. NA

VI. CSR details

22.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in Rs.): 74,38,04,457/-

(iii) Net worth (in Rs.): 29,43,91,878/-

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	**Grievance Redressal Mechanism in Place (Yes/No)** ***(If Yes, then provide web-link for grievance redress policy)***	**FY 2025-26 Current Financial Year**			**FY 2024-25 Previous Financial Year**		
		Number of complaints filed during the year	**Number of complaints pending resolution at close of the year**	**Remarks**	**Number of complaints filed during the year**	**Number of complaints pending resolution at close of the year**	**Remarks**
Communities	Yes EHS & ESG Policy Manual-Master Components.pdf	None	None	NA	None	None	NA
Investors (other than shareholders)	Yes (EHS & ESG Policy Manual-Master Components.pdf)	0	0	None	0	0	None
Shareholders	Yes (EHS & ESG Policy Manual-Master Components.pdf)	0	0	None	0	0	None

Employees and workers	Yes [EHS & ESG Policy Manual-Master Components.pdf]	None	None	NA	None	None	NA
Customers	Yes [EHS & ESG Policy Manual-Master Components.pdf]	0	0	None	0	0	None
Value Chain Partners	Yes [EHS & ESG Policy Manual-Master Components.pdf]	0	0	None	0	0	None
Other (please specify)	None						

24. Overview of the entity's material responsible business conduct issues

Sr. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	**Employee Health & Safety**	R/O	Material due to legal requirements, injury prevention, workforce well-being, and operational continuity.	Maintain safety controls, risk assessments, incident reporting, training, emergency preparedness, legal compliance, and pursue **ISO 45001 certification**.	**Negative:** Injury costs, penalties, downtime, reputational impact. **Positive:** Improved productivity, lower incidents, stronger employee confidence.
2	**Working Conditions**	R/O	Material due to labour law compliance, employee welfare, retention, and workplace stability.	Ensure compliant wages, working hours, statutory benefits, safe workplace conditions, and **100% medical/health coverage for eligible employees**.	**Negative:** Penalties, grievances, attrition, productivity loss. **Positive:** Better retention, morale, and workforce stability.
3	**Social Dialogue**	R/O	Material because employee	Maintain grievance channels, employee	**Negative:** Grievances, dissatisfaction,

			communication supports grievance resolution, engagement, and workplace trust.	communication mechanisms, management interaction, and non-retaliation principles.	disputes. **Positive:** Improved engagement, trust, and issue resolution.
4	**Career Management & Training**	O	Material as training improves employee competence, productivity, safety awareness, and long-term employability.	Provide structured learning, skill development, professional training, and job-specific competency programs.	**Positive:** Higher productivity, improved quality, employee retention. **Negative:** Skill gaps and inefficiency if not managed.
5	**Child Labor, Forced Labor & Human Trafficking**	R	Material due to strict legal, ethical, human rights, and reputational implications.	Prohibit child/forced labour and trafficking; apply age verification, voluntary employment, ethical recruitment, and transparent contracts.	**Negative:** Severe penalties, reputational damage, customer escalation, contract loss.
6	**Diversity, Discrimination & Harassment**	R/O	Material due to legal compliance, workplace culture, employee well-being, and retention.	Maintain equal opportunity, anti-discrimination, anti-harassment, POSH compliance, complaint handling, and awareness mechanisms.	**Negative:** Legal action, grievances, attrition, reputational impact. **Positive:** Inclusive culture and better employee engagement.
7	**Energy Consumption & GHG Emissions**	R/O	Material due to energy costs, climate expectations, customer ESG requirements, and emission reduction opportunities.	Conduct **Scope 1, 2 and 3 mapping**, reduction planning, energy monitoring, legal compliance, and pursue **ISO 14001 certification**.	**Negative:** Higher energy costs, climate-related compliance/customer risks. **Positive:** Cost savings, lower emissions, stronger ESG performance.
8	**Water**	R/O	Material due to resource efficiency, consumption monitoring, cost control, and compliance requirements.	Monitor water consumption, conduct water balancing, analyze water bills, identify efficiency opportunities, and ensure legal compliance.	**Negative:** Higher utility costs and inefficient resource use. **Positive:** Reduced consumption, cost savings, improved

					environmental performance.
9	**Air Pollution**	Low Risk / Not Material	Not material due to absence of significant process-related air emissions.	Monitor legal applicability and maintain compliance for any minor/auxiliary emission sources, if applicable.	**Negative:** Limited financial exposure. **Positive:** Low regulatory and operational risk.
10	**Materials, Chemicals & Waste**	R/O	Material due to waste generation, chemical/material handling, legal compliance, and resource recovery opportunities.	Maintain waste segregation, storage, tracking, authorized disposal, vendor compliance, legal records, and **DIN SPEC 91436 ZWL certification**. Strengthen controls through **ISO 14001**.	**Negative:** Disposal costs, penalties, environmental liability. **Positive:** Improved recovery, reduced waste, stronger ESG credibility.
11	**Corruption, bribery, fraud, conflict of interest and money laundering**	R	Material due to governance, legal, financial, and reputational exposure.	Maintain zero tolerance, internal controls, approval mechanisms, transaction monitoring, conflict-of-interest controls, and ethics awareness.	**Negative:** Penalties, financial loss, contract loss, reputational damage. **Positive:** Improved stakeholder trust and governance credibility.
12	**Anticompetitive Practices**	R	Material due to legal and reputational risks linked to unfair competition or restrictive business practices.	Maintain fair competition practices, ethical business conduct, management oversight, and awareness for commercial teams.	**Negative:** Regulatory penalties, legal costs, reputational harm, business restrictions.
13	**Information Security Management**	R/O	Material due to handling of confidential, personal, customer, and business information.	Apply secure data handling, access controls, confidentiality practices, backup controls, physical/digital record protection, and employee awareness.	**Negative: Data breach costs, legal exposure, business disruption, loss of trust. Positive: Improved customer confidence and business continuity.**

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**Governance, leadership and oversight**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade,Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	Yes - DEC 91436 ZWL Certification	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	No	No	Yes - ISO 45001 certification by Q3 2026	No	No	Yes - ISO 14001 certification by Q3 2026	No	No	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No	No	Yes - Certification in process	No	No	Yes - Certification in process	No	No	No

*Master Group - Master Components Ltd

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:** Attached at the end of BRSR

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

The highest authority responsible for implementation and oversight of the Business Responsibility policy is Tanvi Joshi - Corporate Affairs & Employee Engagement Lead and Chairperson of ESG Committee.

9. **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes. The entity has a specific Committee named as the ESG Committee who is responsible for acting and decision making on the sustainability related issues, after consultation with the directors.

Sr. No.	Name	Designation in the Company	Title in the ESG Committee
1.	Ms. Tanvi Joshi	Head of Corporate Affairs and Employee Engagement	Chairperson
2.	Ms. Riddhi Bheda	Company Secretary and Compliance Officer	Member
3.	Mr. Akshay Kakade	Head of Human Resources	Member
4.	Mr. Sanjay Nair	Head of Inward Operations	Member
5.	Mr. Sanjay Jadhav	Head of Outward Operations	Member
6.	Mr. Raju Hase	Head of Engineering and Infrastructure	Member
7.	Mr. Kiran Apar	Senior Engineer – Inward Operations	Member
8.	Mr. Chetan Sangamnere	Senior Engineer – Inward Operations (Maintenance)	Member
9.	Mr. Sagar Singh	Executive – Finance	Member
10.	Mr. Lotan Borse	Assistant Manager – Inward Operations	Member
11.	Mr. Vishwanath Shinde	Head of department -– Quality	Member

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	ESG Committee									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	ESG Committee									Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. **Percentage coverage by training and awareness programmes on any of the Principles during the financial year**

Segment	Total number of training and awareness programmers held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmers
Board of Directors	0	0	0
Key Managerial Personnel	5	**EHS:** Improved workplace safety awareness and accident prevention. **ESG:** Enhanced sustainability and ethical business practices. **POSH:** Created a safe and respectful workplace environment	100%

Employees other than BoD and KMPs	17	**EHS:** Improved workplace safety awareness and accident prevention. **ESG:** Enhanced sustainability and ethical business practices. **Aspect & Impact:** Better identification and control of environmental impacts. **Mass Balance:** Improved material tracking and reduction in wastage. **Energy Conservation & Climate Action:** Reduced energy consumption and carbon footprint. **Waste Management:** Better waste segregation, recycling, and housekeeping. **HIRA:** Improved hazard identification and risk control measures. **Human Rights & Ethics:** Promoted fair treatment and ethical workplace culture. **Child Labour:** Ensured compliance with labour laws and ethical employment. **POSH:** Created a safe and respectful workplace environment.	100%
Workers	17	**EHS:** Improved workplace safety awareness and accident prevention. **ESG:** Enhanced sustainability and ethical business practices. **Aspect & Impact:** Better identification and control of environmental impacts. **Mass Balance:** Improved material tracking and reduction in wastage. **Energy Conservation & Climate Action:** Reduced energy consumption and carbon footprint. **Waste Management:** Better waste segregation, recycling, and housekeeping. **HIRA:** Improved hazard identification and risk control measures. **Human Rights & Ethics:** Promoted fair treatment and ethical workplace culture. **Child Labour:** Ensured compliance with labour laws and ethical employment. **POSH:** Created a safe and respectful workplace environment.	100%

Note: The coverage percentages reported above are computed with reference to the relevant target audience for each programme (i.e., personnel for whom the training was applicable to their role), and not against the total workforce, to ensure a meaningful representation of training reach.

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligation) - None**

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None				
Settlement					
Compounding fee					

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None			
Punishment				

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes. The entity has an anti-corruption policy.
Policy Statement- The organization strictly prohibits any form of bribery or corruption in all business dealings and relationships. Employees and stakeholders must adhere to ethical business practices and comply with all applicable anti-corruption laws. EHS & ESG Policy Manual-Master Components.pdf

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-26	FY 2024-25
Directors	**No disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption**	
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2025-2026		FY 2024-2025	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable as there were no cases of corruption and conflict of interest.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	2025-26	2024-25	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

Note:
During FY 2025-26, while the Company has not earmarked capital expenditure specifically under a separate "ESG capex" head, it has made targeted investments in initiatives that directly improve the environmental and social impact of its products and processes.
These include:

- Renewable Energy: Installation and continued use of rooftop solar power systems across the Company's facilities to reduce dependence on fossil-fuel based grid electricity and lower the Scope 2 GHG footprint of operations.
- Zero Waste to Landfill Certification: Investment in process upgrades, segregation infrastructure and third-party assessment by TÜV SÜD to achieve the DIN SPEC 91436 – Silver Maturity Level certification during the year.
- Cybersecurity & Data Privacy: Investment in Vulnerability Assessment and Penetration Testing (VAPT) and remediation, strengthening data protection for customers and stakeholders.
- Energy & Environmental Audits: Investment towards an Energy Audit and preparatory work for ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health & Safety) certifications, scheduled for completion in FY 2026-27.
- Information Security: Preparatory investments aligned with ISO 27001 framework for information security management.

The Company will begin tracking ESG-linked capital and operational expenditure as a distinct disclosure category from FY 2026-27 onwards.

2.

a. **Does the entity have procedures in place for sustainable sourcing?**

No, we did not have sustainability sourcing in FY 2025-26. We are currently implementing the same in the current FY i.e., 2026-27.

b. **If yes, what percentage of inputs were sourced sustainably?**

Not Applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
(a) Plastics (including packaging)
(b) E-waste
(c) Hazardous waste
(d) other waste

a. Plastics (including packaging)

- Reclaiming: Thermoplastic and thermoset scraps are collected at source in color-coded bins and moved to central accumulation points daily.
- Preparation for Re-use: Thermoplastic waste is inspected and sold to vendors for re-melt/reuse in molding operations.
- Recycling: Thermoplastic waste is recycled through authorized vendors; thermoset waste is sent for co-processing (e.g., cement kilns).
- Disposal: Non-recyclable thermoset fractions are disposed of via authorized vendors under controlled conditions.

b. E-Waste

- Reclaiming: Obsolete IT equipment, batteries, and electronic components are segregated separately.
- Preparation for Re-use: Used batteries are returned under buy-back schemes at the time of new purchase.
- Recycling: E-waste is handed over to State Pollution Control Board/CPCB authorized vendors for dismantling and material recovery.
- Disposal: Hazardous fractions (e.g., CRT glass, lead solder, aerosol cans) are disposed through authorized hazardous waste vendors.

c. Hazardous Waste

- Reclaiming: Hazardous wastes (used oils, cleaning chemicals, aerosol cans) are segregated at source and stored in designated containment areas.
- Preparation for Re-use: Used oils are filtered and reused through vendor treatment.
- Recycling: Where feasible, hazardous materials are processed for recovery (e.g., oil re-filtering).
- Disposal: Hazardous waste is handed over to licensed vendors with manifest records, PPE use, and training compliance.

d. Other Waste (General/Solid Waste)

- Reclaiming: Office, cafeteria, and housekeeping waste is collected separately as dry and wet waste in color-coded bins.
- Preparation for Re-use: Paper and cardboard are sent for recycling; food waste is directed to municipal composting/biogas systems where available.
- Recycling: Dry waste streams (paper, cardboard, plastics) are recycled through municipal or approved vendors.
- Disposal: Residual mixed waste is handed over to the municipal collection system for sanitary landfill.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities?

Yes.

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

The EPR plan has not yet been submitted to Pollution Control Boards. The Company is in process of complying with the same.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1.

a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	Number (G)	% (G/A)
Permanent employees											
Male	50	50	100	50	100	NA	NA	0	0	NA	NA
Female	07	07	100	07	100	07	100	NA	NA	0	0
Total	57	57	100	57	100	07	100		100		
Other than Permanent employees											
Male	09	09	100	09	100	0	0	0	0	NA	NA
Female	02	02	100	02	100	02	100	NA	NA	0	0
Total	11	11	100	11	100	02	100	NA	NA	0	0

b. Details of measures for the well-being of workers:

Category	% of workers covered by								
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers									
Male	Not Applicable - no permanent workers								
Female									
Total									
Other than Permanent workers									
Male	150	150	100	150	100	NA	NA	0	0
Female	65	65	100	65	100	65	100	0	0
Total	215	215	100	215	100	65	100	0	0

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total Workers	Deducted and deposited with authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	NA	Y	100	NA	Y
ESIC	100	100	Y	100	100	Y
Others – please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes.
We are prepared to make the necessary facilities/arrangements available as and when required.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. The Company's commitment to equal opportunity, including for persons with disabilities, is embedded in its Board-approved EHS & ESG Policy Manual, specifically under the Discrimination & Vulnerable Groups Policy (Doc No: MCL/ESG/POL/12) and the Protection of Human Rights Policy (Doc No: MCL/ESG/POL/09). The policy framework prohibits discrimination based on disability, ensures equal access to employment opportunities, and provides for workplace accessibility and reasonable accommodations for differently-abled individuals, in alignment with the principles of the Rights of Persons with Disabilities Act, 2016.

Web-link: EHS & ESG Policy Manual – Master Components

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Not applicable as no parental leaves availed by any employees in FY 2025-26

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	Not applicable			
Female				
Total				

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes
Permanent Workers	**Yes, the details of mechanism are mentioned in the Policy in** EHS & ESG Policy Manual – Master Components
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	Not Applicable as employees or workers are not members of any association or Union(s)					
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B / A)	No (C)	% (C / A)		No (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	59	59	100	59	100	47	47	100	47	100
Female	09	09	100	09	100	6	6	100	6	100
Total	68	68	100	68	100	53	53	100	53	100
Workers										
Male	150	150	100	150	100	90	90	100	90	100
Female	65	65	100	65	100	55	55	100	55	100
Total	215	215	100	215	100	145	145	100	145	100

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

Note:

During the last two years, the Company did not conduct formal, documented performance and career development reviews of its employees and workers in the manner contemplated under this indicator (i.e., a structured review based on pre-defined criteria, conducted with the knowledge of the employee). At present, employee performance is assessed informally by reporting managers as part of the annual salary revision and increment process under the Compensation & Remuneration Policy (Doc No: MCL/ESG/POL/11), and worker competency is evaluated on a continuous basis by line supervisors as required under the Company's IATF 16949 Quality Management System.

The Company is in the process of designing and implementing a structured Performance Management System & employee career development discussions. The framework is scheduled to be rolled out during FY 2026-27, and the resulting data will be captured and disclosed in subsequent BRSR reports.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage of such a system?

Yes, Master Components Limited has implemented an Occupational Health and Safety Management System (OHSMS) aligned with the requirements of International Organization for Standardization ISO 45001:2018

The system covers all employees, contractual workers, and visitors across the operational premises of the MCL. The management system includes hazard identification, risk assessment, operational controls, emergency preparedness, incident reporting, training, and continual improvement measures.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Master Components Limited follows a systematic process for identification of work-related hazards and assessment of associated risks through:

1. Hazard Identification and Risk Assessment (HIRA)
2. Safety Rounds - Periodic workplace inspections
3. SIM meetings
4. Monitoring of unsafe acts and unsafe conditions
5. Incident, near-miss, and accident investigations
6. Safety Committee Meeting

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

Yes, MCL has established a process through which employees and workers can report unsafe conditions, unsafe practices, incidents, and near-miss situations. Workers are also encouraged to immediately inform concerned supervisors or the safety team whenever any potential hazard is identified. In situations where there is a serious risk to health or safety, employees and workers are permitted to stop the activity and move away from the unsafe area until necessary corrective actions are taken.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, Employees and workers are provided access to basic medical and healthcare support beyond occupational health requirements. The organization facilitates first-aid assistance, regular health check-ups, access to nearby medical facilities, and emergency medical support whenever required to support the overall well-being of employees and workers.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

- Implementation of Hazard Identification and Risk Assessment (HIRA) processes to identify workplace hazards and establish necessary control measures
- Conducting regular safety rounds and workplace inspections to monitor unsafe acts and unsafe conditions.
- Organizing SIM meetings and Safety Committee Meetings
- Investigation of incidents, near misses, and accidents to identify root causes and implement corrective and preventive actions.
- Providing appropriate Personal Protective Equipment (PPE)
- Conducting safety induction programs, awareness sessions, and periodic training for employees and workers.
- Maintaining emergency preparedness measures such as firefighting systems, emergency response procedures, and mock drills.
- Providing first-aid facilities, medical assistance, and access to healthcare support for employees and workers.
- Ensuring good housekeeping, proper ventilation, adequate lighting, and safe working conditions across the facility.

13. Number of Complaints on the following made by employees and workers:

	FY 2025-26			**FY 2024-25**		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	**0**	**0**
Working Conditions	**0**	**0**

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not Applicable as safety-related incidents did not arise.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. **Describe the processes for identifying key stakeholder groups of the entity.**

The Company identifies its key stakeholders through a structured process laid down in its Board-approved Stakeholder Management Procedure (Doc No: MCL/ESG/POL/03). An initial list of stakeholders is drawn up based on the Company's environmental, social and geographic footprint, covering persons or groups who are directly or indirectly affected by, or have an interest in or influence over, the Company's operations.

Stakeholders are grouped into five broad categories:
1. Government authorities, External / Third Parties (customers, suppliers, contractors, distributors, industry associations)
2. Internal Stakeholders (directors, employees and workers)
3. Local Communities
4. Supply Chain Partners.
Each group is then assessed on two parameters: Impact (how the Company's operations affect them) and Influence (the extent of their influence over the Company), to determine prioritisation and the appropriate mode of engagement.

The stakeholder list is reviewed and refined periodically to reflect changes in the Company's operations and the emergence of new interested parties.

2. **List stakeholder groups identified as key for the entity and the frequency of engagement with each stakeholder group.**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly /others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Notice Board	Daily / As & When required	**Agreement -** Job security, workplace safety, fair wages **Disagreement -** Workload distribution, promotion policies

				Resolution - Regular meetings, grievance redressal system, anonymous feedback mechanism
Management	No	Leadership meetings, strategic planning sessions	Monthly / Quarterly	**Agreement -** Business growth, compliance, employee performance **Disagreement -** Strategic priorities, budget allocation **Resolution -** Leadership meetings, strategic planning sessions
Board of Directors	No	Board meetings	Quarterly	**Agreement -** Profitability, corporate governance **Disagreement -** Risk management, investment decisions **Resolution -** Board meetings, external mediation if necessary
Customers	No	Website, Email, Social Media	As & When required	**Agreement -** Product quality, on-time delivery, pricing **Disagreement -** Customization, after-sales support **Resolution -** Customer feedback surveys, dedicated support channels
Suppliers & Contractors	No	Email, Website, Meetings	As & When required	**Agreement -** Timely payments, long-term contracts **Disagreement -** Pricing, delivery timelines **Resolution -** Supplier audits, contractual agreements, mediation meetings
Regulators & Government	No	Website, Email	As & When required	**Agreement -** Compliance with environmental and labour laws **Disagreement -** Interpretation of regulations **Resolution -** Regular compliance audits, consultations with legal experts
Local Communities	No	Community Meetings, Pamphlets, Notice	Quarterly / Half-yearly	**Agreement -** Employment opportunities, CSR initiatives

		Board, Newspaper		**Disagreement -** Environmental impact, noise pollution **Resolution -** Corporate social responsibility programs
Vulnerable & Marginalized Groups	Yes	Community Meetings, Local Language Advertisements	Periodic / Quarterly	**Agreement -** Equal opportunity, Safe working conditions, Non-discrimination **Disagreement -** Unequal access to opportunities, inadequate communication, wage expectations, workplace inclusion, health & safety **Resolution -** Grievance redressal mechanism, awareness programs, Discrimination & Vulnerable Groups Policy implementation
Industry Associations	No	Website, Email, Annual Report	Quarterly / Annually	**Agreement -** Standard compliance, advocacy **Disagreement -** Competitive practices, lobbying efforts **Resolution -** Joint initiatives, participation in industry forums

Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	57	55	96.49	45	37	82.22
Other than permanent	11	11	100	08	08	100
Total Employees	68	66	97.05	53	45	84.90
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	215	180	83.72	145	125	86.20
Total Workers	215	180	83.72	145	125	86.20

2. **Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	50	5	10	45	90	40	05	12.50	35	87.50
Female	07	0	0	07	100	05	0	0	05	100
Other than Permanent										

Male	09	0	0	09	100	07	0	0	07	100
Female	02	0	0	02	100	01	0	0	01	100
Workers										
Permanent										
Male	NA					NA				
Female										
Other than Permanent										
Male	150	0	0	150	100	90	0	0	90	100
Female	65	0	0	65	100	55	0	0	55	100

3. **Details of remuneration/salary/wages, in the following format:**

	Male		**Female**	
	Number	**Median remuneration/ salary/ wages of respective category**	**Number**	**Median remuneration/ salary/ wages of respective category**
Board of Directors (BoD)	4	2012500	2	35000
Key Managerial Personnel	2	3990000	1	545000
Employees other than BoD and KMP	58	236664	5	211973
Workers	150	18000.75	65	10806

Note: The median remuneration of workers is calculated based on the monthly wages paid to the workers who were employed as on 31.03.2026, since the workers and number of workers were not consistent during the FY 2025-26

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, the Company has designated the Human Resources (HR) function as the focal point for addressing human rights impacts or issues caused or contributed to by the business. The HR team, supported by the Corporate Affairs & Employee Engagement Lead, is responsible for implementation, monitoring and enforcement of the Protection of Human Rights Policy (Doc No: MCL/ESG/POL/09), with overall accountability resting with the Director / Top Management as per the Company's Board-approved ESG Policy Manual. For matters related to sexual harassment, the Internal Complaints Committee (ICC) constituted under the POSH Act, 2013 acts as the dedicated focal body.

5. **Describe the internal mechanisms in place to redress grievances related to human rights Issues.**

The Company has a Board-approved Grievance Redressal Procedure (Doc No: MCL/ESG/POL/04) which provides a structured mechanism for employees, workers, contractors, suppliers and other stakeholders to raise human rights related concerns in a transparent, fair and timely manner. The salient features are:

- Multiple reporting channels: Grievances can be submitted via email (hr@master-components.com), suggestion / anonymous reporting boxes, or in person to HR. For whistleblower-type concerns, additional channels are available under the Whistleblower Protection Policy (Doc No: MCL/ESG/POL/08) including email (compliance@master-components.com) and a dedicated helpline (+91 70669 92817). Anonymous disclosures are accepted.
- Acknowledgement & registration: Every grievance is logged with a reference number in the Grievance Register (MCL/ESG/POL/03/DI/02) using the prescribed Grievance Form (MCL/ESG/POL/03/DI/01).
- Investigation & resolution: HR reviews the matter within 7 business days, undertakes fact-finding, and communicates the resolution to the complainant within 15 business days. Matters of a serious nature are escalated to the Directors / Top Management for review, and external mediation is permitted where required.
- Remedial action: Corrective measures are proportional to the nature and severity of the grievance and may include counselling, process improvement, disciplinary action or policy change, in line with the Remedial Procedures laid down in the policy.
- Monitoring & continuous improvement: Feedback is collected post-resolution, and grievances are periodically reviewed by the designated committee to identify recurring issues and improve the system.

During FY 2025-26, no human rights related grievances were received by the Company.

6. **Number of Complaints on the following made by employees and workers:**

<table>
<tr><th rowspan="2"></th><th colspan="3">FY 2025-26</th><th colspan="3">FY 2024-25</th></tr>
<tr><th>Filed during the year</th><th>Pending resolution at the end of year</th><th>Remarks</th><th>Filed during the year</th><th>Pending resolution at the end of year</th><th>Remarks</th></tr>
<tr><td>Sexual Harassment</td><td colspan="6" rowspan="6">None</td></tr>
<tr><td>Discrimination at workplace</td></tr>
<tr><td>Child Labour</td></tr>
<tr><td>Forced Labour/Involuntary Labour</td></tr>
<tr><td>Wages</td></tr>
<tr><td>Other human rights related issues</td></tr>
</table>

7. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company has implemented the following safeguards, as laid down under its Board-approved Harassment & Abuse Policy (Doc No: MCL/ESG/POL/14), Discrimination & Vulnerable Groups Policy (Doc No: MCL/ESG/POL/12) and Whistleblower Protection Policy (Doc No: MCL/ESG/POL/08):

- Internal Complaints Committee (ICC): A duly constituted ICC, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, conducts independent and unbiased inquiries into all complaints of sexual harassment.
- Confidentiality: The identity of the complainant, respondent and witnesses, as well as all proceedings, are kept strictly confidential and shared only with authorised members of the ICC. Casual or informal discussion of any complaint within the organisation is prohibited.
- Non-retaliation: The Company maintains a strict zero-tolerance approach to retaliation. As laid down in the Whistleblower Protection Policy, no complainant shall be subjected to harassment, dismissal, demotion, denial of promotion / benefits, or involuntary transfer for raising a concern in good faith. Any person found retaliating against a complainant is liable to strict disciplinary action, including termination.
- Independent and unbiased review: The ICC follows a fair and impartial inquiry process, ensuring the principles of natural justice are upheld and that decisions are arrived at independently, without favouritism.
- POSH framework & awareness: A dedicated POSH Policy is in place. Annual POSH awareness and training sessions are conducted for all employees. The mandatory Annual POSH Report is filed with the Office of the District / Labour Commissioner in accordance with statutory requirements.
- Anonymous reporting: Complainants may also report concerns anonymously through the designated grievance channels and reporting boxes, without disclosing their identity.

8. **Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes.
Human rights requirements form an integral part of the Company's business agreements and contracts. The Company's Board-approved Supplier Code of Conduct (Doc No: MCL/ESG/POL/16) and Responsible Sourcing Policy (Doc No: MCL/ESG/POL/15) set out clear expectations on prohibition of child labour, forced and bonded labour, non-discrimination, fair wages, lawful working hours, and freedom from harassment. The Company is progressively rolling out these requirements across its supplier and contractor base, with formal acknowledgement of the Supplier Code of Conduct being integrated into the vendor on-boarding and renewal process. Similarly, employee appointment letters and contractor agreements include clauses on prohibition of child and forced labour and compliance with applicable labour laws, in line with the Company's ESG Objectives & Targets.

9. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

10. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above**

No corrective actions were required to be taken as no significant risks/concerns arose from the assessments.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. **Details of total energy consumption (in Kilo Joules) and energy intensity, in the following format:**

Parameter	FY 25-26	FY 24-25
From renewable sources		
Total electricity consumption (A)	84,93,62,400	80,02,29,600
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	84,93,62,400	80,02,29,600
From non-renewable sources		
Total electricity consumption (D)	6,67,60,84,800	6,25,71,16,800
Total fuel consumption (E)	4,43,977.2	5,52,096
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	6,67,65,28,777.2	6,25,76,68,896
Total energy consumed (A+B+C+D+E+F)	7,52,58,91,177.2	7,05,78,98,496
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	10.11	16.64
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA
Energy intensity in terms of physical output	NA	NA
Energy intensity *(optional)* – the relevant metric may be selected by the entity	NA	NA

Note: Calculation for FY 2024-25

a. Total Electricity consumption from Renewable source is calculated as follows:

Since 1 kWh = 3.6×10^6 J, therefore 2,22,286 kWh = 80,02,29,600 Kilo Joules

b. Similarly for total electricity consumption from non renewable source:

1 kWh = 3.6×10^6 J, therefore 17,38,088 kWh =6,25,71,16,800 Kilo Joules

c. For total fuel consumption

The specific calorific value of LPG is around 46 MJ/kg or 12.78 kWh/kg therefore 12 kg LPG = 153.36 kWh = 5,52,096 kJ

d. Energy intensity per rupee of turnover:

(Total energy consumed / Revenue from operations)
= 7,05,78,98,496 / 42,40,30,803 = 16.64

Note: Calculation for FY 2025-26

a. Total Electricity consumption from Renewable source is calculated as follows:

Since 1 kWh = 3.6×10^6 J, therefore 2,35,934 kWh = 84,93,62,400 Kilo Joules

b. Similarly for total electricity consumption from non renewable source:

1 kWh = 3.6×10^6 J, therefore 18,54,468 kWh = 6,67,65,28,777.2 Kilo Joules

c. For total fuel consumption

The specific calorific value of LPG is around 46 MJ/kg or 12.78 kWh/kg therefore 9.65 kg LPG = 123.32 kWh = 4,43,977.2 kJ

d. Energy intensity per rupee of turnover:

(Total energy consumed / Revenue from operations)
= 7,52,58,91,177.2 / 74,38,04,457 = 10.11

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any**

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	**FY 25-26**	**FY 24-25**
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	2389.04	3,692.2
(iv) Seawater / desalinated water	-	-
(v) Others	175	46.25
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2564.04	3,759.87
Total volume of water consumption (in kilolitres)	1,736.12	2,683.14
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	2.33	6.32
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical Output	NA	NA
Water intensity*(optional)* – the relevant metric may be selected by the entity	NA	NA

Note: Calculator for FY 2024-25

a. 3,692.2 kL water is purchased from MIDC & 46.25 kL water is from tankers and jars.

b. Around 72.67% of water is consumed in the process .

c. (Total water consumed / Revenue from operations)

= 2,683.14 / 42,40,30,803 = 6.32

Note: Calculation for FY 2024-25

a. 2,389.04 kL water is purchased from MIDC & 175 kL water is from tankers and jars.

b. (Total water consumed / Revenue from operations)

= 2,564.04 / 74,38,04,457 = 2.33

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

4. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

MCL has not implemented a Zero Liquid Discharge (ZLD) system, as its operations do not generate any significant industrial or hazardous wastewater. Domestic sewage generated at the facility is managed through a septic tank and soak pit system, while cooling tower and process blowdown water is reused for gardening after necessary quality checks. Considering the nature of operations and minimal wastewater generation, a dedicated wastewater treatment or ZLD system is presently not required.

5. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Not Applicable

6. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	***Unit***	***FY 25-26***	***FY 24-25***
Total Scope 1 emissions (Break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3,** if available)	*Metric tonnes of CO_2 equivalent*	**0.15 tCO_2 eq** CO_2 = 0.1454 tCO_2 eq CH_4 = 0.0000246 tCO_2eq N_2O = 0.0000157 tCO_2eq	**0.49 tCO_2 eq** CO_2 = 0.4924 tCO_2 eq CH_4 = 0.0000306 tCO_2eq N_2O = 0.0000195 tCO_2eq
Total Scope 2 emissions (Break-up of the GHG into **CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3,** if available)	*Metric tonnes of CO_2 equivalent*	**1316.67 tCO_2 eq** CO_2 = 1316.67 tCO_2 eq	**1263.59 tCO_2 eq** CO_2 = 1263.59 tCO_2 eq
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		**Total = 1316.82 tCO_2 eq** **Intensity per rupee of turnover =**	**Total = 1264.08 tCO_2 eq** **Intensity per rupee of turnover = 2.98**

Total Scope 1 and Scope 2emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA

Total Scope 1 and Scope 2 emission intensity *(optional)*–the relevant metric may be selected by the entity		NA	NA

Note: Calculation for FY 2024-25

a. Total Scope 1 Emissions = Fuel Consumed * Emission Factor

0.49 tCO_2 eq

CO_2 = 0.4924 tCO_2 eq, CH_4 = 0.0000306 tCO_2eq, N_2O = 0.0000195 tCO_2eq

b. Total Scope 2 Emissions = Electricity Consumed from grid * Emission Factor

1263.59 tCO_2 eq

CO_2 = 1263.59 tCO_2 eq

c. Total Scope 1 and Scope 2 emission intensity per rupee of turnover

(Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)

= **Intensity per rupee of turnover = 2.98**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

7. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes

For Scope 1 - Transition fuel usage in operations to eliminate direct fuel consumption where feasible, targeting near-zero Scope 1 emissions.

For Scope 2 - Reduce Scope 2 GHG emissions intensity by 30% from baseline year through energy efficiency and renewable electricity adoption.

8. Provide details related to waste management by the entity, in the following format:

Parameter	***FY 25-26***	***FY 24-25***
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	202.360	76.941
E-waste ***(B)***	00	0.032
Bio-medical waste ***(C)***	00	00
Construction and demolition waste ***(D)***	00	00
Battery waste ***(E)***	00	00
Radioactive waste ***(F)***	00	00
Other Hazardous waste. Please specify, if any. ***(G)*** ***Aerosol Cans***	0.018	1.257
Other Non-hazardous waste generated ***(H).*** *1. Solid Waste -* *2. Cardboard Waste -* *3. Gunny Bags -* *4. Food Waste -*	33.610	11.493
Total (A+B + C + D + E + F + G + H)	235.97	89.723

Note: Calculation for FY 2024-25

a. Plastic waste includes Thermoplastic and Theroset (50.28 tonnes and 26.60 tonne respectively)

b. E-Waste 0.032 tonnes.

c. Other Hazardous waste includes Aerosol Cans (1.257 tonnes)

d. Other Non-hazardous waste generated (H).

1. Solid Waste - 3.142 tonnes

2. Cardboard Waste - 6.285 tonnes

3. Gunny Bags - 1.885 tonnes

4. Food Waste - 0.18 tonnes

Note: Data for FY 2025-26

a. Plastic waste includes Thermoplastic and Theroset (130.33 tonnes and 72.03 tonne respectively)

b. E-Waste 0 tonnes.

c. Other Hazardous waste includes Aerosol Cans (0.018 tonnes)

d. Other Non-hazardous waste generated (H).

1. Solid Waste - 6.98 tonnes

2. Cardboard Waste - 2.19 tonnes

3. Gunny Bags - 4.572 tonnes

4. Food Waste - 0.127 tonnes

Parameter	*FY 25-26*	*FY 24-25*
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	00	**2.11**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output	NA	NA
Waste intensity*(optional)* – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	163.832	62.88
(ii) Re-used	00	00
(iii) Other recovery operations **Coprocessing of Thermoset waste**	72.03	26.66
Total	235.862	89.54
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	00	00
(ii) Landfilling	00	00
(iii) Other disposal operations **Composting of food waste**	0.127	0.18
Total	0.127	0.18

Note: Calculation for FY 2024-25

a. Waste intensity per rupee of turnover

(Total waste generated / Revenue from operations) = 2.11

b. Recycled category of waste includes Thermoplastic, Solid Waste, Cardboard, Gunny, Aerosol Cans, E-Waste = 62.88 tonnes

c. Other recovery operations = Coprocessing of Thermoset waste = 26.66 tonnes

d. Other disposal operations = Composting of food waste = 0.18 tonnes

Note: Data for FY 2025-26

a. Waste intensity per rupee of turnover

(Total waste generated / Revenue from operations) = 3.17

b. Recycled category of waste includes Thermoplastic, Solid Waste, Cardboard, Gunny, Aerosol Cans, E-Waste = 163.832 tonnes

c. Other recovery operations = Coprocessing of Thermoset waste = 72.03 tonnes

d. Other disposal operations = Composting of food waste = 0.127 tonnes

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

(Y/N) If yes, name of the external agency.

- Yes
- During FY 2025-26, the Company was awarded the "Zero Waste to Landfill" certification under DIN SPEC 91436 : Silver Maturity Level by TÜV SÜD South Asia Pvt. Ltd., an independent international certification and assurance body. The certification involved an external audit of the Company's waste management practices, segregation, diversion and disposal processes against the prescribed DIN SPEC framework.
- The Company is proud to be the first MSME in Maharashtra to have achieved this certification, reaffirming its commitment to circular economy principles and responsible waste management.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

i. Material Substitution and Selection: The company conducts an Aspect & Impact Analysis (MC/ESG/AI/01) to identify areas where hazardous materials are generated. This assessment is used to guide the selection of materials that align with the DIN SPEC 91436 Zero Waste to Landfill Standard.

ii. Input Substitution: For processes involving raw materials like Sheet Molding Compound (SMC) and Dough Molding Compound (DMC), the company prioritizes process optimization to reduce scrap and explore the reuse of materials.

iii. Resource Efficiency: The company is establishing an ERP system for accurate tracking and data collection, allowing for better visibility into resource efficiency and the reduction of hazardous inputs like cleaning oils.

iv. Hazardous Waste Control: Hazardous waste, such as aerosol cans and used oils, is strictly segregated at the source using specific bins to prevent contamination of non-hazardous streams.

v. Internal Reuse: Thermoplastic waste is identified for its ability to be melted and reused within the molding operations.

vi. Recovery: Used oils are sent to specialized vendors for filtration and subsequent reuse rather than disposal.

vii. Disposal of Waste: Disposal is done through an authorized vendor.

viii. Vendor Qualification: The company only utilizes authorized vendors licensed by the State Pollution Control Board or CPCB for the collection and disposal of hazardous and E-waste.

ix. Verification and Documentation: Compliance is monitored through a rigorous review of Vendor Invoices, Hazardous Waste Manifests, and Vendor Certificates.

x. Contractual Obligations: The HR and Dispatch Managers are responsible for reviewing vendor details and maintaining disposal records to ensure that waste treatment (such as co-processing for thermoset waste) is performed as per agreed standards.

xi. Audit Readiness: Regular internal reviews of disposal records and vendor declarations are conducted to maintain compliance with ISO 14001:2015 Clause 8.1 and the Solid Waste Management Rules, 2016.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not Applicable. The Company's manufacturing operations and offices are not located in or around any ecologically sensitive areas, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, or any other notified ecologically sensitive zones. Accordingly, no specific environmental approvals or clearances on this account are required for our operations during the reporting period.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, we are compliant

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1.
   a. **Number of affiliations with trade and industry chambers/ associations.**
      - Four

   b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ Associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Management Association (AIMA)	National
2	Tools and Gauge Manufacturers Association (TAGMA)	National
3	CII Confederation of Indian Industries (CII)	National
4.	Nashik Industries and Manufactures Association (NIMA)	State

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of the authority	Brief of the case	Corrective action taken
None		

Principle 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Not Applicable

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not applicable

3. **Describe the mechanisms to receive and redress grievances of the community**

The Company recognises local communities as a key stakeholder group under its Board-approved Stakeholder Management Procedure (Doc No: MCL/ESG/POL/03). Grievances or concerns raised by community members are received and addressed through the Company's Grievance Redressal Procedure (Doc No: MCL/ESG/POL/04), which provides for multiple channels of submission — including email (hr@master-components.com), written communication, and in-person interaction with the Company's HR & Admin team.

All grievances are acknowledged on receipt, reviewed by the HR team w

Within 7 business days, and resolved within 15 business days. Matters of a serious nature are escalated to senior management and the Director for review. Where applicable, the Company also engages with community representatives through periodic interactions and corporate social responsibility initiatives.

Stakeholders may also use the whistleblower channels (compliance@master-components.com / helpline +91 70669 92817) for concerns of a serious or sensitive nature.

During FY 2025-26, the Company has not received any grievances from local communities.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	**46.23**	**40.79**
Directly from within India	**53.77**	**59.21**

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company operates on a Business-to-Business (B2B) contract manufacturing model, serving multinational and domestic Original Equipment Manufacturers (OEMs) across the electrical, automotive, construction, childcare and industrial segments. Customer complaints and feedback are received through multiple channels including direct communication with assigned key personnel from the Business Development, Customer Support and Quality teams, email correspondence, customer feedback surveys, and periodic customer audits and review meetings.

Every complaint is recorded and addressed in accordance with the Company's IATF 16949 and ISO 9001:2015 Quality Management Systems, with root-cause analysis and corrective / preventive actions (CAPA) driven by the Quality Assurance team. The email for this correspondence is customersupport@master-components.com. Customer complaints are tracked, trended and reviewed by Top Management as part of the periodic Management Review Meeting (MRM).

For any non-quality grievances from customers or other stakeholders, the Company's Board-approved Grievance Redressal Procedure (Doc No: MCL/ESG/POL/04) governs the receipt, investigation, resolution and closure process. The email for this correspondence is hr@master-components.com.

During FY 2025-26, the Company has not received any consumer complaints under the categories of data privacy, advertising, cyber-security, restrictive or unfair trade practices.

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage of total turnover	Remarks
Environmental and social parameters relevant to the product	NA	The Company operates on a contract manufacturing model where raw materials are specified and approved by customers (OEMs / brand owners). Material compliance with applicable regulations such as REACH, RoHS and SVHC is primarily driven by the customer's approved material list. The Company supports this through: (i) maintaining Material Safety Data Sheets (MSDS) on file for most raw materials; (ii) requiring supplier self-declarations of regulatory conformity as part of the on-boarding and renewal process, in line with the Company's Board-approved Supplier Code of Conduct (MCL/ESG/POL/16) Additionally, use of recycled raw material is currently limited and is undertaken only with prior customer approval; this is expected to scale up in subsequent years through ongoing engagement with our customers on adoption of recycled / reusable input materials.
Safe and responsible usage	NA	The end-product specifications, usage information and safety labelling are determined and owned by the Company's customers (OEMs / brand owners). The Company supplies components in accordance with customer drawings and approved process documents, supported by its IATF 16949 and ISO 9001 certifications, which are shared with customers as part of the standard supply documentation.
Recycling and/or safe disposal	NA	The Company's products do not carry independent resin identification or recycling markings, as such markings are not specified by customers as part of the component design. As part of its packaging stewardship, the polybags used for dispatching components to customers carry a "Recyclable" marking to encourage responsible end-of-life handling of secondary packaging.

3. **Number of consumer complaints in respect of the following:**

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. **Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   Yes, EHS & ESG Policy Manual-Master Components.pdf

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

During the reporting period, the Company has not received any complaints, notices or adverse observations from customers, regulators or other stakeholders pertaining to advertising practices, delivery of essential services, product recalls, or product/service safety. Accordingly, no corrective actions were warranted under these heads.

On cybersecurity and data privacy, no instances of data breach or unauthorised access were reported during FY 2025-26. As a preventive measure, licensed antivirus and endpoint protection software is deployed across all IT assets, which are maintained under an Annual Maintenance Contract (AMC) ensuring regular updates, monitoring and security patching.

To further strengthen our cybersecurity posture, the Company has, post the reporting period (in FY 2025-26), undertaken a comprehensive Vulnerability Assessment and Penetration Testing (VAPT) exercise. The pre-assessment reports have been received and the identified vulnerabilities have been remediated through systematic patching. The final VAPT report is currently under preparation and will be placed on record in FY 2026-27 reporting.

For and on behalf of the Board of Directors of

MASTER COMPONENTS LIMITED

Sd/-

Mr. Mudduraj Chandrashekhar Kulkarni

(Whole-Time Director & CFO, DIN: 01190978)

Address: Flat No. 03, Suraj Enclave,

Near ABB Circle, Mahatma Nagar,

Nashik – 422007, Maharashtra, India.

Sd/-

Mr. Shrikant Hanamant Joshi

(Managing Director & Chairman, DIN: 01190986)

Address: 04, Indraprastha, B Wing,

Behind Housefull, Mahatma Nagar,

Nashik – 422007, Maharashtra, India.

Date: ***05/06/2026***

Place: Nashik

Statement from the Managing Director on
Business Responsibility & Sustainability

At Master Components Limited, we firmly believe that sustainable growth is the foundation of long-term business success. The integration of Environmental, Social and Governance (ESG) principles into the way we manufacture, source, employ and serve is no longer a parallel agenda. It is central to our business strategy and to the trust we earn from our customers, employees, regulators and communities.

Our approach to ESG is anchored in a clear belief: that responsible decisions, taken consistently across our operations, create durable value for all stakeholders. To translate this belief into practice, the Company has, during FY 2025-26, put in place a Board-approved EHS & ESG Policy Manual comprising sixteen policies that span environment, labour, human rights, ethics, information security and responsible sourcing, supported by quantitative ESG objectives and targets up to 2030. Sustainability considerations are progressively being embedded into how we evaluate suppliers, manage our shop floor, develop our people, and engage with our customers.

During the year, the Company was awarded the "Zero Waste to Landfill" certification under DIN SPEC 91436 - Silver Maturity Level by TÜV SÜD, becoming the first MSME in Maharashtra to achieve this recognition. We continued to invest in rooftop solar power across our facilities, implemented water accounting and leakage correction measures, and reaffirmed our commitment to fair compensation, with a significant proportion of our workforce being paid living wages.

As a publicly listed MSME on the National Stock Exchange, we are conscious that our responsibility extends beyond compliance. By integrating ESG into our daily decisions, partnering with our customers on their sustainability journeys, and continually raising the bar on our own performance, we aim to create shared value for all our stakeholders and contribute meaningfully to a cleaner, fairer and more sustainable future.

For and on behalf of Board of Directors of,
MASTER COMPONENTS LIMITED

Sd/-

Mr. Shrikant Hanamant Joshi
DIN: 01190986
(Managing Director and Chairman)
Address: Plot No. D-10/A and D-10/B, M.I.D.C,
Ambad, Nashik - 422010 Maharashtra, India.