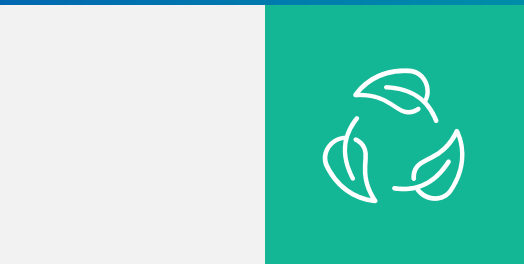
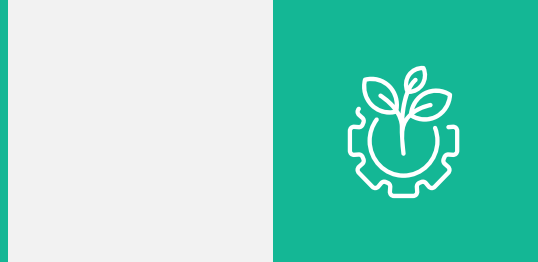




Asahi India Glass Ltd.



# REFLECTING RESPONSIBILITY SHAPING A GREENER TOMORROW



SUSTAINABILITY REPORT  
**FY 2024-25**





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# MESSAGE FROM CHAIRMAN & MANAGING DIRECTOR (CMD)



**Sanjay Labroo**  
Chairman & Managing Director

AIS has always believed in Sustainability as one of its foundational pillars of success. Our value added glass products reflect our sustainable approach & offerings in the automotive and architectural segments in India. Our products and services allow our customers, architects and interior designer to support creation of sustainable habitats and energy-efficient vehicles, thereby making our planet green. AIS is deeply involved with its customers helping them create the required supplier ecosystem and knowledge infrastructure for sustainability. Our commitment to transparency, accountability and long-term value creation has enabled us to forge and maintain symbiotic partnerships with our customers, shareholders, employees and the communities within which we operate. Our Sustainability Report for FY 2024-25 personifies this commitment and resonates with the theme of **“Reflecting Responsibility: Shaping a Greener Tomorrow”**. This report provides a deeper insight into our dedication to operational excellence while prioritising environmental stewardship, social responsibility, and ethical governance.



**To our customers, employees, partners, suppliers, shareholders, policymakers, and our communities: thank you for your trust. Together, we will build AtmaNirbhar AIS—a world-class, vertically integrated, climate-positive glass leader powering India’s mobility and architecture for decades to come.**

AIS has established a comprehensive and integrated sustainability framework focusing on strengthening long-term operational resilience while contributing to national objectives, commitments, and global standards such as the United Nations Sustainable Development Goals (UN SDGs). AIS stands true to the principles of 'Ecological Balance, Social Inclusivity and Development, and Ethical Business Relations', which are embedded in our sustainability vision, mission and framework:

- Embracing circularity, greener technologies, mitigation and adapting towards climate change, committing to water stewardship and enabling ecological restoration.
- Nurturing a safe, healthy, inclusive, and productive environment for our human resources, upholding human rights and empowering the local communities.
- Driving an ethical and transparent approach towards governance, stakeholder engagement, regulatory compliance, and business growth.

Beyond the integration of these principles in our operations, we continue to build a broad portfolio of products and services, incorporating research-led development and eco-conscious designs. Through innovation in areas such as energy-efficient building solutions, AIS is actively contributing to the development of cleaner, greener, and low-carbon glass products. Our efforts have been recognised across the industry, and we

are extremely proud to be recognised by Maruti Suzuki India Ltd as a strategic supplier with **'Superior Performance in the Area of Sustainability and Best Overall Performance'**. This recognition is a testament to AIS's initiatives in areas such as energy efficiency, resource management and green practices, and strengthens our commitment to build a more resilient and sustainable future. We are grateful to MSIL for their continued guidance and encouragement.

**OUR ESG COMMITMENTS— CLEAR, TIME-BOUND, AND VERIFIABLE**

AIS is implementing a clear sustainability and safety program that underpins our growth plans. By 2030, for our automotive glass production, we aim to source about 70% of our total energy from renewables and plan to expand Zero Liquid Discharge (ZLD) initiatives across all plants, while scaling up water reuse and condensate recovery across operations. We are committed to increasing circularity and recycling or reuse of non-hazardous waste by 2025, reaching Zero Waste to Landfill by 2040, and driving a 10% year-on-year reduction in plastic waste. Further, we continue our endeavours to reduce Scope 1 and 2 emissions intensity through enhanced use of green and renewable sources and enhance our energy conservation and efficiency measures across all our plants. Being a socially conscious Company, our commitment towards Health and Safety is non-negotiable, i.e., we aim to embed

ISO 45001 system certification across all manufacturing plants, strengthened by behaviour-based safety and digital reporting for continuous improvements. AIS is working aggressively to achieve Zero Defects and Zero Accidents.

Our commitments are not just goals and targets—they showcase how we protect, conserve, and preserve our environment; elevate operational excellence and resilience; drive social inclusivity, upliftment, and development; uphold human rights and labour practices; to create enduring long-term value for our business partners, suppliers, vendors, customers, communities and other stakeholders.

**DECARBONISING CORE OPERATIONS**

We successfully commissioned green hydrogen supplies at the Soniyana plant. Process efficiency initiatives such as enhanced use of IE4 motors, VFDs, battery-operated forklifts, and waste heat optimisation lowered our energy intensity while improving reliability and emission reduction. Water stewardship advanced through ZLD systems at Bawal and Chennai, STPs/ETPs across plants, and reuse for utilities—minimising freshwater draw and discharge. We deepened circularity by recycling cullet, reducing wooden packaging, and expanding certified vendor ecosystems aligned to EPR mandates. The Miyawaki afforestation program added thousands of native trees across sites.



## PEOPLE, CAPABILITY AND COMMUNITIES

Upholding its commitment towards People and Community Development, on the social front, we emphasise employee engagement, overall well-being, occupational health and safety, diversity, equity, and inclusion (DEI), and human rights. AIS acknowledges its commitment towards community development and upliftment. We have developed and implemented various initiatives in education, healthcare, and skill-building to positively empower marginalised and vulnerable groups with livelihood opportunities, under our Corporate Social Responsibility (CSR) umbrella. AIS governance practices are deeply rooted in upholding regulatory and statutory compliance with a focus on continuous improvements in business conduct and stakeholder engagements to drive governance excellence. Our workforce was 8,956 as of March 31, 2025, consisting of permanent and other employees. During the year, DOJO 2.0—an advanced, tech-enabled training framework for safety, skills and process discipline, was rolled out, and over 150 PDCA initiatives deepening adoption of TQM across SBUs,

In line with our social commitments, AIS ₹1,087.40 lakhs through various CSR initiatives, impacting nearly 23,000

lives through education (including girl child transport), digital literacy, health camps, WASH, and women's skilling across Haryana, Uttarakhand, Gujarat and Rajasthan.

### THE ROAD AHEAD

- Integrate and localise processes, i.e., float to auto to D2C for reducing import dependence, deepening supply resilience and getting closer to consumers.
- Invest in Research & Development, Design & Development and New

Product Development for climate-aligned products: Ecosense, acoustic/IR automotive glazing, smart sunroofs, fire-rated and speciality solutions.

- Scale with QJCI—Quality of Japan at Cost of India—through disciplined PDCA, digital twins and Industry 4.0.
- Delight customers and shareholders with transparent engagement, reliable delivery and profitable growth.

### Sanjay Labroo

Chairman & Managing Director

At AIS, we are guided by our core values and principles that keep safety, environment, quality, and discipline at the heart of everything we do. Through our Sustainability Report FY 2024–25, themed 'Reflecting Responsibility: Shaping a Greener Tomorrow,' we reaffirm our commitment to reducing our environmental impact, strengthening governance, supporting our communities, and creating long-term value for all our stakeholders.



Asahi India Glass Ltd.







# ABOUT THE REPORT

Asahi India Glass Ltd. (AIS) presents its Sustainability Report FY 2024-25, reflecting its long-term commitment, progress, and performance towards environmental stewardship, social responsibility, and robust corporate governance.

The Report covers the period April 1 2024 to March 31 2025 and applies to Asahi India Glass Ltd., on a “Standalone basis”; and does not include subsidiaries, joint ventures, and associates.

This Report encompasses all 15 AIS sites, including manufacturing plants, the automotive advanced warehouse cum sub-assembly unit, and the registered office—located in Anantapur (Andhra Pradesh), Bawal (Haryana), Bengaluru (Karnataka), Chennai (Tamil Nadu), Faridabad (Haryana), Gurugram (Haryana), Kharkhoda (Haryana), New Delhi, Patan (Gujarat), Pune (Maharashtra), Roorkee (Uttarakhand), Soniyana (Rajasthan), and Taloja (Maharashtra).

The theme of the report is “**Reflecting Responsibility: Shaping a Greener Tomorrow,**” which reflects upon the Company’s futuristic approach towards a greener, inclusive, and progressed economy. The Report is prepared in reference to the Global Reporting Initiative (GRI) Standards 2021, adhering to GRI’s Reporting Principles, Universal Standards, and Topic Standards, with disclosures based on Company’s identified key material topics. The company has undertaken Impact Materiality Assessment in line with GRI-3 ‘Materiality’ framework and approach to identify its key environmental, social, and governance material issues, which are disclosed in this report.

The Report further aligns with the United Nations Sustainable Development Goals (UN SDGs) relevant to our business, impacts, and stakeholder priorities.

## **Asahi India Glass Ltd. (AIS)**

301-308, 1101-1104 Tower D, 3rd and 11th Floor,  
Global Business Park, Mehrauli Gurugram Road, 122002, Haryana.  
Email: [investorrelations@aisglass.com](mailto:investorrelations@aisglass.com)



# ASAHI INDIA GLASS LIMITED





# About AIS

Asahi India Glass Ltd. (AIS) is a leading player in India's glass industry, distinguished by its extensive portfolio of value-added glass products and integrated solutions. The Company's operations range across the entire glass value chain, encompassing automotive glass manufacturing, float glass production, and a wide range of glass processing, fabrication, and installation services.

With a strong footprint in both domestic and international markets, AIS has established itself as a trusted and dependable brand, serving a diverse customer base including retail consumers as well as institutional and industrial clients. The Company's commitment to quality, innovation, and customer-centric solutions has reinforced its reputation as a preferred partner across segments. Established in 1987 through a strategic collaboration between the Labroo family, Asahi Glass Co. Ltd. (now AGC Inc.), and Maruti Udyog Limited (now Maruti Suzuki India Limited), AIS has witnessed a significant transformation over the decades. From its early beginnings with a singular product offering and a limited customer base, the Company has evolved into a globally recognized, integrated glass enterprise with a diversified portfolio of products and solutions.

Supporting its sustained growth and continuous expansion of capabilities, AIS is listed on both the National Stock Exchange of India Limited (NSE) and the BSE Limited (formerly known as Bombay Stock Exchange), underscoring

its strong market presence and governance standards.

The Company operates a robust manufacturing and distribution network comprising 10 world-class manufacturing facilities and 4 sub-assembly units-cum-warehouses, strategically established to support seamless operations. These facilities are equipped with advanced technologies and adhere to stringent quality and safety standards, ensuring consistent excellence across products while meeting diverse customer requirements and specifications.

AIS offers a comprehensive portfolio of glass products, including clear and tinted glass, reflective glass, processed glass, frosted glass, and back-painted glass, complemented by end-to-end glass consultation, installation, and service solutions. Designed to meet the evolving demands of modern

architecture and contemporary living environments, AIS products deliver an optimal balance of natural daylight, energy efficiency, visual comfort, thermal performance, and environmental sustainability.

With innovation deeply embedded in its operational ethos, AIS continues to lead initiatives that promote green buildings and advance sustainability in a meaningful and measurable manner. As part of this commitment, the Company has developed the AIS World of Glass application, a digital platform designed to provide seamless access to a wide range of glass solutions. The application enables customers to identify customized, best-fit glass solutions for residential and commercial spaces, aligned with the functional requirements of smart buildings using advanced technologies and solutions. Through this initiative, AIS seeks to foster innovation while contributing to the development of

**AIS has grown from a single manufacturing plant in 1987 to one of India's leading integrated glass companies. Today, we operate across the entire glass value chain—from automotive and float glass to processing and installation—serving customers in India and abroad with 10 manufacturing facilities, along with 4 Sub-Assembly Units cum Advanced Warehouses, equipped with advanced technologies, we are committed to quality, innovation, and sustainable solutions that support modern architecture, green buildings, and the evolving needs of our customers.**



green buildings and a more sustainable future.

AIS established its first manufacturing facility, i.e., an automotive glass plant in Bawal, Haryana, which commenced commercial operations in 1987.

Recognized as the “Mother Plant” of the Company, the facility has remained in uninterrupted operation since its inception. Over the years, the plant has earned multiple certifications and accreditations, including ISO 9001 and ISO 14001, along with Quality

Management System certification under IATF 16949, among others, reflecting its strong commitment to quality, environmental management, and operational excellence.

# PAN-INDIA FOOTPRINT

**R** Delhi  
Registered Office

**C** Gurugram  
Corporate Office

**S** Noida  
Sales Office

**1. Bawal**   
● Auto

**2. Chennai**   
● Auto

**3. Patan**   
● Auto

**4. Roorkee**   
● Auto  
● Float  
● Architectural Processing  
● Fire Rated Glass  
● Mirror  
● Hard Coat

**5. Taloja**   
● Auto  
● Float  
● Architectural Processing  
● Soft Coat  
● Hard Coat

**6. Soniyana**   
● Float

**7. Faridabad**   
● Windows  
● Architectural Processing

**10. Pune**   
● Auto

**8. Bangalore**   
● Auto  
● Architectural Processing  
● Windows

**11. Kharkhoda**   
● Auto

**9. Anantapur**   
● Auto

- Auto
- Float
- Architectural Processing
- Windows
- Soft Coat
- Fire Rated Glass
- Mirror
- Hard Coat

- Plant
- Sub-Assembly Units cum Advance Warehouses

Map not to scale. For illustrative purposes only.



**Auto Glass Patan, Gujarat**



**Auto Glass Bawal, Haryana**



**Auto Glass Irungattukottai, Chennai**



**Sub Assy Unit Bidadi, Karnataka**



**Sub Assy Unit Kharkhoda, Haryana**



**Float Plant- Soniyana Rajasthan**

# VISION

## See More

- It describes AIS's products and services which delight customers by helping them see more in comfort, safety and security.
- It expresses AIS's corporate culture of merit and transparency.
- It defines the qualities of AIS's people who want to see, learn and do more, in depth and detail.



# MISSION

## Execution for Excellence through PDCA

With major investments in place, the time is now to reap the benefits by execution for excellence through PDCA.



# GUIDING PRINCIPLES



Creation of value for Shareholders



Customer Satisfaction



Continuous Improvement



Strengthening of Systems



Respect for Environment



Use of Facts



Upgradation of Human Potential through education and training



Social Consciousness



# OPERATIONAL SCALE

**10 World-class manufacturing facilities and 4 sub-assembly units-cum-warehouses**



Over **8.8 million pieces** laminated capacity

Over **7 million plus** car sets tempered capacity



**2,150 Tonnes** per day float glass capacity

# STRATEGIC BUSINESS



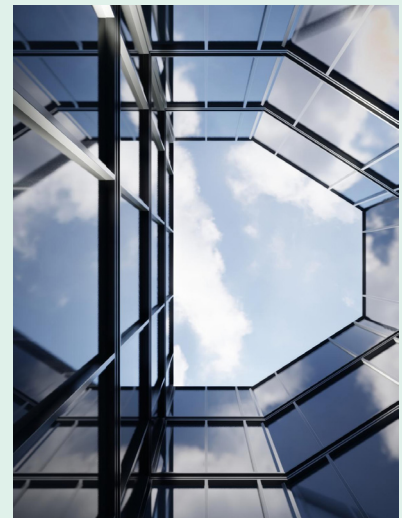
## Automotive Glass

- More than three decades, AIS top choice for Automotive OEMs.
- ~75% market share in the Indian passenger car segment
- Product range: laminated glass for car windshields, tempered glass for side windows and backlites, and sunroof glass, along with sub-assemblies and a wide array of value-added glass products.



## Architectural Glass

- 27% market share in the segment
- AIS provides comprehensive array of solutions, including float glass, high performance coated glass, mirror, back painted glass, decorative glass, processed glass, and other value-added glass products.
- Offerings are designed for both exterior and interior use in modern architecture.



## Consumer Glass

- Comprehensive range of best-in-class products for architectural and automotive glass requirements, empowering individuals to achieve their desired spaces with utmost quality and innovation.
- Unique properties enable the flow of natural light, which has been proven to reduce stress, enhance comfort levels, and uplift mood.



Asahi India Glass Ltd. (AIS) demonstrates a steadfast commitment to environmental stewardship and social responsibility by embedding sustainability across its products, design philosophy, and supply chain practices. Sustainability forms a core pillar of the Company's strategy, guiding innovation and responsible growth at every stage of the value chain.

AIS offers an extensive portfolio of advanced glass solutions, including clear and tinted, reflective, processed, frosted, and lacquered glass, supported by end-to-end consultation, installation,

and service capabilities. These solutions are thoughtfully engineered to elevate modern architecture and contemporary living spaces by optimizing natural daylight, enhancing energy efficiency, delivering superior visual comfort, and reducing environmental impact.

Guided by a vision to transform progressive ideas into enduring value, AIS continues to play a transformative role in accelerating the adoption of Green Buildings and contributing meaningfully to the creation of a resilient, low-carbon, and sustainable future.



# PRODUCT PORTFOLIO AND COMMITMENTS

AIS's product portfolio reflects its deep-rooted commitment to sustainability and responsible innovation. By leveraging advanced technologies and environmentally conscious materials, the Company delivers a diverse range of glass solutions designed to enhance energy efficiency, durability, and recyclability. From high-performance glazing systems that optimize energy consumption in buildings to lightweight

automotive glass solutions that improve fuel efficiency, each product is thoughtfully engineered to minimize environmental impact throughout its lifecycle. Complementing its product offerings, the AIS World of Glass application enhances customer access to an extensive portfolio of tailored glass solutions. The digital platform enables the selection of customized options for residential and workplace

environments, including bespoke solutions aligned with the functional requirements of smart buildings and enabled by cutting-edge technologies. Through this integration of innovation and sustainability, AIS continues to advance green buildings and promote environmentally responsible design, reinforcing its vision of a greener and more sustainable future.

## AIS PRODUCT PORTFOLIO



**AUTOMOTIVE GLASS**



**ARCHITECTURE GLASS**



**CONSUMER GLASS**

## Automotive Glass

AIS Auto Glass serves a broad spectrum of glass requirements for manufacturers across the passenger and commercial vehicle segments, including cars, trucks, buses, trains, metros, tractors, three-wheelers, and off-road vehicles. In addition to automotive applications, AIS Auto supplies specialized glass solutions for consumer durables such as washing machines, refrigerators, and other white goods.

The portfolio includes laminated glass engineered for automotive windshields, as well as tempered glass designed for side windows, backlites, sunroofs, and select windshield applications. These offerings are further complemented by sub-assemblies and a comprehensive range of value-added glass products, enabling AIS Auto to deliver integrated, high-performance solutions tailored to diverse customer requirements.

**During FY 2024-25, 12 new models were launched under AIS Auto glass, generating a total revenue of INR. 2,989.72 Crore, and a 75% market share in the Indian passenger car segment.**



## Drivers of Growth



Best-in-class Safety Environment, Quality Control, Cost Control, Delivery, Development, and Management (SEQCDDM) capabilities.



In-house design and development and tooling capabilities.



Wealth of knowledge and state-of-the-art technology to deliver cutting-edge auto glass solutions and value-added services to global players.



AIS holds the esteemed distinction to receive the prestigious Deming Application Prize in 2007.

## Harnessing Power of Strategic Locations

AIS Auto Glass manufacturing plants are in strategic locations which gives the company an edge over its competitors in the industry:

01

**Bawal, Haryana  
(North India)**

02

**Chennai, Tamil Nadu  
(South India)**

03

**Roorkee, Uttarakhand  
(North India)**

04

**Taloja, Maharashtra  
(West India)**

05

**Patan, Gujarat  
(West India)**

## Agile and Responsible Customer Base

Leveraging the innovation and efficiency in manufacturing high quality auto glass products, AIS has established itself as a premium and preferred supplier to major OEMs such as Maruti Suzuki, Mahindra & Mahindra, Hyundai, Tata Motors, Toyota, KIA, Skoda Volkswagen, Honda, Renault-Nissan, Ashok Leyland, MG Motor, Daimler Trucks and JCB.

To meet and exceed beyond the expectation of the customers, AIS adheres to mandatory quality norms and has voluntarily adopted quality commitments/ recognitions that adds value to company's brand image.





## Quality Assurance Standards and Commitments



ISO 9001: 2015 – Quality Management System (QMS)



IATF 16949: 2016 and for Quality Management Systems



Marking: ISI: BIS Part 1 and Part 2 (Automotive/ Architectural)



E-Mark – Europe



INMETRO  
INMETRO- Brazil



CCC China



BGTVT-VR Vietnam



شارة المطابقة الخليجية  
Gulf Conformity Mark

Gulf – Product Certificate of Conformity



VSCC Certification for Vehicle and Vehicle Components – Taiwan



ANSI - DOT



SNI - Indonesia



ICAT/ARAI



ISO 45001:2018 Occupational Health and Safety Management System



Environmental Management System: EMS ISO 14001:2015



ISO 50001: 2018 Energy Management System



ISO/IEC 27001: 2013 (Information Security Management System)



## Product Range



**Windscreen**

- Acoustic Windscreen
- IR Cut Windscreen
- IR Cut and Acoustic Windscreen
- Antenna Printed Windscreen
- Heated Windscreen
- Head Up Display
- Windscreen with Rain Sensor
- Windscreen with ADAS
- Thinner Windscreen (2+1.8mm, 2+1.6mm)



**Sidelites**

- Dark Green UV Cut Glass
- Solar Control Glass
- UV Cut Glass
- Privacy Glass
- Water Repellent Glass
- Encapsulated Glass
- Plug in Window
- Sliding window for Buses and Trucks
- IGU for Metro and Railways
- Thinner Sidelites (2.8mm)
- Laminated Sidelites








**Backlite**

- Backlite With Defogger
- Antenna Printed Backlite
- Privacy Glass
- Solar Control Glass

**Sunroof**

- Fixed Laminated
- Tilt and Slide
- Panoramic
- Bullet Resistant Glass
- Metro (Windscreen, Side windows, Driver Cab Assembly Window).



**White Goods**

- Washing Machine - Flat / Bend
- Refrigerator Shelf Glass
- Refrigerator Door Glass





## New Launches

Value added glass technologies in FY 2024-25



Maruti Next Swift



Maruti Next Dzire



Mahindra XEV 9e



Mahindra BE6



Mahindra 3X0



Mahindra Thar Roxx



Mahindra Veero



Tata Curve



Honda Amaze



Kia Syros



Skoda Kylaq



MG Windsor



### Road Ahead

The electric vehicle (EV) market in India is poised for rapid and sustained growth, driven by supportive government policies and rising consumer awareness around environmental sustainability. The emergence of electric mobility, coupled with the increasing integration of connected and digital technologies, is reshaping the country's automotive landscape. This period of transformation presents significant opportunities for automotive manufacturers, suppliers, and service providers to strengthen their market positioning and unlock new avenues for growth. Within this evolving ecosystem, AIS is well positioned to leverage its capabilities and expertise to capitalize on the expanding EV market and contribute meaningfully to the future of sustainable mobility.



## Architectural Glass

AIS is one of India's leading float glass manufacturers, with an estimated **27% market share in the architectural glass segment**. The Company operates advanced manufacturing facilities producing a wide range of high-quality products, including clear and tinted float glass, heat-reflective coated glass, eco-friendly copper- and lead-free mirrors, and lacquered and frosted glass for interior applications. Supported by a strategically distributed plant network and an integrated glass value chain—from production to value-

added processing and service—AIS delivers consistent quality, efficient distribution, and customer-centric solutions for modern architectural and automotive applications. In line with India's self-reliance objectives, AIS has commissioned its third float glass manufacturing plant at Soniyana, Rajasthan, to support the automotive segment, reduce import dependence, and strengthen in-house capabilities across glass processing and equipment development.

**During the financial year 2024-25, Architectural Glass segment generated a total revenue of INR. 1,266.55 Crore, and a 27% domestic market share.**

### Drivers of Growth



Leverage technology to achieve optimal balance between daylight utilization and energy efficiency, as well as visual and thermal comfort.



Foster evolution of green building and an era of true sustainable future with integrated glass solutions i.e., environment-friendly copper and lead-free mirrors, as well as back painted and frosted glass for interior decoration.

### Harnessing Power of Strategic Locations

AIS architecture glass manufacturing plants are in strategic locations which gives the company an edge over its competitors in the industry i.e.,

01

**Taloja, Maharashtra (West India)**

02

**Roorkee, Uttarakhand (North India)**

03

**Soniyana, Rajasthan (North India)**

### Agile and Responsible Customer Base

By leveraging its innovative product range, AIS has empowered its customers to achieve energy-efficient and thermal comfort glass solutions,

contributing to the evolution of green buildings and fosters a truly sustainable future. Within its integrated business delivery chain (1,400+ Stockists across

India), the architectural glass SBU holds a strategic position across multiple domains.



## Product Range

### Float Glass

- AIS Clear® - Clear Float Glass
- AIS Tinted - Heat Absorbing Glass



### Energy-efficient Glass

- AIS Opal® - Value for money Solar Control Glass
- AIS Opal Trendz - Patterned Reflective Glass
- AIS Sunshield®
- AIS Sunshield Trendz – Patterned Sunshield Range
- Ecosense® - High Performance and Energy-Efficient Reflective Glass



### Super Speciality Glass

- AIS Swytchglas - Privacy Glass
- AIS Integrated Blinds
- AIS Pyrobel - Fire Resistant Glass
- Energy-Efficient Reflective Glass



### Value-added Glass

- AIS Stronglas® - Impact Resistance Glass
- AIS Securityglas® - Burglar Resistant Glass
- AIS Acoustinglas Shield - Sound Resistant Glass
- AIS Valuglas
- AIS Securityplus
- AIS Insulated-Glazed Unit
- AIS Heat-Strengthened Glass





### AIS Windows

- uPVC
- Aluminium



### Designer Glass

- AIS Mirror® - Distortion-Free Mirrors
- AIS Décor® - Back Painted Glass in Vibrant Colors for Interiors
- AIS Krystal® - Only Branded Frosted Glass
- AIS Disegno
- AIS Mesh Laminated
- AIS Colored Laminated
- AIS Fabric Laminated Glass
- AIS Ceramic Frit
- AIS Printed Glass
- AIS Acid Etched Glass





**AIS Clear Float Glass** enhances building façades with a clean, contemporary aesthetic, offering superior clarity, a sparkling surface, and distortion-free transparency. Owing to its high optical quality and visual consistency, it is widely used in shopfronts, partitions, doors, windows, shelves, and furniture applications across residential and commercial spaces.

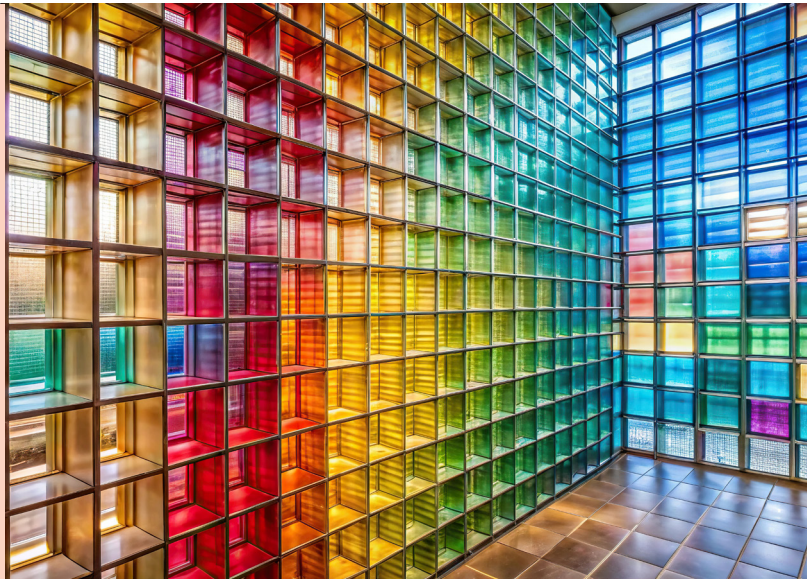
**AIS Tinted Glass** reduces solar heat gain, helping interiors stay cooler by absorbing 30–45% of solar heat, while minimizing glare and enhancing the aesthetic appeal of buildings. Available in a variety of shades—including dark grey, green, bronze, dark blue, royal blue, cool green, and aqua blue—this glass offers both functional performance and design versatility for modern architectural applications.



**AIS Opal** is an economical range of energy-efficient solar control glass designed to offer value without compromising performance. It features durable, anti-fade coatings, comes with a 10-year warranty, and is available in thicknesses of 3.5 mm, 4 mm, and 5 mm across various sizes. AIS Opal is ideal for use in windows and building façades, delivering both energy efficiency and long-lasting aesthetics



**AIS Decor** is a durable back-painted, lacquered interior glass featuring a vibrant, opaque finish. Manufactured with high-quality paint on one side and oven-cured through a specialized process, it is available in 4 mm, 5 mm, and 6 mm thicknesses across 30+ striking shades. Easy to maintain and highly versatile, AIS Décor can be cut, drilled, ground, beveled, edge-finished, or polished to meet specific design requirements. It is heat-resistant up to 80°C and moisture-resistant, making it ideal for use in kitchens, bathrooms, and other interior applications.



**AIS Stronglass™** is a premium tempered glass that is 4–5 times stronger than ordinary annealed glass. It undergoes a rigorous toughening process, making it highly resistant to tensile stresses and minimizing the risk of impact-related breakage. With heat resistance of up to 300°C, it remains safe under thermal stress. AIS Stronglass™ is ideal for applications such as shelves, façades, shower enclosures, partitions, canopies, railings, and tabletops.

**AIS Swytchglas** is a state-of-the-art smart glass that allows instant control over transparency, switching from clear to translucent at the touch of a button via an electric switch or remote device. Designed to operate in temperatures from 10°C to 50°C, it blocks up to 50% of light in the “Off” mode, features an interlayer that functions as a security film, and provides acoustic benefits by dampening external noise. Ideal for windows and partitions, AIS Swytchglas combines privacy, transparency, and modern functionality with seamless convenience.





### **AIS Windows Launches Technology-Driven Experience Centre in Bengaluru**

AIS Windows has inaugurated its second technology-driven Experience Centre in Bengaluru, Karnataka, complementing the first centre in Defence Colony, New Delhi. Spanning 3,700 sq. ft., the centre offers homeowners, commercial real estate developers, designers, and architects an immersive platform to explore AIS Windows' complete range of bespoke glass and fenestration solutions.

Each setup is designed to provide a realistic look and feel, enabling customers to visualize how AIS Windows' products can transform their rooms, balconies, and living spaces. The centre also offers 100% complimentary expert consultancy, delivering customized solutions tailored to specific site requirements.

Beyond physical interaction, the Experience Centre features a phygital experience, with tech-enabled consoles that showcase products and applications interactively. Knowledgeable staff are available to guide visitors, answer queries, and assist with the seamless integration of both physical and digital experiences.

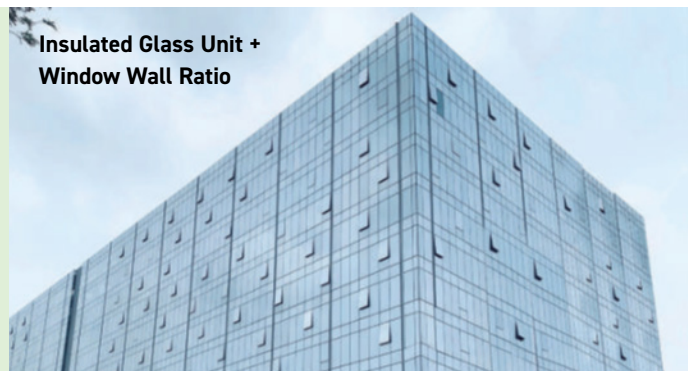


### **Experience Comfort with AIS IR+ UV Shield Glass**

AIS IR+ UV Shield Glass enhances the driving experience by improving cabin comfort and reducing the penetration of harmful UV rays. By maintaining cooler interiors, it lowers air-conditioning load, supports fuel efficiency, and contributes to a reduced carbon footprint. Designed to comply with Central Motor Vehicle Regulations and certified by ARAI under IS 2553, the glass ensures visual light transmission of over 50%, combining regulatory compliance with optimal performance and occupant comfort.

### **AIS Ecosense Exceed**

AIS Ecosense Exceed combines advanced solar control and low-emissivity properties to deliver an optimal balance of energy efficiency and aesthetics. Designed exclusively for use in Insulated Glass Units (IGUs), this spectrally selective glass is ideal for spaces with high window-to-wall ratios (WWR+) and aligns seamlessly with green building principles, supporting energy-efficient and sustainable architectural design.



**Insulated Glass Unit + Window Wall Ratio**

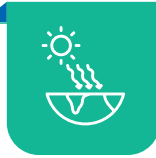


## Sustainability Meets Innovation with AIS

The AIS Ecosense range is an embodiment of AIS's commitment to sustainability and innovation, designed and developed indigenously with a keen understanding of India's unique climatic conditions. These high-performance, energy-efficient products seamlessly blend energy efficiency, visual comfort, thermal control, and aesthetics, making them a natural choice for eco-friendly architecture. AIS Ecosense products are ideal for exterior facades, whether as structural glazing or windows, offering numerous benefits:

### Significantly Reduces Direct Solar Radiation

Minimizes heat ingress, ensuring cooler interiors.



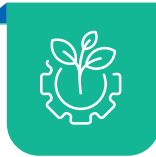
### Enhances Energy Efficiency

Contributes to lower energy consumption and operational costs.



### Suitable for Green and Sustainable Homes

Enhances Green Buildings by optimizing energy efficiency.



### Reduces Electricity Bills

Supports cost savings through reduced reliance on artificial lighting and cooling.



### Provides Enhanced Thermal Insulation

Ideal for green building concepts, it ensures better temperature regulation, particularly in colder climates.



### Allows Better Visible Light Transmission

Balances the need for light with thermal control, ensuring comfortable interiors.

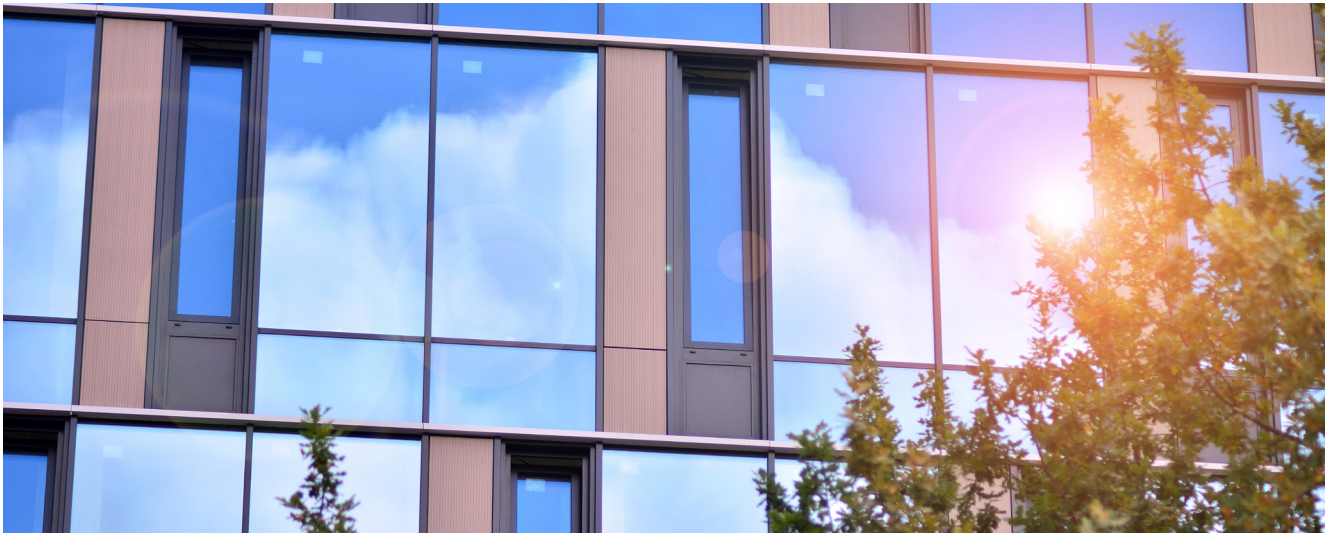


### Road Ahead

The rising adoption of green buildings is driving increased demand for architectural glass, as energy-efficient solutions help reduce power consumption and lower greenhouse gas emissions. Simultaneously, demand for decorative glass is growing in the retail and interior design sectors. The outlook for India's glass industry remains positive, supported by ongoing government investments in infrastructure and sustainable construction. Innovation and the development of advanced glass solutions are expected to fuel further growth. At the same time, the industry will need to address challenges such as raw material availability and energy costs to maintain long-term sustainability and competitiveness.

### Featured in Architecture Digest

The Glass Villa by AIS is showcased among the world's top nine glass villas. This state-of-the-art villa presents a sleek design and showcases distinct properties of glass. Situated in Goa's Aldona village, it offers stunning views of Aldona backwaters. Created in collaboration with Tarun Tahiliani and architect Sameep Padora, the villa exemplifies sustainable architecture, utilizing energy-efficient glass to maximize natural light while mitigating excessive heat.



## Consumer Glass

AIS Consumer Glass SBU aims to help customers create ideal personal and professional surroundings. AIS offers a complete selection of best-in-class products for architectural and automotive glass requirements, permitting users to create their preferred places with the finest quality and creativity. The Company's goal is to create surroundings that optimize functionality, enhance visual appeal, and promote overall well-being for customers.

**Presence across 71 cities in India and with over 124 dealerships and workshops, delivering consumer-centric solutions directly to the end user through exceptional design and execution.**

### Drivers of Growth



Comprehensive 360-degree solutions that encompass the entire process, from selecting the appropriate door and window glass and frame to professional installation.



AIS Windows fixtures are designed to be soundproof, weatherproof, burglar-resistant, UV resistant and energy-efficient. AIS Windows offers India's first new-age, multi-sensory experience centre in Gurugram, to enrich the customer pre-purchase journey.



AIS Windshield Experts proudly holds the title of India's largest automotive glass repair and replacement service brand.



AIS Windshield Experts offers varied range of value-added services, such as battery check and replacement, wiper blade replacement, and car sanitization and detailing services.



## Agile and Responsible Customer Base

**AIS Windshield Experts** is India's largest and most trusted brand for automotive glass repair and replacement. With a presence in over 71 cities through a network of strategically located service centres and a fleet of mobile vans, the company ensures convenient and accessible service nationwide. Anchored in a "Repair First" philosophy, AIS Windshield Experts prioritizes cost-effective, efficient, and high-quality service delivery for its customers.



### GLASXPERTS

#### AIS GLASXPERTS

AIS Glasxperts, an extensive service offering by AIS, stands out as India's exclusive provider of glass lifestyle solutions. With a holistic approach and specialized knowledge, Glasxperts delivers glass consulting, product selection, and installation services that elevate the transformation of residential and commercial spaces. Meeting the demand for modern, environmentally conscious aesthetics, Glasxperts offers a diverse range of top-notch, branded glass products, fittings, and systems. Customers can rely on guaranteed safety and hassle-free services, ensuring a smooth experience throughout their glass-related projects.

**Product Range:** complete door and window solution provider

- Soundproof
- Weatherproof
- Burglar -resistant

### Windshield Experts FASTER • SAFER • BETTER

#### AIS Windshield Experts (Faster. Safer. Better)

AIS Windshield Experts proudly claims the title of India's leading automotive glass repair and replacement service brand, with a presence in 65 cities and 106 strategically located service centres, along with multiple mobile vans. Driven by the „Repair First“ philosophy, the Company holds ISO 9001:2015 certification and is trusted by insurance companies, fleets, and car owners alike. Dedicated to upholding the broadest multi-model inventory catering to all vehicle types, including luxury cars, AIS Windshield Experts has forged partnerships with nearly every insurance company in India. This collaboration ensures the efficient management of automotive glass repair and replacement claims. AIS Windshield Experts offers varied range of value-added services, such as battery check and replacement, wiper blade replacement, and car sanitization and detailing services.

#### Products and services range

- Car glass repair
- Car glass replacement
- Value-added product and services



## Windows

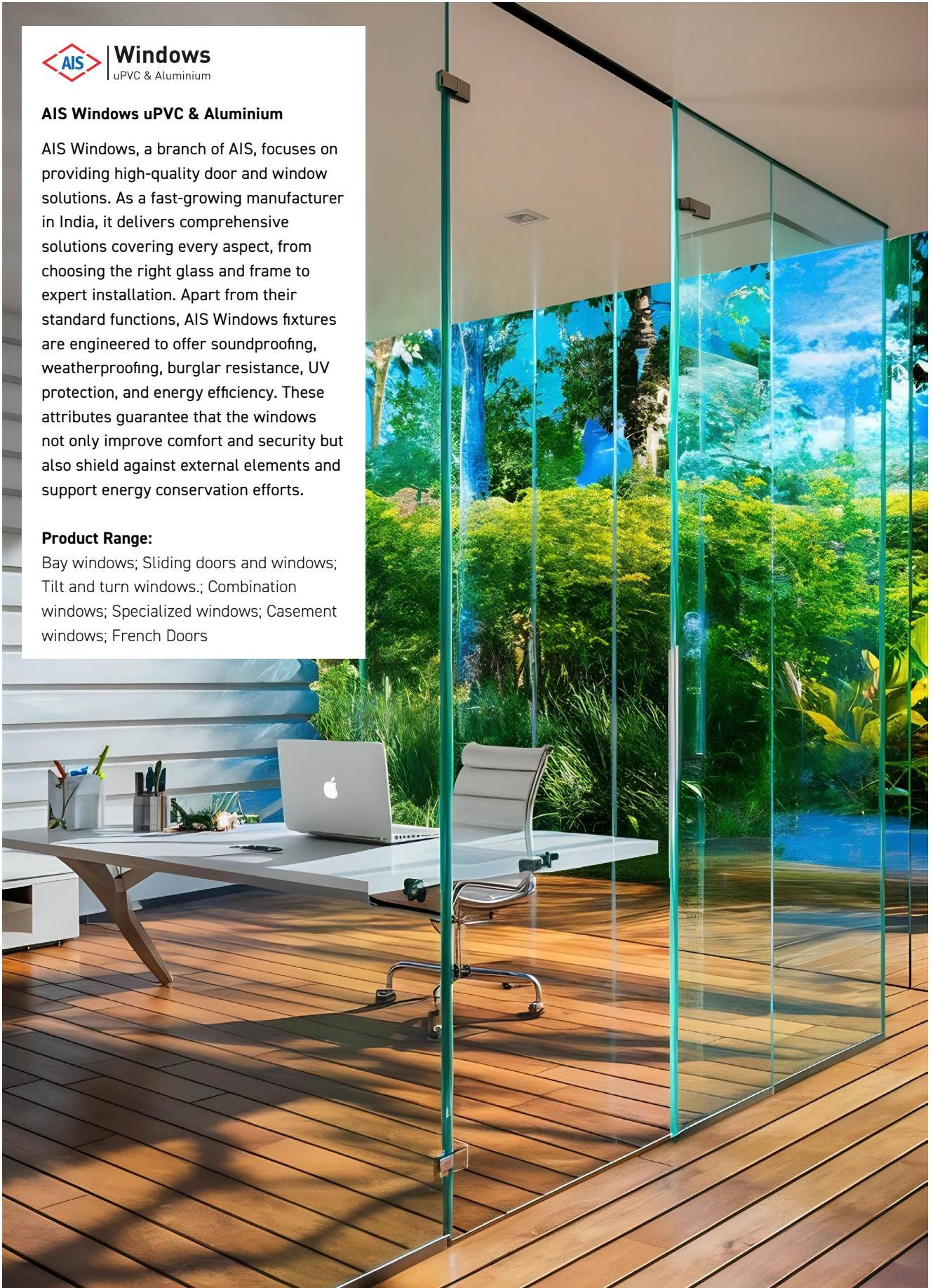
uPVC & Aluminium

### AIS Windows uPVC & Aluminium

AIS Windows, a branch of AIS, focuses on providing high-quality door and window solutions. As a fast-growing manufacturer in India, it delivers comprehensive solutions covering every aspect, from choosing the right glass and frame to expert installation. Apart from their standard functions, AIS Windows fixtures are engineered to offer soundproofing, weatherproofing, burglar resistance, UV protection, and energy efficiency. These attributes guarantee that the windows not only improve comfort and security but also shield against external elements and support energy conservation efforts.

#### Product Range:

Bay windows; Sliding doors and windows; Tilt and turn windows.; Combination windows; Specialized windows; Casement windows; French Doors





# ECONOMIC AND FINANCIAL PERFORMANCE

AIS demonstrates unwavering financial stability and resilience, supported by strong strategies and sound financial management practices. This section examines the company's financial stability, highlighting the strategies implemented to mitigate risks, maintain liquidity, and strengthen financial structures. Considering fluctuating market conditions and shifting economic landscapes, AIS is committed to upholding a strong financial position. By adhering to rigorous risk management frameworks and adopting proactive measures, the Company strives to mitigate uncertainties and navigate challenges effectively.

This section provides an analysis of AIS's liquidity position, capital structure, and essential financial metrics, offering stakeholders critical insights into the organization's financial resilience.

Through the maintenance of a robust balance sheet, the optimization of capital efficiency, and the establishment of sufficient liquidity buffers, AIS is strategically positioned to succeed in both favourable and challenging market environments.

- Net Revenue of the Company stood at ₹ 4,34,782 lakhs in FY 2024-25 as against ₹ 4,17,726 lakhs in FY 2023-24, with an annual increase of 4.08%.

- Operating Profit increased by 2.24% from ₹ 74,914 lakhs in the previous year to ₹ 76,594 lakhs in FY 2024-25.
- The Company posted a profit after tax (PAT) of ₹ 38,910 lakhs in FY 2024-25 against a profit of ₹ 33,553 lakhs in the previous financial year, showcasing an increase of 15.96%.
- During the year, EBITDA was Rs. 76,594 lakhs, with a total dividend of INR 4,862 Lakhs, and the Return on Average Capital Employed (%) stood at 14%.

# VALUE CREATION MODEL

AIS's approach to value creation extends beyond financial performance, reflecting a holistic commitment to stakeholders, sustainability, and innovation. The Company's strategic initiatives are designed to deliver long-term growth, generate positive societal impact, and enhance resilience in a dynamic business environment. At AIS, value creation encompasses enriching the lives of customers, employees, shareholders, and the communities in which it operates. By embedding environmental, social, and governance (ESG) principles across its operations and value chain, AIS aims to create lasting stakeholder value while safeguarding the planet, promoting diversity and inclusiveness, and upholding ethical business practices. Innovation lies at the heart of AIS's strategy. Through continuous investment in research and development, digital transformation, and a culture of creativity, the Company

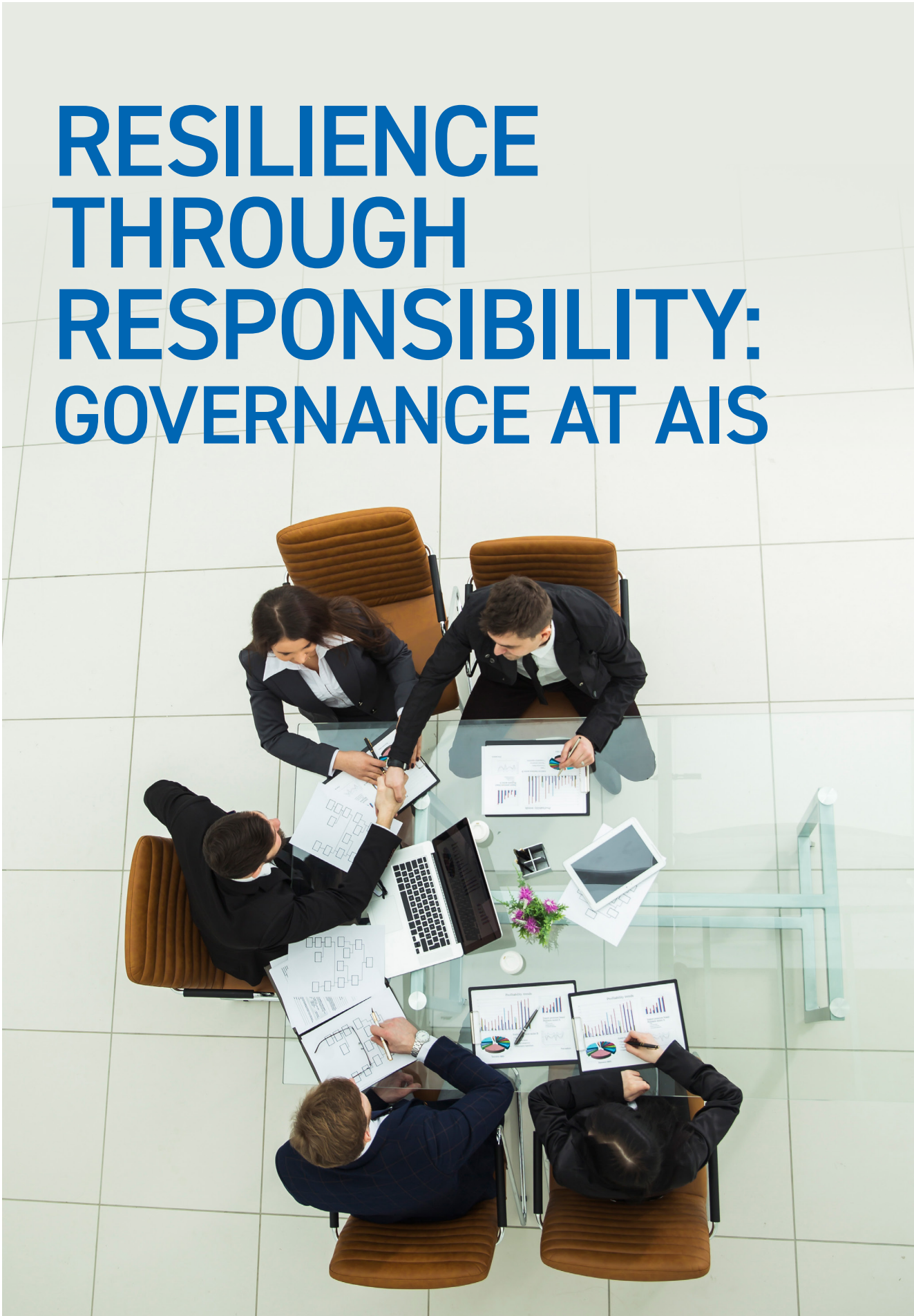
pioneers' cutting-edge solutions to address emerging challenges and seize new opportunities. AIS is committed to fostering a diverse and inclusive workplace that empowers employees to realize their full potential, drive excellence, and deliver innovative solutions across all facets of business operations.

Through transparency, collaboration, and integrity, AIS builds trusted partnerships with stakeholders, reinforcing confidence and loyalty. By adhering to the highest standards of ethics and governance, the Company ensures accountability and strengthens trust in its business relationships.





# RESILIENCE THROUGH RESPONSIBILITY: GOVERNANCE AT AIS





# Corporate Governance

In a rapidly evolving glass manufacturing landscape, robust governance practices are essential to ensuring operational excellence, regulatory compliance, and long term organisational sustainability. As a leading integrated provider of glass and window solutions with a prominent presence across the automotive, building, and construction sectors, AIS has established a comprehensive governance framework designed to uphold transparency, accountability, and ethical conduct while supporting the Company's strategic aspirations.

AIS operates under a well defined Code of Conduct developed in accordance with the requirements of the Ministry of Corporate Affairs (MCA), SEBI regulations, and other applicable national laws. This Code underpins the Company's commitment to conducting business with integrity, fairness, and

responsibility. It applies uniformly to employees, members of the extended workforce, and relevant external stakeholders, ensuring consistent adherence to ethical standards across all levels of the organisation. A strong commitment to transparent and timely disclosure is embedded in the Company's governance philosophy. AIS ensures that all statutory and

voluntary communications reflect complete, accurate, and reliable information. The management remains vigilant in maintaining compliance with all applicable legal and regulatory frameworks, and Company officials, including Directors, are expected to adhere fully to prevailing governmental and statutory requirements.

**AIS operates under a well defined Code of Conduct developed in accordance with the requirements of the Ministry of Corporate Affairs (MCA), SEBI regulations, and other applicable national laws. This Code underpins the Company's commitment to conducting business with integrity, fairness, and responsibility.**

## BOARD OF DIRECTORS

The Board of Directors forms the apex of AIS's governance structure and is entrusted with steering the Company's strategic direction, ensuring effective oversight, and safeguarding shareholder interests. Comprising respected industry experts, seasoned professionals, and independent directors, the Board benefits from a diverse range of skills, experience, and perspectives that collectively strengthen governance effectiveness.

The Board assumes a pivotal role in guiding strategic initiatives, overseeing risk management, and monitoring adherence to sound corporate governance practices. It meets on a quarterly basis to review the Company's operational and financial performance, evaluate capital allocation and investment proposals, approve financial statements, and ensure compliance with regulatory obligations. In addition, the Board provides leadership in shaping AIS's Environmental, Social, and Governance (ESG) vision, ensuring

its alignment with broader business objectives and long term value creation. As of 31 March 2025, the Board comprised five Independent Directors, including three women, along with three Non Executive Non Independent Directors and two Executive Directors. This composition reflects AIS's commitment to maintaining an effective, diverse, and independent Board capable of providing strategic guidance and robust oversight.



S. No.	Name of Director	Category
1	<b>Mr. S. Labroo</b>	Chairman & Managing Director
2	<b>Mr. M. Fukami</b>	Dy. Managing Director - Technical and C.T.O. (Auto)
3	<b>Mr. M. Takeda</b>	Promoter, Non-Executive Director
4	<b>Dr. S. Ishizuka (1)</b>	Promoter, Non-Executive Director
5	<b>Ms. N. Labroo</b>	Promoter, Non-Executive Director
6	<b>Mr. Y. Taguchi (5)</b>	Independent Director
7	<b>Mr. R. Rana (3)</b>	Independent Director
8	<b>Ms. S. Suri (7)</b>	Independent Director
9	<b>Ms. S. Mehta</b>	Independent Director
10	<b>Lt. Gen. Ravin Khosla (Retd.) (2)</b>	Independent Director
11	<b>Mr. Kamaljit Kalkat (4)</b>	Independent Director
12	<b>Mr. Setsuya Yoshino (6)</b>	Independent Director

1. Resigned w.e.f. 31st March 2025

2. Director w.e.f. 16th December 2024

3. Ceased to be Director and Member w.e.f. 5th August 2024

4. Director and Member w.e.f. 6th August 2024

5. Resigned w.e.f. 1st April 2024

6. Director w.e.f. 1st April 2024

7. Resigned as Chairperson of NRC w.e.f. 6th August 2024 and ceased to be Director and Member w.e.f. 31st March 2025.

## BOARD INDEPENDENCE

The independence of Directors is determined in accordance with Regulation 16(1)(b) of the SEBI Listing Regulations and Section 149(6) of the Companies Act, 2013. Based on declarations and disclosures received from the Independent Directors, none held directorships beyond the limits prescribed under the Listing Regulations as of 31 March 2025, in line with the AIS Code of Conduct for Directors and Senior Management.

The Board has reviewed and assessed the independence of the Directors and confirms that all Independent Directors satisfy the requirements set out in the Listing Regulations, remain independent of management, and that no violations were reported during

FY 2024–25. In AIS, the independent directors are entitled to two tenures of five years each as per the Companies Act, 2013. For the Executive directors,

the company appoints them for a tenure of five years, and the tenure is extended as per requirement.





# BOARD DIVERSITY AND COMPETENCY

AIS acknowledges that a diverse Board is critical to achieving its strategic objectives and maintaining competitiveness. The Company values diversity in perspectives, experience, knowledge, skills, and backgrounds, including regional, industry, cultural,

and gender diversity. The Board comprises professionals with expertise across business, finance, law, corporate governance, management, and leadership. The presence of three Women Directors further enhances diversity and contributes to more

effective decision-making. A skills and expertise matrix has been developed to align the competencies required for the Board to function effectively with those currently possessed by its members.

Name of the Director	Strategy, Business Development and Planning	Governance, Risk Management, Regulatory and Legal Compliance	Financial Management and Business Growth	Sales, Marketing, Customer Relations, and Brand Building
	Ability to think strategically; identify and critically assess strategic opportunities and threats. Develop effective strategies in the context of the strategic objectives of the Company, relevant policies and priorities	Experience in the application of Corporate Governance principles. Ability to identify key risks to the Company in a wide range of areas, including legal and regulatory compliance	Comprehensive understanding of financial accounting, reporting and controls & analysis	Experience in developing strategies to grow sales and market share, build brand awareness and equity and enhance enterprise reputation
Mr. Sanjay Labroo	✓	✓	✓	✓
Mr. Masao Fukami	✓	✓	✓	✓
Mr. Masahiro Takeda	✓	✓	✓	✓
Dr. Satoshi Ishizuka	✓	✓	✓	✓
Ms. Nisheeta Labroo	✓	✓	✓	✓
Mr. Yoji Taguchi	✓	✓	✓	✓
Mr. Rahul Rana	✓	✓	✓	✓
Ms. Shradha Suri	✓	✓	✓	✓
Ms. Sheetal Mehta	✓	✓	✓	✓

# REMUNERATION POLICY

The Chairman and Managing Director, along with other Executive Directors, receive remuneration consisting of salary, benefits, perquisites, and allowances as the fixed component. They are also entitled to a commission, which serves as the variable component, linked to the Company's net profits. The Board determines the

commission for the Chairman, Managing Director, and other Executive Directors based on the recommendations of the Nomination and Remuneration Committee, within the limits approved by the Shareholders. Non-Executive Directors are remunerated through sitting fees for attending Board, Audit and Risk Management Committee,

and Nomination and Remuneration Committee meetings. They may also receive a commission based on the Company's net profits, as approved by the Board, in accordance with the overall limits sanctioned by the Shareholders under the Company's Nomination and Remuneration Policy.

# COMMUNICATION MECHANISM AT BOARD

As the highest governing authority, the Board receives detailed and timely information to enable effective oversight of the Company's financial and non-financial performance, strategic plans, and governance practices. The key areas of communication with the Board include:

 <p><b>Annual Operating Plans and Budgets</b> Comprehensive plans and budgets for the upcoming fiscal year, including any updates or revisions.</p>	 <p><b>Capital Budgets</b> Budgets for capital expenditure, along with changes or updates.</p>
 <p><b>Quarterly Results</b> Reports on the Company's operational and business segment performance</p>	 <p><b>Committee Meeting Minutes</b> Minutes of key Board committees, such as the Audit and Risk Management Committee</p>
 <p><b>Financial Obligations</b> Material defaults in financial obligations owed by or to the Company, including significant non-payments.</p>	 <p><b>Legal Notices and Proceedings</b> Notices, demands, prosecutions, penalties, and other material legal matters</p>
 <p><b>Safety and Environmental Incidents</b> Reports on fatal or serious accidents, hazardous occurrences, and environmental issues, including pollution incidents.</p>	 <p><b>Joint Ventures and Collaborations</b> Details of agreements or collaborations entered into by the Company</p>
 <p><b>Liability Claims</b> Matters related to potential public or product liability claims, including adverse judgments or orders affecting the Company.</p>	 <p><b>Foreign Exchange Exposures</b> Quarterly reports on foreign exchange exposures and management actions to mitigate associated risks.</p>
 <p><b>Transactions and Investments</b> Significant transactions involving payments for goodwill, brand equity, intellectual property, or the sale of investments, subsidiaries, or assets outside the normal course of business</p>	 <p><b>Labour Issues</b> Major labour-related matters, proposed resolutions, and updates on human resources and industrial relations, including wage agreements or voluntary retirement schemes</p>
 <p><b>Recruitment and Remuneration</b> Information regarding appointments, removals, and compensation of senior officers below the Board level, including the Chief Financial Officer and Company Secretary</p>	 <p><b>Regulatory Compliance</b> Reports on non-compliance with statutory, regulatory, or listing requirements, as well as shareholder service matters, including dividend payments and share transfers</p>



# BOARD COMMITTEES

To strengthen governance and ensure aligned oversight, AIS has established specialized Board committees to oversee targeted themes and areas of intervention. Comprising Board

members and subject matter experts, these committees concentrate on key areas such as audit, risk management, corporate social responsibility, and executive compensation. By delegating

specific responsibilities to these committees, the Board enhances its oversight effectiveness and ensures detailed review of critical operational and strategic matters.

## Audit and Risk Management Committee



**Mr. Rahul Rana**

Chairperson

**Mr. Kamaljit Kalkat**

Chairperson

**Ms. Shradha Suri**

Member

**Ms. Sheetal Mehta**

Member

Pursuant to the provisions of Section 177 of the Companies Act, 2013 and Regulation 18 of Listing Regulations Powers of Audit & Risk Management Committee:

- To investigate any activity within its terms of reference

- To seek information from any employee
- To obtain outside legal or other professional advice
- To secure attendance of outsiders with relevant expertise, if it consider necessary

## Nomination and Remuneration Committee (NRC)



**Mr. Rahul Rana**

Chairperson

**Ms. Shradha Suri**

Chairperson

**Ms. Sheetal Mehta**

Member

**Ms. Nisheeta Labroo**

Member

In compliance with the provisions of Section 178 of the Companies Act, 2013 and Regulation 19 of the Listing Regulations This committee has been constituted to formulate the criteria for determining qualifications, positive attributes, independence of

a Director, criteria for evaluation of Independent Director and Board, policy on Board diversity and reviewing & recommending to the Board a policy relating to the remuneration of Directors, Key Managerial Personnel and other employees.

## Corporate Social Responsibility Committee



**Ms. Sheetal Mehta**

Chairperson

**Mr. Sanjay Labroo**

Member

**Ms. Nisheeta Labroo**

Member

In accordance with Section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014 The Committee is responsible for CSR activities of the Company in line with requirements of the Companies Act, 2013. The Committee focuses on defining the way forward and strategic interventions to pursue AIS's social projects and programmes in a targeted

manner ensuring maximum positive impact on the community and aligning to company's vision and mission. In addition to this, the CSR Committee is entrusted with the responsibility to oversee and strategically drive the Company's Environmental Social and Governance (ESG) plans and initiatives for being a sustainable and responsible company.



### Stakeholder's Relationship Committee (SRC)



**Ms. Nisheeta Labroo**

Chairperson

**Mr. Sanjay Labroo**

Member

**Ms. Shradha Suri**

Member

By provisions of Section 178 of the Companies Act, 2013 read with Rules issued thereunder and Regulation 20 of Listing Regulations Constituted to specifically look into the redressal of Shareholder and Investor complaints and other Shareholder related issues

The Committee approves transfer, transmission of shares and issues like split, sub-division, consolidation of securities, issue of duplicate share certificates, dematerialization / re-materialization of shares etc.

### Restructuring Committee



**Mr. Sanjay Labroo**

Chairperson

**Mr. Rahul Rana**

Member

**Ms. Shradha Suri**

Member

**Ms. Sheetal Luthra**

Member

**Ms. Nisheeta Labroo**

Member

## EVALUATION OF BOARD AND COMMITTEE PERFORMANCE

The COOs and Heads of Corporate Functions are responsible for implementing AIS's Sustainability Policies within their respective areas. They monitor compliance and assess the effectiveness of these policies in promoting sustainable practices across the organization. By integrating sustainability principles into operational strategies and proactively managing adherence, these leaders contribute to AIS's broader sustainability objectives.

AIS conducts regular reviews of its Sustainability Policies to ensure alignment with industry practices and evolving standards. Quarterly reviews address immediate concerns,

while annual assessments provide a comprehensive evaluation. The CSR Committee oversees the implementation of these policies, reviewing progress annually and identifying areas for improvement. Active engagement with the CSR Committee reinforces AIS's commitment to transparency and accountability in its sustainability initiatives. In accordance with the Companies Act, 2013, and Regulation 17 of the SEBI Listing Regulations, the Board conducts an annual performance evaluation of itself and its individual directors. The Nomination and Remuneration Committee defines the evaluation criteria, covering aspects such as Board composition, processes,

timely information flow, attendance, delegation of responsibilities, decision-making, monitoring, feedback mechanisms, stakeholder relationships, and Committee effectiveness.

The performance of individual Directors, including the Chairman, is assessed based on knowledge, experience, stakeholder engagement, and time devoted. For Independent Directors, the evaluation focuses on their participation in Board deliberations, contributions to decision-making, and the application of their knowledge, experience, and judgment.



## Board Capacity Building

AIS undertakes capacity building and sharing of insights with the Board on a periodic manner to seek guidance and strategic support in shaping AIS's future roadmap and address any challenges, if any. During the financial year, the Company undertook 4 Board meetings

broadly covering topics related to the company's operations, governance, and strategy decisions. Few impact areas covered during meetings are strategic planning for company's long-term vision and growth opportunities, business performance (financial & non-financial,

including environmental and social performances), annual budget and plan, investment plans (including R&D), stakeholder relationships, community development (CSR) programs and plans, and compliance and legal matters, which need immediate attention.

## Familiarization Programme for Independent Directors

AIS places strong emphasis on the continuous development and orientation of its Board members as part of its corporate governance standards. An appropriate induction programme is provided to all newly appointed Directors to familiarise them with the Company's operations, strategic priorities, policies, and governance framework. This ensures that new members are equipped with the

knowledge required to contribute effectively to Board deliberations from the outset. Independent Directors are encouraged to seek additional information or clarification on any activity, project, or process of the Company whenever they deem it necessary. Such requests may be made as part of Board discussions or through separate communication with the management team. The management,

in turn, ensures that all relevant information, updates, and training are provided promptly, either during Board meetings or through dedicated sessions organised as required. This approach reinforces the Board's ability to exercise informed oversight and supports AIS's commitment to maintaining strong, transparent, and effective governance practices.










# GOVERNING POLICIES

AIS places strong emphasis on establishing robust internal controls and compliance frameworks to effectively manage risks and uphold regulatory requirements. Regular assessments and internal audits, coupled with alignment to industry best practices, enable the Company to monitor its operational processes, financial reporting systems, and compliance performance across departments and manufacturing sites. This proactive approach reinforces transparency and accountability, strengthens stakeholder confidence, and safeguards the Company's reputation.

Chief Operating Officers and Heads of Corporate Functions are responsible for overseeing compliance with the Company's Sustainability Policies and ensuring their effective implementation within their respective areas. Over the past year, most policies were reviewed and updated to align with current practices and industry standards. The CSR Committee provides annual oversight to support continuous improvement and reinforce AIS's commitment to responsible and sustainable business practices. AIS has implemented comprehensive

policies that are periodically reviewed and updated in line with regulatory requirements, changes in the external environment, and best industry practices. These policies are accessible to all stakeholders and employees via the Company's website at <https://www.aisglass.com/investors/investors-policies/>, with detailed guidelines available on the Company's intranet, ensuring clarity in conduct and behaviour across the organization.

 Vigil Mechanism and Whistle Blower Policy	 Nomination and Remuneration Policy	 Policy on Prevention of Sexual Harassment at Workplace	 Dividend Distribution Policy
 Policy on Preservation of Documents	 Policy For Determining Material Subsidiaries	 Policy On Related Party Transactions	 Corporate Social Responsibility Policy
 Policy for Determination of Materiality of Events or Information	 Quality Policy	 Code of Conduct for Directors and Senior Management	



## AIS ESG Policies

AIS has successfully placed the enclosed Environmental, Social, and Governance (ESG) policies on the company intranet, ensuring they are easily accessible to all employees. These are internal policies and have been effectively implemented across the organisation. Their prominent availability underscores AIS's commitment to transparency, sustainability, and continuous improvement in ESG practices.

### Accessibility & Awareness

The intranet serves as a single, authoritative source for the latest policy versions, offering clear navigation,

search, and quick links. Alongside publication, AIS strengthens awareness through onboarding, periodic refresher communications, and simple points of

contact for policy-related queries—so employees know not only what the policies are, but also how to apply them in their day-to-day work.



**ESG requirements are embedded into business processes, covering recruitment and onboarding, supplier engagement, workplace conduct, health & safety, and community initiatives thus translating the expectations into consistent actions across sites and teams. Each policy has defined ownership and review cadence, supported by cross-functional collaboration across HR, Legal/Compliance, Operations, and Site Leadership.**

## AIS Internal Policies on Darwin Box

1	Employee Education Policy
2	Leave Travel Assistance Policy
3	Marriage Leave Policy
4	Employee Referral Program
5	Prevention of Sexual Harassment Act
6	Exit Policy
7	Leave Policy
8	Human Rights Policy
9	Social Media
10	Company Car Policy
11	Overseas Travel Policy
12	Laptop Policy

13	Policy on Laptop Buyback
14	Policy for Loan & Advance against Salary
15	Policy on Medical Financial Assistance
16	Domestic Travel Policy
17	Policy on equal opportunity diversity & inclusion
18	Policy on Grievance Handling
19	Policy for Mobile Handset, SIM and Data Card
20	GETs & METs Policy
21	Transfer or Relocation Policy
22	Code of Conduct & Workplace Ethics
23	Internal Job Posting



# ETHICS AND INTEGRITY

AIS's governance philosophy is firmly rooted in its commitment to ethical conduct and responsible corporate citizenship. The Company upholds stringent standards of integrity, accountability, and responsible behaviour across all business activities. Directors, senior management, and employees are expressly prohibited from engaging in any business interest, relationship, or activity that could give rise to a conflict with the interests of the Company or its affiliates.

in various entities, enabling the Company to assess potential conflicts comprehensively. Where necessary, AIS ensures that all statutory approvals are obtained prior to entering transactions with such entities, in full compliance with applicable laws and regulatory requirements.

Maintaining confidentiality is another core expectation placed upon Directors and senior executives. They are required to safeguard all non public

information acquired during their duties and are strictly prohibited from using such information for personal benefit or disclosing it without appropriate authorisation. During FY 2024-25, the Company recorded no instances of conflict-of-interest involving members of the Board or senior management, underscoring AIS's strong culture of ethical conduct and its unwavering commitment to maintaining trust and transparency in all aspects of its operations.

To preserve the highest levels of ethical governance, AIS proactively identifies, manages, and mitigates potential conflicts of interest. These include external employment, directorships, business ownerships, related party relationships, and the acceptance of gifts or benefits that could influence decision making. Each year, Directors and senior management are required to submit declarations of their interests

**AIS provides annual disclosures across all applicable categories of potential breaches, and ZERO incidents of corruption, bribery, discrimination, harassment, privacy-related data loss or breach, conflicts of interest, or insider trading were identified or reported during FY 2024-25.**

## Anti Bribery and Anti Corruption (ABAC)

AIS maintains an uncompromising commitment to combating corruption, with integrity forming the foundation of its business conduct. The Company

enforces a strict zero tolerance towards corruption and bribery, ensuring complete adherence to applicable laws and regulations. Rigorous due

diligence procedures are applied across all business engagements to prevent unethical practices and uphold the highest standards of governance.



All employees receive comprehensive training designed to help them identify, prevent, and report any instances of misconduct or potential corruption risks. This is supported by a strong whistleblower protection framework that promotes a culture of transparency, accountability, and ethical behaviour throughout the organisation. The Company periodically evaluates its operations for exposure to corruption related risks. Over the past five years, including FY 2024-25, AIS reported Zero cases of bribery or corruption.



## Anti Competitive Behaviour

AIS is committed to maintaining a fair, transparent, and competitive business environment. The Company upholds the principles of competition law and recognises the importance of complying with anti trust and anti monopoly regulations to preserve a level playing field for all stakeholders. Proactive measures are implemented

to prevent anti competitive practices, and compliance with relevant legislative requirements is closely monitored across the organisation. The Company enforces a **zero tolerance stance towards anti competitive behaviour**. Any allegations of misconduct are subjected to thorough investigation, and decisive action is taken against individuals or

entities found to be in violation of legal or policy standards. During FY 2024–25, no legal actions were initiated against AIS in connection with anti competitive practices or breaches of anti trust and monopoly laws, underscoring the Company's commitment to fairness and responsible market conduct.

## Tax Strategy

AIS follows a transparent, compliant, and strategically informed approach to tax management across its projects and operations. The Company prioritises full compliance with all applicable tax laws while pursuing prudent planning to optimise tax outcomes within the regulatory framework. Its decentralised

tax governance approach enables business units to maintain a thorough understanding of local tax environments and adopt tailored strategies appropriate to their operational context. A metrics driven approach underpins AIS's tax planning. Tax policies are developed in close collaboration with

business units, informed by operational performance insights and aligned with the Company's overall strategic priorities. This comprehensive and structured approach reflects AIS's commitment to responsible financial management, transparency, and ethical corporate behaviour.

## Grievance Redressal Mechanism

In alignment with its broader governance philosophy, AIS has established a robust Whistle Blower Policy to uphold ethical conduct and strengthen accountability across the organisation. The policy provides secure and confidential channels for reporting concerns related to unethical practices, fraud, or violations of the Company's Code of Conduct. It is readily accessible on the Company's website and well communicated to employees and other stakeholders. Concerns may be submitted via email to [complaintscommittee@aisglass.com](mailto:complaintscommittee@aisglass.com), or in exceptional circumstances, directly to the Chairman of the Audit & Risk Management Committee. The confidentiality and protection of whistleblowers are always prioritised. Oversight of the Whistle Blower Policy rests with the Audit

and Risk Management Committee, ensuring that all disclosures are handled sensitively and that the policy remains effective, compliant, and aligned with best governance practices. The policy is accessible on the Company's website and is widely communicated across the organization. Employees and stakeholders can submit protected disclosures via email to [complaintscommittee@aisglass.com](mailto:complaintscommittee@aisglass.com) or, in exceptional cases, directly to the Chairman of the Audit & Risk Management Committee. The confidentiality and protection of whistleblowers are given utmost priority, with oversight by the Audit and Risk Management Committee to ensure the policy's compliance and effectiveness.





**Transparency and Disclosures Compliances on Grievances:**

Group	Grievance Redressal Mechanism	FY 2024-25		FY 2023-24	
		complaints filed	complaints pending at close of year	complaints filed	complaints pending at close of year
<b>Communities</b>	The Company, in collaboration with its implementing partners, engages with villages surrounding its manufacturing sites by organizing sessions to gather feedback and address any grievances raised by the local communities	0	0	0	0
<b>Investors and Shareholders</b>	<p>Company has an Investor Relations Department that provides services to shareholders and Investors. The Company has effective systems and processes in place to ensure prompt redressal of investor grievances, such as:</p> <p>(a) The Company has a specific e-mail ID earmarked for receiving investor complaints: investorrelations@aisglass.com .</p> <p>(b) The Company Secretary oversees the redressal of investor grievances, and reviews adherence to the service standards adopted by the Company for redressal of investor grievances and updates the same periodically to the Stakeholders Relationship Committee of the Board of Directors.</p> <p>(c) The Company's Investor Relations Department attends to shareholders and investor complains within five working days or as per applicable requirements.</p> <p>(d) Details of investor complaints received by the Company are filed on a quarterly basis with the Stock Exchanges where the Company's shares are listed. <a href="https://www.aisglass.com/forinvestors/investor-relations-contact/">https://www.aisglass.com/forinvestors/investor-relations-contact/</a>.</p>	45	0	34	0
<b>Employees and Workers</b>	Employees and workers have access to the Company's Whistleblower mechanism, enabling them to raise grievances through email, an online portal, or other written formats. Each site is equipped with committees such as the Safety, Canteen, Transport, and Employee Welfare Committees, which serve as platforms for grievance registration and resolution. Additionally, suggestion boxes are placed at prominent locations within each plant to encourage submission of feedback and recommendations from employees and workers.	0	0	1	1



Group	Grievance Redressal Mechanism	FY 2024-25		FY 2023-24	
		complaints filed	complaints pending at close of year	complaints filed	complaints pending at close of year
<b>Customers</b>	The customers raise and address their grievances through various communication channels such as e-mail, couriers, and quality complaints portals. Customers can reach out to a local salesperson to lodge complaints and resolve their concerns. An Android and iOS application was piloted in FY 2022-23 for customers to lodge their complaints on the customer portal.	87	0	117	0
<b>Value Chain partners</b>	Value chain partners can address their grievances through email, face-to-face meetings, and direct communication. An escalation framework is in place to handle any issues or misconduct, in line with the AIS Code of Conduct.	0	0	0	0
<b>Implementing Partners (NGOs)</b>	The implementing partners, i.e., NGOs continuously engage with the Company's CSR representative and in case of any grievance, address it through direct communication i.e., mail and/or calls.	0	0	0	0

Note: \*Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms, are placed on the Company's website. The link is: <https://www.aisglass.com/for-investors/for-investors-policies/>. In addition, there are internal policies placed on the intranet platform of the Company.

During FY 2024-25, ZERO complaints concerning breaches of customer privacy and losses of customer data were reported.

## RISK MANAGEMENT

AIS places strategic risk management at the core of its governance framework, recognising its critical role in safeguarding the achievement of the Company's long term objectives. A comprehensive Risk Management Policy guides the identification, assessment, and mitigation of key risks that may potentially impact business performance. This structured approach enables the Company to proactively anticipate and respond to challenges across its diverse operations. Robust internal financial controls form an integral part of AIS's risk management ecosystem. These controls are designed to protect Company assets, ensure accuracy and reliability in financial reporting, and reduce exposure to operational and financial

risks. In accordance with applicable laws, internal policies, and defined procedures, AIS has implemented a comprehensive system of controls across all business units. Management conducts regular reviews of financial performance against approved plans and budgeted parameters, enabling timely detection of variances and the implementation of corrective actions where required. AIS's Internal Audit function further strengthens this governance framework. The department comprises qualified professionals who conduct periodic audits across locations, functions, and processes. Through these audits, the team identifies control gaps, assesses associated risks, and provides actionable recommendations for improvement. Audit observations, along

with proposed corrective measures, are reviewed by senior management and subsequently presented to the Audit and Risk Management Committee for oversight, guidance, and direction. Operating within a dynamic and rapidly evolving environment—particularly in sectors such as automotive—exposes AIS to unique challenges arising from technological innovation, regulatory developments, and market fluctuations. Recognising these complexities, the Company places strong emphasis on implementing effective mitigation measures and strategic preparedness plans to safeguard operations, enhance resilience, and ensure business continuity.



	Material Issue Identified	Rationale	Approach to adapt or mitigate	Financial Implications
1.	<b>Energy Management</b> (Climate Change, GHG Emissions and Air Pollution)	To pinpoint intervention areas and explore opportunities for reducing air pollution, lowering greenhouse gas emissions, and enhancing energy efficiency within business operations and throughout the value chain.	We will continue to work to reduce reliance on purchased energy by transitioning to renewable energy installations. Additionally, to curb GHG emissions from transportation, Delhi NCR-based suppliers are planning to adopt green fuels in alignment with the Government of India's directives and in response to customer expectations for cleaner fuel and lower emissions.	Potential negative financial implications and reputational damage in case of failure to meet the commitment towards GHG reduction.
2.	<b>Waste Management</b>	Waste management is a key aspect of our industry, and we hold the primary responsibility to handle both hazardous and non-hazardous waste in a sustainable manner. Our focus is on maximizing the recycling and reuse of waste generated from our operations wherever possible.	At AIS, we consistently monitor the volume of waste generated at our manufacturing facilities and adjust our strategies accordingly to minimize waste. As a glass manufacturer, cullet forms most of our waste. However, we take meticulous measures and strictly follow safety protocols to avoid unnecessary glass breakage. Regular training is provided to employees on the importance of waste reduction. Cross-functional teams, including shop-floor workers, are equipped with problem-solving techniques to foster greater engagement and reduce waste through Kaizen and other continuous improvement initiatives.	Poor and inefficient waste management can lead to environmental pollution and/ or contamination, regulatory penalties, health hazards, and public dissatisfaction. Each of which can significantly damage brand reputation and lead to negative financial implications for the Company.
3.	<b>Water Management</b>	Recognizing the importance of water conservation, we are committed to responsibly managing both the usage and treatment of water across our operations.	Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) have been installed at all our manufacturing facilities to ensure ongoing treatment of wastewater generated by our operations. We are committed to exploring innovative solutions and initiatives to further reduce water consumption across our processes.	Non-availability of water may impact on the operations of our business and lead to potential negative financial impact on the Company.
4.	<b>Occupational Health and Safety (OHS)</b>	Ensuring a safe working environment for our employees and workers is one of our highest priorities. Safeguarding their well-being and adhering to all legal regulations is essential to the Company's long-term success.	The Company conducts both internal and external audits in line with ISO 45001:2018 to ensure effective implementation of Occupational Health and Safety (OHS) Management Systems across its operations. Its Process Safety Management System supports the adoption of industry best safety practices in the industry and helps identify workplace hazards using tools such as design checklists, HAZOP (Hazard and Operability Analysis), HIRA (Hazard Identification and Risk Assessment), and other consequence modeling techniques.	Failure in the safety management system may lead to person-hour loss and therefore negatively impact the productivity of operations, leading to financial costs.



	Material Issue Identified	Rationale	Approach to adapt or mitigate	Financial Implications
5.	<b>Human Rights</b>	Upholding equal opportunities for all employees in recognition, advancement, and career development—irrespective of their background or beliefs—and maintaining a zero-tolerance stance on discrimination or harassment is essential for the Company's sustainable growth. Any breach of human rights may result in regulatory, legal, or legislative consequences.	The Company has established human-rights policies, procedures, and a Code of Conduct that are regularly reviewed and updated through formal assessments. A dedicated Steering Committee handles all human-rights complaints with the utmost priority and integrity. In addition, employees and workers receive ongoing training to ensure they understand their fundamental rights and the Company's related policies.	Potential to negatively impact the brand image and financial resilience, inability to retain good talent and regulatory fines and notices etc.
6.	<b>Business Ethics and Transparency</b>	Sustaining the highest standards of transparency and ethics is essential for achieving excellence in corporate governance and building trust among our stakeholders.	The Company has established Code of Conduct and other governance policies for employees, workforce, senior management, and the Board of Directors to foster a culture of compliance and transparent governance. Additionally, we are committed to promoting ethical behaviour by regularly conducting training and awareness sessions for both employees and the extended workforce, periodically to reinforce ethical conduct behaviour.	Unethical behavior, non-compliance, and violations in any form may lead to reputational risk, financial penalties, loss of investor's trust, and brand value.

AIS recognizes the importance of addressing climate-related risks and is committed to taking proactive measures to manage them effectively. To reinforce this commitment, the Company has an Environmental, Social, and Governance (ESG) Committee to oversee climate-related issues and integrate environmental considerations into strategic and operational decision-making.





## Climate Risk

Risks and Threats	Opportunities
<p><b>Regulatory Compliance:</b> Evolving environmental regulations may necessitate substantial adjustments across the glass sector to meet stringent emission standards and compliance requirements, potentially increasing operational costs and regulatory burden.</p>	<p><b>Innovation and Differentiation:</b> Investments in green technologies and sustainable practices present opportunities for AIS to innovate and differentiate the products, catering to the growing demand for eco-friendly solutions.</p>
<p><b>Resource Constraints:</b> Climate-change induced water scarcity and energy disruptions could challenge the availability and affordability of essential resources for glass manufacturing, leading to production bottlenecks and supply chain vulnerabilities.</p>	<p><b>Cost savings and efficiency:</b> Adoption of energy-efficient manufacturing processes, recycling initiatives, and renewable energy sources can lead to cost savings, resource optimization, and operational efficiency improvements, bolstering profitability and sustainability.</p>
<p><b>Market Demand shifts:</b> Changing consumer preferences towards eco-friendly products and sustainable materials may prompt a shift in market demand away from traditional glass product if manufacturers fail to adapt, resulting in decreased revenues and market share.</p>	<p><b>Market Expansion:</b> The rising demand for sustainable construction materials and energy-efficient building solutions creates opportunities for the glass sector to expand its market reach by offering environmentally friendly products that align with green building standards.</p>
<p><b>Operational Disruptions:</b> Extreme weather events and climate-related disasters pose risks of operational disruptions, including facility damage, supply chain interruptions, and workforce safety concerns, affecting production continuity and profitability.</p>	<p><b>Collaborative Initiatives:</b> Collaboration among industry stakeholders, government agencies, and research institutions can facilitate knowledge sharing, technology transfer, and collective action to address climate change challenges collectively.</p>

AIS has established comprehensive Business Continuity and Emergency Response plans across all its locations to manage natural disasters and unforeseen events that may disrupt operations. These plans are supported by a structured Crisis Management framework encompassing mitigation, preparedness, response, and recovery, ensuring the organisation is equipped to respond swiftly and effectively to

potential emergencies. As part of the broader risk management process, potential operational disruptions are proactively assessed, allowing the Company to implement targeted measures designed to minimise associated impacts and safeguard critical functions. Strategic risk management continues to be a fundamental pillar of AIS's governance framework. By integrating resilience planning

with ongoing risk assessment, the Company strengthens its ability to navigate complex challenges, respond to emerging risks, and capitalise on new opportunities. This disciplined and forward-looking approach enables AIS to maintain operational continuity, strengthen organisational resilience, and sustain its competitive advantage within the dynamic glass manufacturing industry.



# ESG GOVERNANCE

AIS's Environmental, Social and Governance (ESG) governance framework plays a pivotal role in guiding the Company as it defines its sustainability vision, establishes long term goals, and aligns these with broader business objectives. This framework ensures that sustainability considerations are deeply embedded within corporate strategy, supporting continued and sustainable growth.

Oversight of AIS's ESG related material risks and opportunities rests with the Board of Directors. Positioned at the apex of the governance structure, the Board is responsible for ensuring that long term sustainable strategies, material risks, and emerging opportunities are identified, managed, and effectively integrated into business planning. The Board remains accountable for the outcomes of these actions and for the overall success of the Company's sustainability agenda.

The **ESG Committee** at Asahi India Glass Ltd. (AIS) serves as the apex body responsible for steering the company's Environmental, Social, and Governance agenda by aligning it with AIS's broader business strategy and long-term sustainability vision. As highlighted in the charter, the Committee's mandate includes setting ESG ambition and vision, designing and reviewing policies, identifying and assessing ESG risks and opportunities, and overseeing statutory and voluntary disclosures such as Annual Reports, BRSR Reports, and Sustainability Reports. It comprises leadership-level representatives across critical functions—architecture, auto, S&M Auto, legal, supply chain, quality, and HR—and is chaired by the Senior Executive Director representing the

Board. The Committee also reviews performance against KPIs, recommends corrective actions, engages stakeholders, and ensures transparent governance and accountability across the Ais.

Complementing the Committee, the **ESG Taskforce** functions as a plant-wise, cross-functional operational team responsible for implementing the ESG strategy on the ground. According to the charter, the Taskforce includes representatives from HR, Learning & Development, OHS, Operations, Admin, Quality, CSR, and other relevant functions, led by the Plant Head. Its responsibilities include executing ESG initiatives, collating and analyzing plant-level ESG data, conducting internal assessments, preparing quarterly KPI-based reports for the ESG Committee, and building capacity through ESG trainings. The Taskforce also identifies risks, opportunities,

and improvement areas, coordinates cross-functional actions, and ensures effective monitoring and implementation of sustainability programmes across AIS's plants, thereby acting as the execution arm of the ESG governance structure.

This cascading organisational structure ensures that ESG priorities are translated into operational actions across all locations. The Taskforce is responsible for comprehensive implementation of ESG initiatives, performance management, data collation and analysis, forecasting, and the monitoring and evaluation of sustainability performance against defined KPIs. Regular reporting to the Committee ensures that progress is tracked in accordance with established timelines and that continuous improvements are pursued across the organisation.

Roles and responsibilities of the ESG Committee:	
<b>Board of Directors (BOD)</b>	Board of Directors (BOD) is highest authority responsible to oversee and steer the ESG leadership and vision of the Company.
<b>ESG Committee</b>	ESG Committee is the apex body to plan, strategize, review, and monitor Company's ESG initiatives; recommend corrective action; update Board regularly
<b>ESG Taskforce</b>	ESG Taskforce is responsible to implement, track, monitor, and report to ESG Committee on challenges, risks, and new opportunities; regularly update the Committee and seek feedback.



To set Company's overall Environmental Social and Governance (ESG) ambition and vision, embedding in line with company's business strategy and plan.

Oversee Company's ESG communication with internal and external stakeholders, including regulatory compliances and voluntary transparency disclosures.



Design, and review policies, strategies, and action plans in line with Company's broad ESG ambition.

Review Company's ESG performance against the set goals and targets, gauge areas of improvement, and recommend course corrections.

As a leader in the sustainable glass solutions industry, Asahi India Glass Ltd. (AIS) is committed to optimising resources, advancing social progress, and contributing to economic growth across all its business segments. The Company views these commitments not merely as obligations, but as strategic opportunities to set new benchmarks in sustainability. By delivering high-impact, future-ready solutions, the committee at AIS strategies the moves forward to shape the evolution of the automotive and architectural industries. The committee aim to retain AIS deeply cognisant of the rapidly shifting

regulatory environment, the growing need for environmental compliance, and the accelerating pace of technological advancement. Rather than viewing these developments as constraints, the Company sees them as catalysts for transformative growth. The committee consistently pursues innovation and invests in the sustainability landscape, the development of eco-friendly, energy-efficient solutions that enhance performance while reducing environmental impact. By striving not only to meet but to exceed industry standards, AIS strengthens its position as a leader in sustainable

manufacturing and responsible business practices. The Company's forward-looking approach, combined with its commitment to sustainability and technological excellence, ensures that AIS remains at the forefront of progress—pioneering advancements that benefit the environment, society, and the broader economy. Positioned strategically for the future, AIS continues to lead the way in sustainability and innovation within the automotive and architectural glass sectors.

## STAKEHOLDER ENGAGEMENT

AIS recognises that robust and meaningful stakeholder engagement is fundamental to its commitment to environmental sustainability, social progress, and inclusive growth. The Company has established a structured and strategic approach to

stakeholder consultation, embedded within its broader communication and engagement framework. Oversight of stakeholder engagement and CSR-related initiatives rests with the Board of Directors, supported by the CSR Committee. The Committee provides

strategic guidance on community development, livelihood enhancement, and the implementation of sustainable solutions, ensuring that engagement efforts contribute to inclusive growth and long term value creation. Continuous engagement with



stakeholders enables the Company to gauge the emerging risks and opportunities and to communicate appropriate mitigation measures. Insights gathered through this process are actively incorporated into policies, strategic priorities, and operational activities, reinforcing the Company's responsive and adaptive governance approach. This approach ensures that the voices, expectations, and concerns of stakeholder groups are

incorporated into corporate decision-making and long-term sustainability planning. The Company pays strong emphasis on engaging with marginalised and vulnerable groups to promote inclusivity, equity, and social responsibility. Community engagement programmes are designed to address the specific needs of these groups, with CSR initiatives implemented in collaboration with local partners and NGOs. The Company maintains ongoing,

transparent, and inclusive dialogue with stakeholders to understand their expectations and concerns. This engagement is facilitated through forums, surveys, direct interactions, and continuous feedback mechanisms. Insights gathered from stakeholder interactions guide strategic decision-making and help align business operations with societal needs and global sustainability expectations.

## STAKEHOLDER GROUPS IDENTIFIED BY AIS

Stakeholder Group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement
<b>Investors and Shareholders</b>	Website and Declaration to Stock Exchange	Quarterly and annually	Discuss the company's financial performance and strategic priorities. Pursuant to Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company's website: <a href="https://www.aisglass.com">https://www.aisglass.com</a> contains a dedicated functional segment 'INVESTOR RELATIONS' where all the information meant for the shareholders is available, including information on directors, financial statements, annual reports, codes, and policies, etc.
<b>Employees and Workers</b>	Video conferencing, training, LMS module, e-mail, CFT's (Cross Functional Team), and Newsletters	Continuous	Industry scenario, challenges, issues, employee wellbeing, career development initiatives, health, and safety training, grievance handling sessions, operational changes, performance review, and the company's sustainability commitment, initiatives, and programs.
<b>Customers</b>	Feedback surveys, customer meets, Physical meeting, leaflets, pamphlets, newsletter, email, and telephones	Continuous	Understand customer requirements, needs, and aspirations, customer complaints and grievance handling, and alignment of business operations to such requirements.
<b>Value Chain Partners</b>	Vendors meet, e-mail, and telephones	Continuous	Building and maintaining relationships and collaborations, orders, and timely payments, training on procurement practices, and capacity building sessions. Such as examples: vendor conference, Vendor audit & handholding through training sessions, maintaining hygiene through ethical work environment as listed above.
<b>Communities</b>	Community meetings, with local people through our implementing partner	Need Based	Need Assessment, Implementation of CSR interventions, Feedback and Grievance Redressal Mechanism on thematic interventions of AIS such as education, community health, livelihood, and water-based CSR interventions.
<b>Implementing Partners (NGOs)</b>	Email, telephone, and Field visits	Need Based	The implementation partner does the regular visit to ensure that CSR beneficiaries are benefited. Feedback is taken during and post interventions; corrective action is implemented accordingly if any gaps are identified.



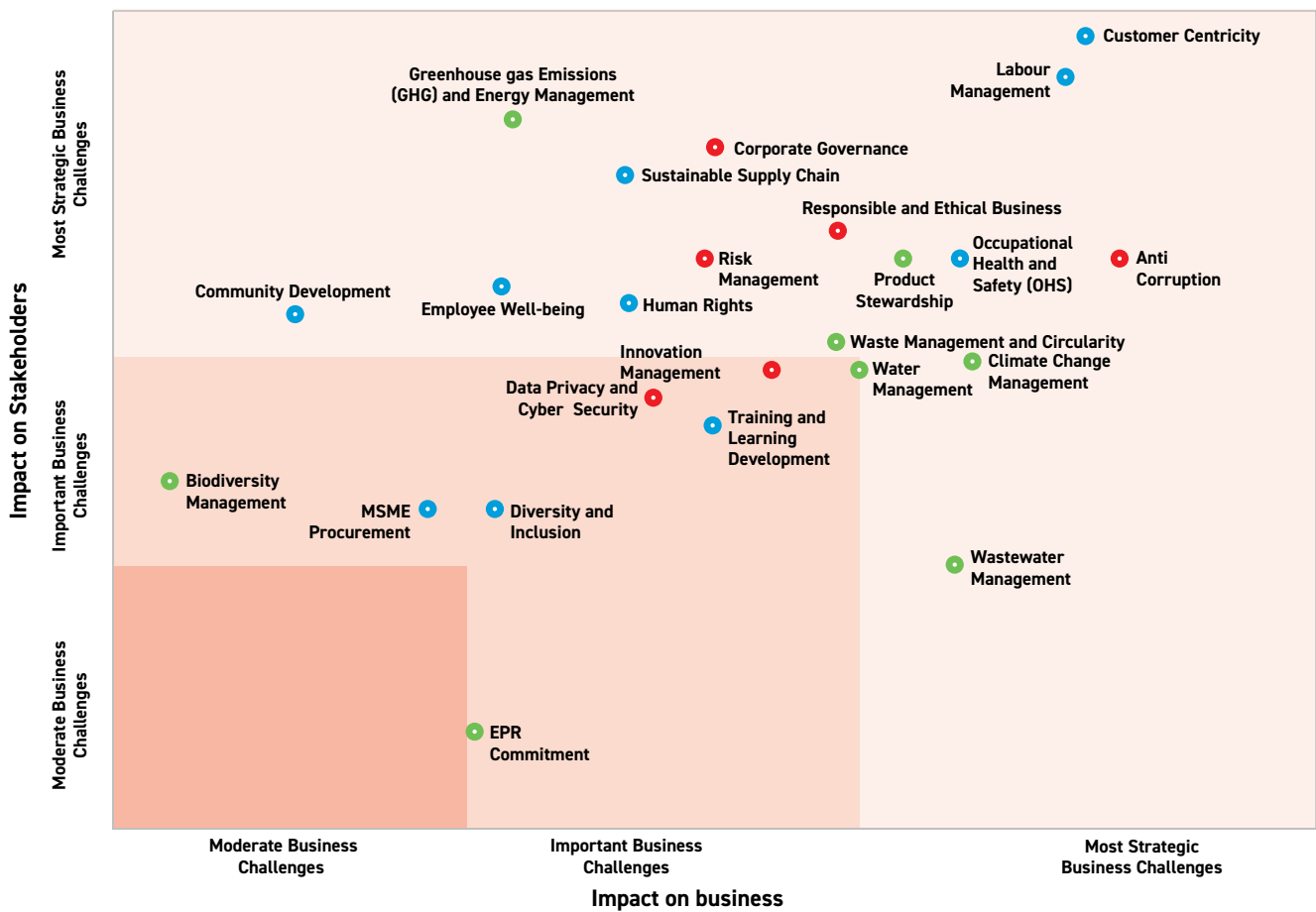
# MATERIALITY ASSESSMENT

AIS completed an ESG Materiality Assessment to identify, assess, and evaluate the Environmental, Social, and Governance factors most relevant to its stakeholders and most consequential for its business performance. The resulting materiality matrix shaped the Company's sustainability strategy and disclosures by focusing attention and resources

on the issues of highest significance. The matrix is being re-reported in this Sustainability Report to ensure continuity and comparability, and it continues to guide decision-making, target-setting, and performance management. By reinforcing transparency and accountability, the assessment provides a clear roadmap for strategic action and

long-term value creation. It continues to inform AIS's sustainability priorities, helping the Company address the most material ESG issues while maintaining a resilient and stakeholder-focused approach.

## AIS Materiality Map



### Environment



- Climate Change Management
- Product Stewardship
- Water Management
- Waste Management and Circularity
- Greenhouse gas emissions (GHG) and Energy Management
- Wastewater Management

### Social



- Customer Centricity
- Labour Management
- Occupational Health and Safety
- Human Rights
- Sustainable Supply Chain
- Employee Well-being
- Community Development

### Governance



- Anti-Corruption
- Responsible and Ethical Business
- Corporate Governance
- Risk Management



The following matrix presents the outcomes of AIS's ESG Materiality Assessment, completed two years ago and reported here for continuity and comparability, together with a concise explanation of how management addresses each material topic. It

illustrates the issues of greatest significance to stakeholders and to the business, and how these inform AIS's sustainability strategy and disclosures. While management regards responses to all parameters as essential inputs, the timing and extent of implementation

are governed by the annual prioritization of activities. This ensures that actions are sequenced and resourced in line with materiality, operational feasibility, and evolving stakeholder expectations throughout the year.

	Material Topic	Management Approach
<b>Economic</b>	Economic Performance	AIS endeavours to enhance the financial stability of the company by bolstering operational efficiency while simultaneously upholding superior sustainability performance.
	Economic Compliance	AIS has implemented thorough policies, guidelines, and sufficient monitoring mechanisms to comply with both local and central laws, ensuring effective adherence.
<b>Environment</b>	Climate Change, GHG, and Energy Management	Aligned with national objectives of energy efficiency, management, and climate mitigation, AIS incentivizes its manufacturing sites to embrace energy-efficient practices to minimize their energy consumption. Moreover, AIS actively advocates for the utilization of renewable energy in its operations and energy efficient solutions, wherever feasible.
	Water and Wastewater Management	AIS acknowledges the impact of its operations on water as a vital natural resource. Proactively, it has undertaken initiatives to conserve rainwater and facilitate its recharge throughout its operational lifespan. Additionally, AIS has adopted water recycling practices, water efficient technologies and wastewater treatment plants (sewage treatment plants and effluents treatment plants).
	Waste Management	AIS strongly advocates minimizing waste to landfill and promoting the principle of 3R's i.e., reducing, recycling, and reuse of the waste materials. In addition, the company has adopted ban on use of single-use plastics and ensures scientific disposal of all waste generated during manufacturing processes as per the laid down guidelines and norms.
	Environmental Compliance	AIS mandates its vendors and suppliers and adheres to all applicable laws and regulations in its operational areas. It has established multiple monitoring mechanisms to minimize instances of non-compliance.
	Product Stewardship	AIS focuses on adhering to highest standards of product quality and safety norms, both at national and international level, year-on-year basis.
<b>Social</b>	Occupational Health and Safety (OHS)	AIS mandates its manufacturing sites to uphold healthy and safe working standards, along with implementing adequate adoption and mitigation measures during operations. It employs multiple mechanisms to monitor these conditions throughout the operations to ensure compliance.
	Employee Well-being	AIS complies with high working standards and regards its employees and extended workforce as its most valuable resource for executing projects on the ground. It has implemented various policies, SOPs, and initiatives to ensure the well-being and development of its employees and workers.
	Human Rights	AIS upholds the principles of human rights in its business operations and across the value chain. It encourages its business partners to adhere to national laws and regulatory norms of labour standards and management. In addition, the company promotes diversity, equity, and inclusivity across all segments of employees and workers to drive a diverse and warm working culture, that is free of any form of harassment or discrimination. At AIS, labour management and human rights are given paramount importance and appropriate mechanism is in place to ensure its compliance and transparent reporting and grievance redressal in case of violation, if any.



	Material Topic	Management Approach
	Community Development	AIS consistently prioritizes empowering and capacitating of local communities as its core responsibility for ensuring a sustainable and equitable society. AIS implements community development initiatives aimed at improving the livelihood opportunities of the vulnerable and marginalized communities in and around the manufacturing sites, as part of its CSR programs and projects.
	Sustainable Supply Chain	AIS promotes sustainable supply chain management to minimize environmental impact, respects human rights, and contributes to long-term economic and social well-being. The company engages in capacity building of vendors/ suppliers on sustainable business practices, encourage innovation and resource efficiency, collaborate to co-create solutions, prioritize local procurement, conduct regular supplier audits/ assessments, and foster transparency and traceability in the supply chain practices tracking the impact of products and services on the environment and society.
	Customer Centricity	AIS prioritizes customer centricity to succeed in a dynamic and competitive business environment, build brand loyalty, and drive sustainable growth. At AIS, the company focuses on building strong customer base with loyalty and higher retention, while acquiring new customers by delivering high quality cutting-edge products and services, exceeding the needs and expectations of the customers.
<b>Governance</b>	Anti-corruption	AIS strongly adheres with anti-corruption and anti-bribery practices, and it is part of the company's code of conduct. The company has zero tolerance towards bribery and corruption practices and appropriate disciplinary action is taken, in case of violation, if any.
	Responsible and Ethical Business and Corporate Governance	AIS Code of conduct outlines the company's values, principles, and expectations for ethical behaviour. At AIS, ethical leadership is demonstrated at all levels, starting with senior executives and managers. Ethical business practices aid AIS to mitigate various risks, including legal, financial, operational, and reputational risks. By establishing clear ethical guidelines and procedures, AIS can identify and address potential risks before they escalate, thereby ensuring long-term success and sustainability.

## ESG Commitment and Goal

AIS is committed to advancing its ESG performance through a range of initiatives across environmental sustainability, social responsibility, and strong governance. In the Environmental domain, AIS has made notable progress by reducing its carbon emissions, enhancing energy efficiency, expanding the use of renewable energy, conserving water, and minimizing waste. On the Social front, AIS emphasizes employee well-being, safety, diversity, equity,

and inclusion, while also driving community development through initiatives in education, healthcare, and skill-building—positively impacting marginalized and vulnerable groups. AIS's Governance practices are rooted in strict regulatory compliance and a continuous focus on ethical conduct and governance excellence.

AIS's ESG Strategy is a thoughtfully crafted response to the distinct dynamics of its operating industry,

addressing sectoral challenges, material issues, and stakeholder expectations while integrating the fundamental principles of the Company's vision, mission, and core values. AIS's commitment to ESG principles, aligned with its business objectives, establishes a unified vision for a sustainable future.



### Environment Commitment

- 75 % share of total grid energy from renewable sources by 2030.
- Carbon Neutral at 2050
- Water Neutral at 2040
- Zero Liquid Discharge (ZLD) for all manufacturing sites by 2030.
- Zero Waste to Landfill by 2040.
- 100% of non-hazardous waste to be recycled or reused by 2025.
- Reduce 10% plastic waste by adopting recyclable materials on year-on-year basis.
- Adopt biodiversity parks at manufacturing sites to enhance green belt.
- Drive resource efficiency and optimize utilization of water, energy, and other resources to minimize environmental footprint.



### Social Commitment

- Human Resource commitments i.e., 30% External and 70% internal.
- Focus on skill upgradation of talent pool and enhance employee engagement score on Y-o-Y basis.
- Drive digitalization of Human Resource data sets.
- Achieve zero accident across all sites.
- Ensure compliance with applicable safety regulations, standards, and legal requirements, including conducting a safety audit, yearly.
- Uphold Human Rights across all manufacturing sites and value chain activities.
- Leverage Corporate Social Responsibility (CSR) to improve livelihoods for marginalized and vulnerable communities.



### Governance Commitment

- Zero tolerance towards anti-corruption, anti-bribery, and conflict of interest at AIS
- Protect and uphold principles of human rights, dignity, and workplace ethics always and in all circumstances.
- Ensure compliance to data protection and data privacy; ensure strong cyber security controls and measures.
- Promote ethical business dealing and public relation with government representatives, industry associations/chambers, and business partners.
- Uphold good corporate governance with effective board oversight.
- Collaborate with partners to co-create solutions for social-environmental positive footprint.





# TEMPERED FOR TOMORROW: AIS ENVIRONMENTAL INITIATIVES





# Environmental Stewardship and Climate Responsibility

Climate change represents one of the most critical global challenges of our time, and AIS remains committed to environmental stewardship. Recognizing the essential role that sustainable practices play in shaping a resilient future, the Company emphasizes efficient resource utilization

and the protection of ecosystems across its operations. To embed environmental responsibility and enhance resource-use efficiency, AIS has established robust policies and procedures, including a Sustainability Policy, an Environmental, Health and Safety (EHS) Statement, and an Energy Policy.

These frameworks ensure compliance with national regulations, alignment with international best practices, and promote the adoption of sustainable and responsible practices not only within AIS but also across its value chain and business partners.

## SUSTAINABILITY IN ACTION AT AIS

AIS is committed to reducing energy consumption and associate greenhouse gas emissions through responsible operational practices. The Company actively works to reduce landfilling impacts by promoting efficient resource use and waste minimization. AIS ensures the elimination of hazardous substances through strict compliance with ELV requirements and maintains a zero-tolerance approach toward environmental non-compliance, with a clear objective of achieving zero environmental complaints. Through robust monitoring of environmental parameters and adherence to stringent standards, including **ISO 14001 and ISO 50001 management systems**, AIS ensures effective compliance and accountability across its environmental



management practices. Anchored in its vision to transcend the ordinary and guided by respect for the environment as a core principle, AIS is committed to advancing environmental sustainability.

Through focused and responsible actions, the Company continues to lead by example in promoting sustainable practices and safeguarding the planet for future generations.

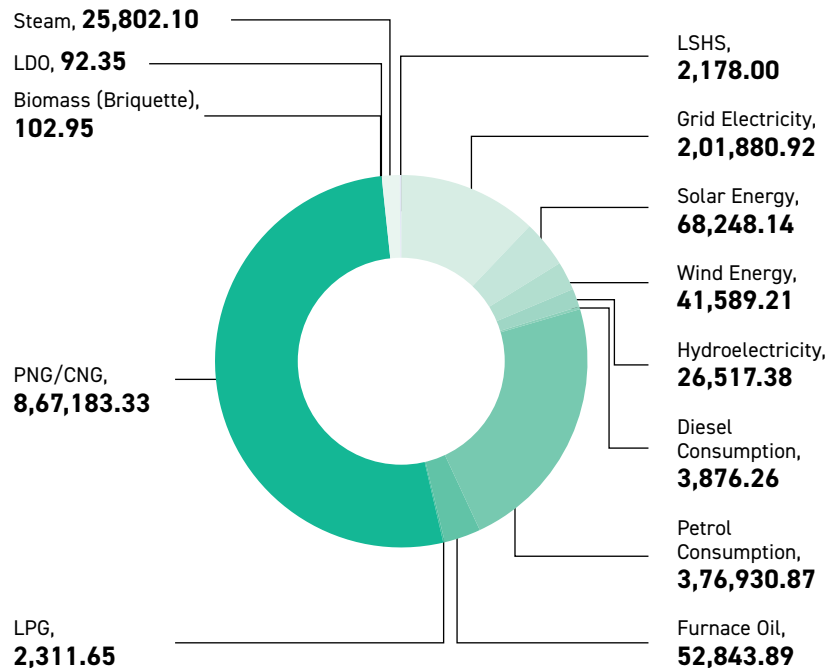


# ENERGY MANAGEMENT

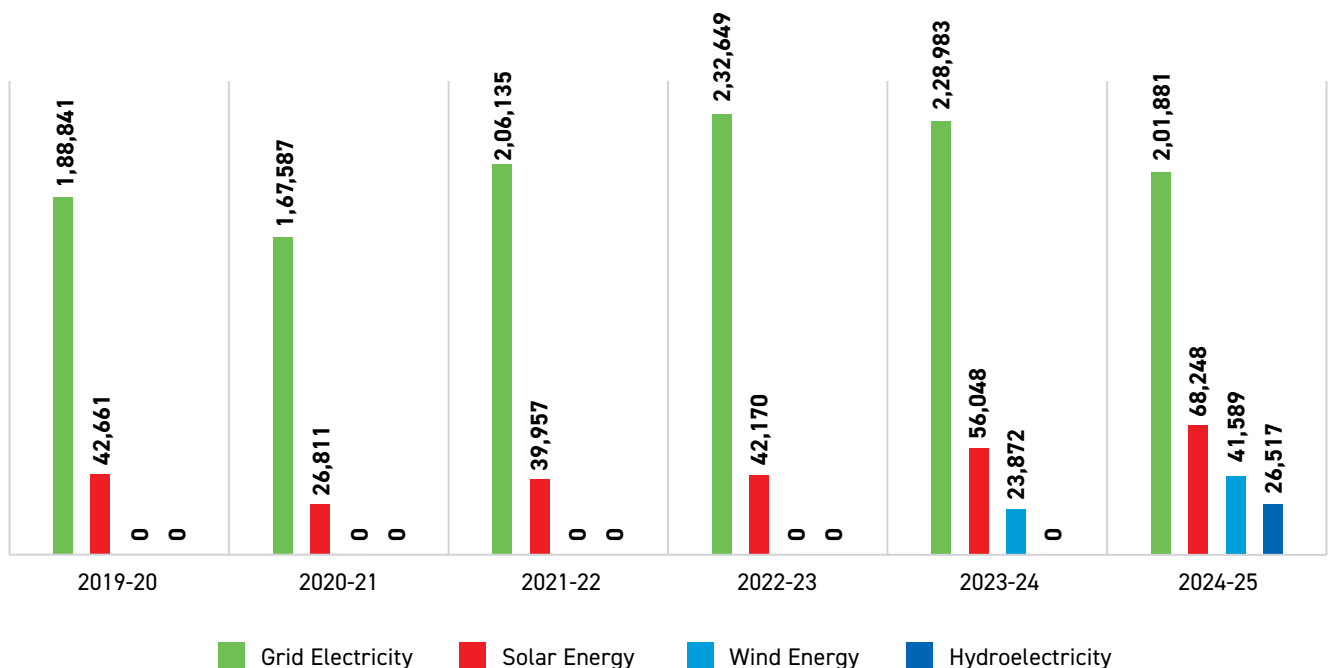
Through transparent reporting and active stakeholder engagement, AIS continues to strengthen a culture of sustainability and accountability, with energy management forming a core pillar of the Company's ESG strategy. AIS has significantly increased investments in renewable energy, particularly solar installations across its plants and offices, supplemented with wind energy and hydroelectricity to reduce dependence on fossil fuels. This section outlines the Company's energy consumption profile across its facilities.

During FY 2024-25, AIS recorded a total of 6,010,406 GJ of energy consumption, out of which 584,136 GJ (9.72%) came from renewable sources of energy. Compared to FY 2023-24, the renewable energy percentage increased by 57.48%, which was due to the implementation of hydroelectricity, and increase in the share of solar and wind energy.

## Energy consumption by fuel source and electricity source in MWh

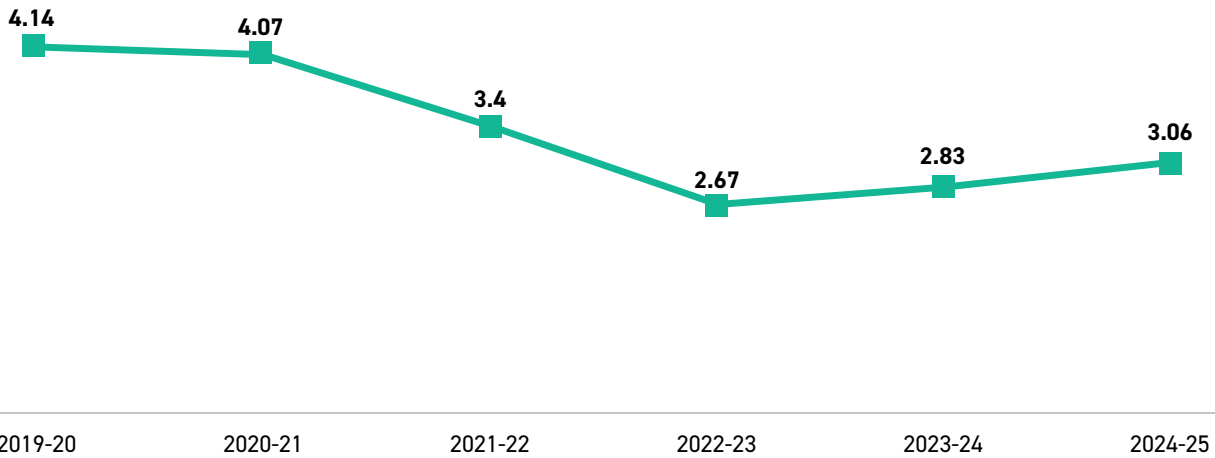


## Electricity consumption in MWh





## Energy intensity trend at AIS, MWh/lakh rupee of turnover



## Enhancing energy use efficiency

AIS continues to strengthen its energy efficiency and decarbonization efforts through the adoption of advanced technologies and process optimization initiatives. The Company has transitioned from diesel-operated forklifts to battery-powered alternatives, resulting in reduced greenhouse gas emissions, improved workplace air quality, and lower noise levels. Power consumption is further optimized through the adoption of low suction pressure processes in blowers and the installation of Variable Frequency Drives (VFDs) to enhance motor speed control and operational efficiency. Additionally, low-efficiency motors are being progressively replaced with high-efficiency motors, delivering enhanced energy savings, reduced operating costs, and improved system performance. AIS has also adopted innovative technologies across its manufacturing facilities to reduce CO<sub>2</sub> emissions and minimize overall environmental impact. Measures such as leakage prevention and the widespread deployment of energy-efficient

technologies across premises contribute to reducing energy losses and improving operational efficiency.

AIS has implemented several green initiatives, such as the use of clean fuels to enhance energy use efficiency and reduce the energy intensity within AIS over the past years. In 2025, a slight increase of intensity corresponds to a new plant at Soniyana and enhanced production demand. In line with its long-term sustainability roadmap, AIS is planning to install a Waste Heat Recovery plant to capture and reuse heat generated from industrial processes that would otherwise be lost. This initiative is expected to deliver significant environmental benefits, including reductions in greenhouse gas emissions and air pollutants, enhanced resource efficiency, and economic gains, while also contributing to the United Nations Sustainable Development Goals (UN SDGs). Further advancing its decarbonization strategy, AIS has entered into a 20-year agreement with

Inox Air to procure 95 tons of green hydrogen annually for its upcoming greenfield float glass facility in Chittorgarh, Rajasthan. To support this initiative, the Company has also invested in a solar power plant that will supply renewable energy for green hydrogen generation through the electrolysis process.





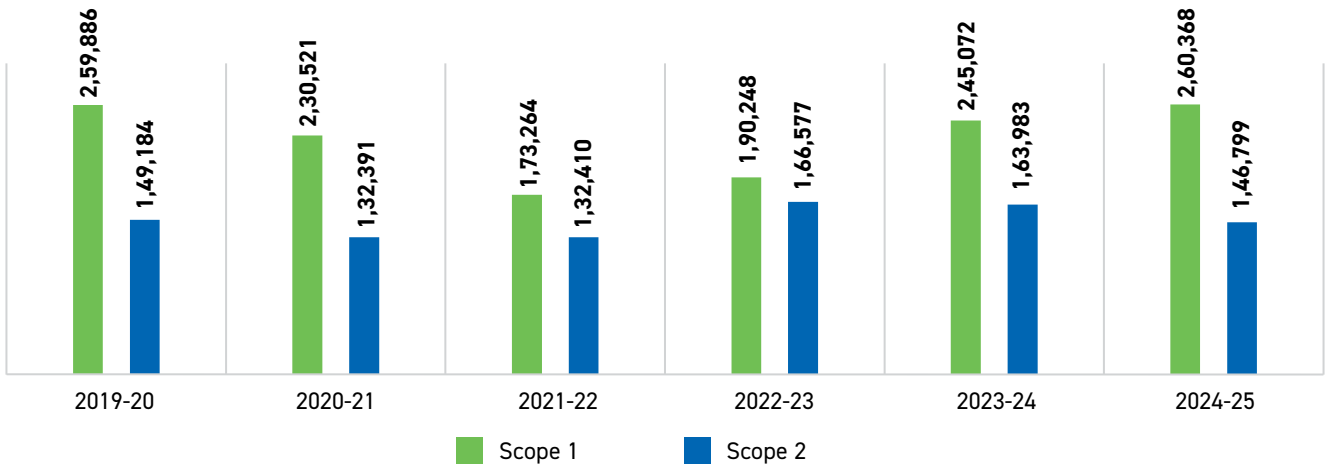
# EMISSIONS MANAGEMENT

During FY 2024–25, AIS continued to strengthen its emissions management strategy by implementing targeted initiatives aimed at reducing greenhouse gas emissions and improving overall environmental performance. Key measures included replacing diesel-operated forklifts with battery-powered alternatives

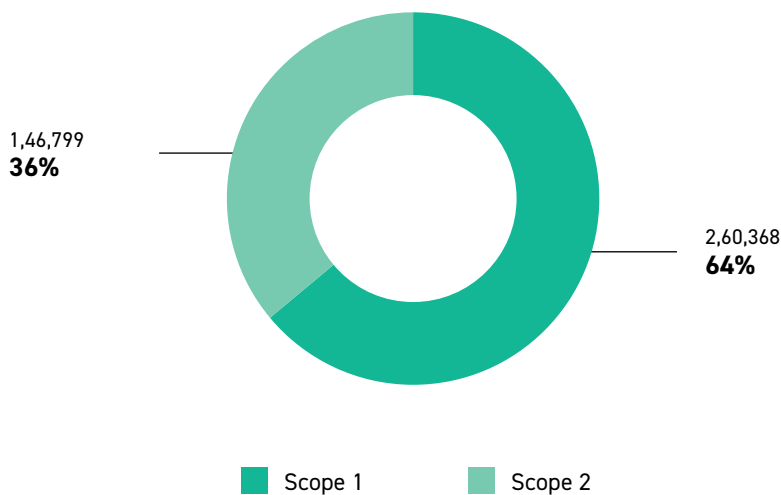
to lower direct emissions, improve workplace air quality, and reduce noise pollution. The Company also optimized energy consumption by adopting low suction pressure processes in blowers, installing Variable Frequency Drives (VFDs) for efficient motor speed control, upgrading low-efficiency motors to high-efficiency alternatives, reducing energy

leakages, and deploying advanced energy-efficient technologies across its facilities. Additionally, AIS adopted new technologies to reduce CO<sub>2</sub> emissions within its plants, further minimizing environmental impact and supporting long-term sustainability objectives.

## Scope 1 and Scope 2 emissions (tCO<sub>2</sub>e)



## Breakup of scope 1 and scope 2 emissions in FY 2024-25



In FY 2024–25, AIS's total greenhouse gas (GHG) emissions amounted to 407,167 tCO<sub>2</sub>e, of which 64% (260,368 tCO<sub>2</sub>e) were attributable to Scope 1 emissions and 36% (146,799 tCO<sub>2</sub>e) to Scope 2 emissions. These figures reflect the Company's continued focus on managing both direct and indirect emissions through process improvements, fuel efficiency measures, and increased adoption of cleaner technologies. Scope 1 emissions comprise direct greenhouse gas emissions arising from activities within AIS' operational boundaries, including the combustion of fossil



fuels in company-owned vehicles and manufacturing processes. Scope 2 emissions represent indirect greenhouse gas emissions associated with the consumption of purchased electricity, heat, or steam from external sources. AIS remains committed to environmental stewardship and sustainability across all aspects of

its operations and systematically monitors and manages both Scope 1 and Scope 2 emissions. By assessing and addressing emissions across these scopes, AIS seeks to minimize its environmental impact and contribute to global climate action efforts. The Company's emissions reduction strategy is driven by the adoption of energy-

efficient technologies, increased use of renewable energy, and continuous improvement initiatives aimed at enhancing operational efficiency. Transparent disclosure and proactive emissions management reflect AIS' commitment to sustainability and responsible corporate citizenship.

## KEY INITIATIVE IN ENERGY AND EMISSION

### DECARBONISATION STRATEGY AND ROADMAP

AIS (Asahi India Glass Ltd.) is committed to transitioning towards a low-carbon and energy-efficient future through a structured decarbonisation roadmap aligned with global climate ambitions. During the reporting year, AIS further strengthened its climate strategy by developing a comprehensive decarbonisation plan covering energy efficiency improvement, green electricity transition, low-carbon fuel adoption, process innovation and raw material interventions across operations. As part of its long-term climate commitment, AIS has prepared its greenhouse gas (GHG) reduction strategy and is aiming to submit its emission reduction targets for validation to the Science Based Targets initiative (SBTi). These targets are being designed in line with internationally recognised methodologies and a 1.5°C-aligned pathway to ensure measurable and science-based emissions reduction across the value chain. The Company will disclose its validated near-term targets upon successful approval by SBTi and remains committed to achieving net-zero emissions by 2050. During the reporting year, AIS implemented various energy efficiency and emission reduction initiatives across its manufacturing operations. These initiatives included optimisation of furnace operations,

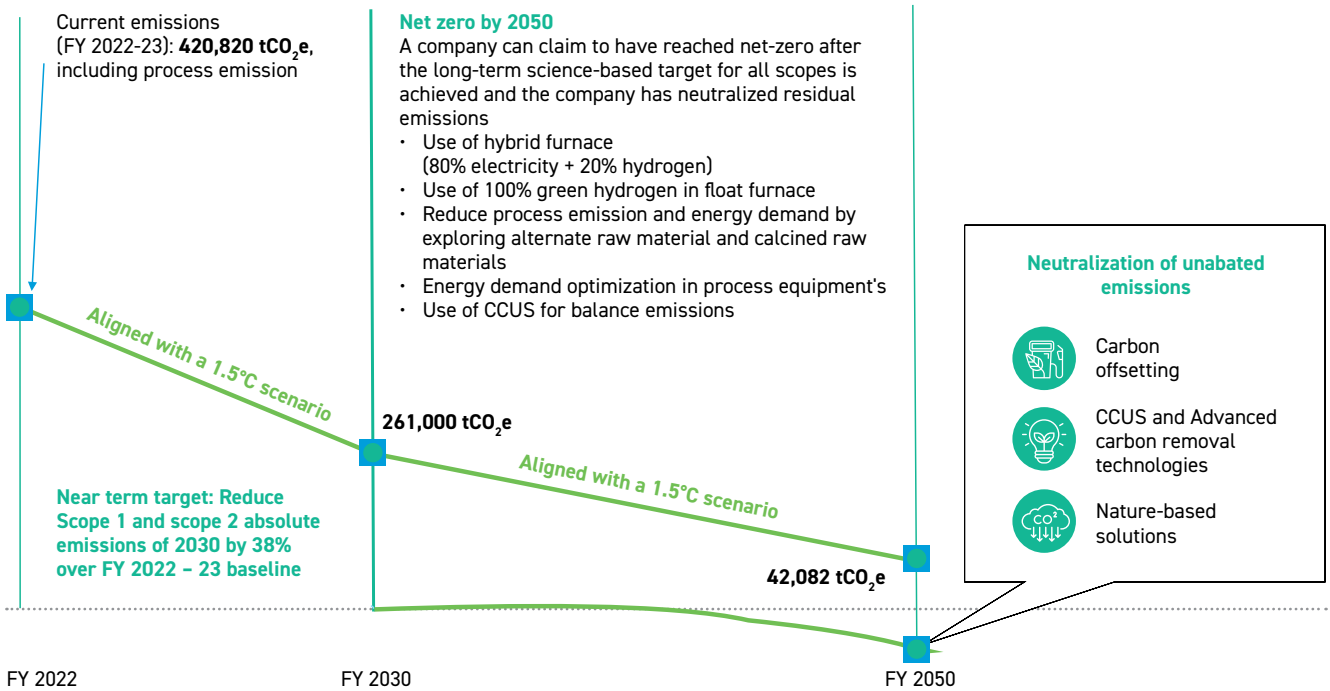
process heat recovery improvements, enhanced monitoring of specific energy consumption, and deployment of energy-efficient technologies across float and automotive glass facilities to reduce overall energy intensity and associated emissions. AIS has also taken significant steps to increase the share of renewable electricity in its overall energy mix. During the year, the Company increased its green electricity consumption by implementing additional green energy Open Access (OA) Power Purchase Agreements (PPAs) across its float glass and automotive glass manufacturing sites, resulting in an increase in the green electricity mix from X% to Y% in the current financial year. AIS aims to further accelerate renewable energy adoption and is targeting to achieve 65–70% green electricity mix by 2030 across its operations, thereby significantly reducing Scope 2 emissions intensity.

As part of its transition towards cleaner fuels and lower-carbon thermal energy, AIS is progressing towards increasing the share of green and low-carbon fuels in its primary energy mix. The Company plans to implement biofuel blending in its float glass furnaces with Low Sulphur Heavy Stock (LSHS) to reduce fossil fuel dependence and lower combustion-related emissions. In addition, AIS

is exploring the development and integration of Compressed Biogas (CBG) plants for blending with natural gas, further enabling decarbonisation of thermal energy consumption in its manufacturing processes. Recognising that process emissions from raw material decomposition form a significant portion of emissions in float glass manufacturing, AIS will also explore the use of alternate and low-carbon raw materials in its float furnaces as part of its broader decarbonisation strategy. This includes assessing opportunities to optimise raw material composition and increase the use of suitable recycled or lower-emission inputs to reduce process-related emissions while maintaining product quality and operational efficiency. Looking ahead, AIS will continue to advance its decarbonisation journey through a multi-pronged approach encompassing energy efficiency improvements, renewable electricity adoption, alternative fuel integration and raw material innovation. The Company remains focused on transparent disclosure of its climate commitments and will update stakeholders on its validated near-term targets once approved by SBTi, while steadily progressing towards its long-term ambition of achieving net-zero emissions by 2050.



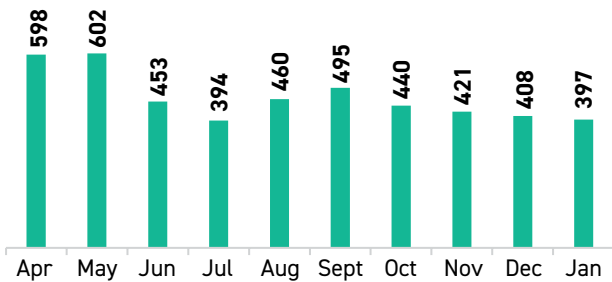
## Net Zero targets



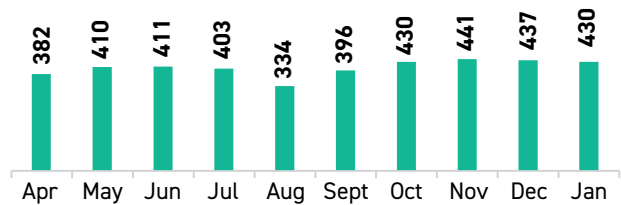
## Carbon Emission Reduction Through Solar Energy Integration and Green Hydrogen at Soniyana Float Plant

We generate Green Hydrogen in our plant using predominantly solar energy, ensuring a clean and sustainable production process

### Solar Energy Generation in MWH



### H<sub>2</sub> Plant Consumption In MWH



### Benefits of Generating hydrogen using Green Energy

- Produces zero CO<sub>2</sub> emissions, unlike fossil-fuel hydrogen generation.
- No air pollutants like NO<sub>x</sub>, SO<sub>x</sub>, CO, or particulate matter.
- Eliminates fossil fuel extraction impacts such as mining, drilling, and fracking as this process uses renewable solar energy for generation.
- Reduces lifecycle carbon footprint to minimum levels.
- Uses renewable solar energy, ensuring sustainable resource use for green hydrogen production.

**AIS Soniyana Float plant produces Green Hydrogen primarily using solar energy as the main power source.**



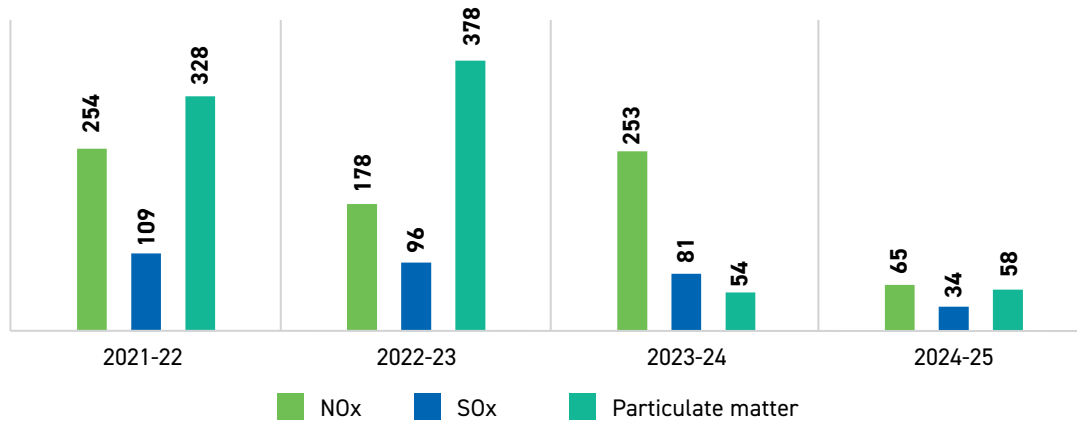
# AIR EMISSIONS

Between FY 2021–22 and FY 2024–25, AIS achieved notable reductions in nitrogen oxides (NOx), sulphur oxides (SOx), and particulate matter (PM) emissions. The improvement became

especially pronounced in FY 2024–25, coinciding with targeted interventions at the float glass furnaces and the upgrade of related emission control systems. In FY 2024–25, NOx emissions reduced

to 65 MT, SOx declined to 34 MT, and particulate matter emissions dropped to 58 MT.

## Air Emissions, MT



AIS has demonstrated a significant and sustained reduction in air emissions from its float glass manufacturing operations, particularly from the float furnace chimneys. This progress reflects the Company's proactive approach toward strengthening air pollution control infrastructure, optimizing combustion processes, and continuously improving operational efficiency. These outcomes are closely linked to multiple technical and operational measures implemented at the chimney and furnace level, including:

### Key Measures Implemented for Emission Reduction at the Float Stacks

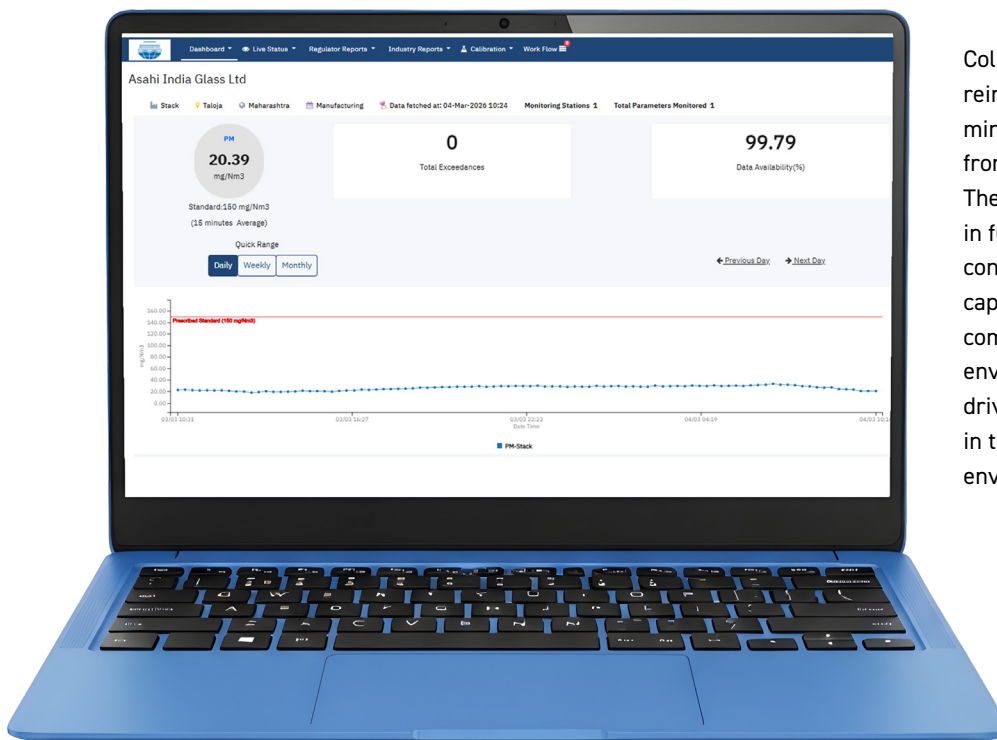
Category	Initiatives
<b>Advanced Combustion Control Systems</b>	<ul style="list-style-type: none"> <li>Installation of low NOx burners to minimize NOx formation at the combustion source.</li> <li>Optimization of air–fuel ratio using automated combustion control technology to achieve cleaner and more complete fuel burn.</li> <li>Regular furnace tuning and calibration to maintain stable flame characteristics and reduce temperature peaks that cause NOx formation</li> </ul>
<b>Transition Toward Cleaner Fuels and Improved Fuel Efficiency</b>	<ul style="list-style-type: none"> <li>Increased use of cleaner alternative fuels and low sulphur raw materials to directly reduce SOx emissions.</li> <li>Enhancements in fuel mix management to lower overall fuel consumption without compromising furnace temperature stability.</li> <li>Continuous monitoring of calorific value to ensure optimal energy utilization.</li> </ul>
<b>Upgraded Air Pollution Control Equipment</b>	<ul style="list-style-type: none"> <li>Deployment of high efficiency electrostatic precipitators (ESPs) and bag filters to capture particulate matter before discharge.</li> <li>Introduction of improved refractory linings and furnace insulation to maintain steady temperature profiles and prevent unburnt particle release.</li> <li>Strengthening sealing systems to minimize fugitive dust from material handling and feeding operations.</li> </ul>



Category	Initiatives
<b>Strengthened Process Monitoring and Emission Controls</b>	<ul style="list-style-type: none"> <li>Installation of Continuous Emission Monitoring Systems (CEMS) at float chimneys to track NOx, SOx, and PM emissions in real time.</li> <li>Integration of stack monitoring data with automated alarms and corrective action protocols to ensure compliance at all times.</li> <li>Regular third party audits and calibration of monitoring equipment to maintain accuracy and transparency</li> </ul>
<b>Process and Raw Material Optimization</b>	<ul style="list-style-type: none"> <li>Enhanced batch formulation and material mixing techniques to reduce impurities that contribute to SOx and PM generation.</li> <li>Increased use of high purity silica sand and controlled batch pre heating to minimize emission spikes during melting.</li> <li>Implementation of best practice furnace operation standards aligned with global float glass benchmarks.</li> </ul>

## Online stack Monitoring of Air Quality

Where SPM (Suspended Particulate Matter) analyser is installed and data is directly hosted to MPCB (Maharashtra Pollution Control Board) website.



Collectively, these initiatives have reinforced AIS' commitment to minimizing air pollution impacts from its float glass operations. The systematic improvements in furnace efficiency, pollution control technology, and monitoring capability have not only ensured compliance with stringent environmental norms but also driven continuous enhancement in the Company's overall environmental performance.



# WATER MANAGEMENT

In glass manufacturing, water serves multiple critical functions, including cooling, cleaning, and supporting process efficiency, underscoring its importance as a valuable natural resource. Recognizing this, AIS is committed to responsible water stewardship and to preserving water resources for future generations. Water conservation is a core element of the Company's environmental strategy,

with focused efforts on implementing water-efficient practices and recycling initiatives across operations. Through a holistic approach to water management, AIS aims to optimize water use, minimize wastage, and enhance overall operational efficiency. Water is extensively utilized in manufacturing processes to maintain product quality and operational effectiveness, as well as for domestic purposes such as drinking

water, canteen services, and sanitation facilities for employees, workers, and other stakeholders. AIS ensures that water usage across all sites is carried out in strict accordance with the No Objection Certificate (NOC) issued by the Central Ground Water Board (CGWB), reinforcing the Company's commitment to regulatory compliance and sustainable water management.

## Water Consumption

The table below presents the total water withdrawal from all areas in Kiloliters (KL) for the fiscal years 2019-20 to 2024-25, along with a breakdown of water withdrawal by various water sources:

### Water withdrawal, discharge, and consumption (KL)

Sources	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
i. Surface water	8,685	0	0	0	0	7,902
ii. Groundwater	364,955	284,657	328,233	350,485	291,234	293,317
iii. Third party water (Municipal water)	176,451	176,201	210,895	269,178	349,267	300,411
iv. Other sources	54,182	30,118	38,104	39,485	44,177	48,856
<b>Total water withdrawal</b>	<b>604,273</b>	<b>490,976</b>	<b>577,232</b>	<b>659,148</b>	<b>684,678</b>	<b>650,486</b>
<b>Total treated waste water discharge</b>	<b>8,338</b>	<b>3,188</b>	<b>5,480</b>	<b>8,723</b>	<b>7,364</b>	<b>13,898</b>
<b>Total water consumption</b>	<b>595,935</b>	<b>487,788</b>	<b>571,752</b>	<b>650,425</b>	<b>677,314</b>	<b>636,588</b>

The total volume of water withdrawal at AIS varies year-on-year, influenced by operational requirements and rainfall patterns. During FY 2024-25, total water withdrawal amounted to 6.50 lakh kiloliters (KL), with 46% sourced from municipal water, 45% from groundwater, and 8% from tanker supplies, and 1% from surface water to support business operations and other uses. Across all facilities, AIS places strong emphasis on water quality management through

robust testing and maintenance protocols. Regular internal monitoring of key parameters, including Total Dissolved Solids (TDS), pH levels, and hardness, is conducted to ensure water quality standards are maintained. In addition, comprehensive water quality assessments are carried out on a half-yearly basis for freshwater, Reverse Osmosis (RO) water, and treated water from Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs).

These assessments are performed by accredited third-party laboratories to ensure accuracy and reliability of results. AIS complies with wastewater discharge norms prescribed by the Central and respective State Pollution Control Boards, supported by regular testing of inlet and outlet parameters at STPs and ETPs using internal laboratory facilities to ensure continuous adherence to regulatory standards.



## Water Management in Water Stressed Areas

Several AIS manufacturing locations such as Patan (Gujarat), Bawal (Haryana), Bengaluru (Karnataka), Soniyana (Rajasthan), and Chennai (Tamil Nadu) are situated in water-stressed regions as classified by the Central Ground Water Board (CGWB), Government of India. Recognizing the heightened risk in these areas, AIS undertakes enhanced water conservation and efficiency measures, including regular water audits, inter-unit benchmarking of water consumption, and plant-level initiatives to identify opportunities for reducing water use. In FY 2024–25, total water withdrawal from water-stressed regions was **292,418 KL**, comprising **91,657 KL from groundwater**, **154,378 KL from municipal sources**, and **46,383 KL** from other sources. Between FY 2023–24 and FY 2024–25, water withdrawal from water-stressed areas reduced by **13.86%**, highlighting the Company's focused efforts toward improving water use efficiency and strengthening water conservation practices across its operations.

### Zero Liquid Discharge

AIS has implemented advanced wastewater management systems to ensure responsible water stewardship and regulatory compliance across its operations. Zero Liquid Discharge (ZLD) systems have been installed at the Company's Chennai plant, while a ZLD system at the Bawal plant Zero Liquid Discharge (ZLD) systems have been installed at the Company's Bawal Plant(700 KLD), Patan Plant(300 KLD) and Chennai Plant (20 KLD) enabling complete elimination of liquid discharge from the site. ZLD is an advanced wastewater treatment process that treats and recycles all wastewater generated from industrial operations, leaving no liquid effluent to be discharged into the environment.

The ZLD process at AIS incorporates multiple stages of treatment, including physical, chemical, and biological processes such as pretreatment, membrane filtration, evaporation, crystallization, and solid-liquid separation. This approach enables maximum recovery and reuse of water within industrial processes while minimizing waste generation. Across other AIS locations, Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) with a combined installed capacity of over 2,500 KLD are in operation. Treated water from these facilities is reused within plant premises for applications such as gardening and washroom use. At select locations, including the Taloja plant, treated effluent is routed to a Common Effluent Treatment Plant (CETP) for further treatment, ensuring full compliance with applicable environmental regulations.

## Water Stewardship Initiatives at AIS

Each year, water conservation activities are identified through audits, and a detailed timeline is prepared and executed accordingly. This timeline, comparing planned versus actual progress, is reviewed monthly in Management Committee Meetings. Water audits are conducted annually by internal auditors to identify projects based on the audit findings.

### Water Conservation Initiative at Bawal Plant

During FY 2024-25, AIS has implemented ZLD at its Bawal Plant as a measure for water conservation initiatives and it involves two primary strategies: firstly, repurposing RO reject water for regeneration within the RO plant; secondly, implementing a ZLD project. The ZLD project comprises several key elements, including the reuse of treated water from the Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) in the Recycle plant, facilitated by Ultrafiltration (UF) and multistage Reverse Osmosis (RO) processes with a capacity of 18 cum/hr. Additionally, RO reject water is being treated through an Evaporator system (MVR plant) with a capacity of 1 cum/hr. These interventions at plant level showcase AIS marking significant progress towards water conservation goals.





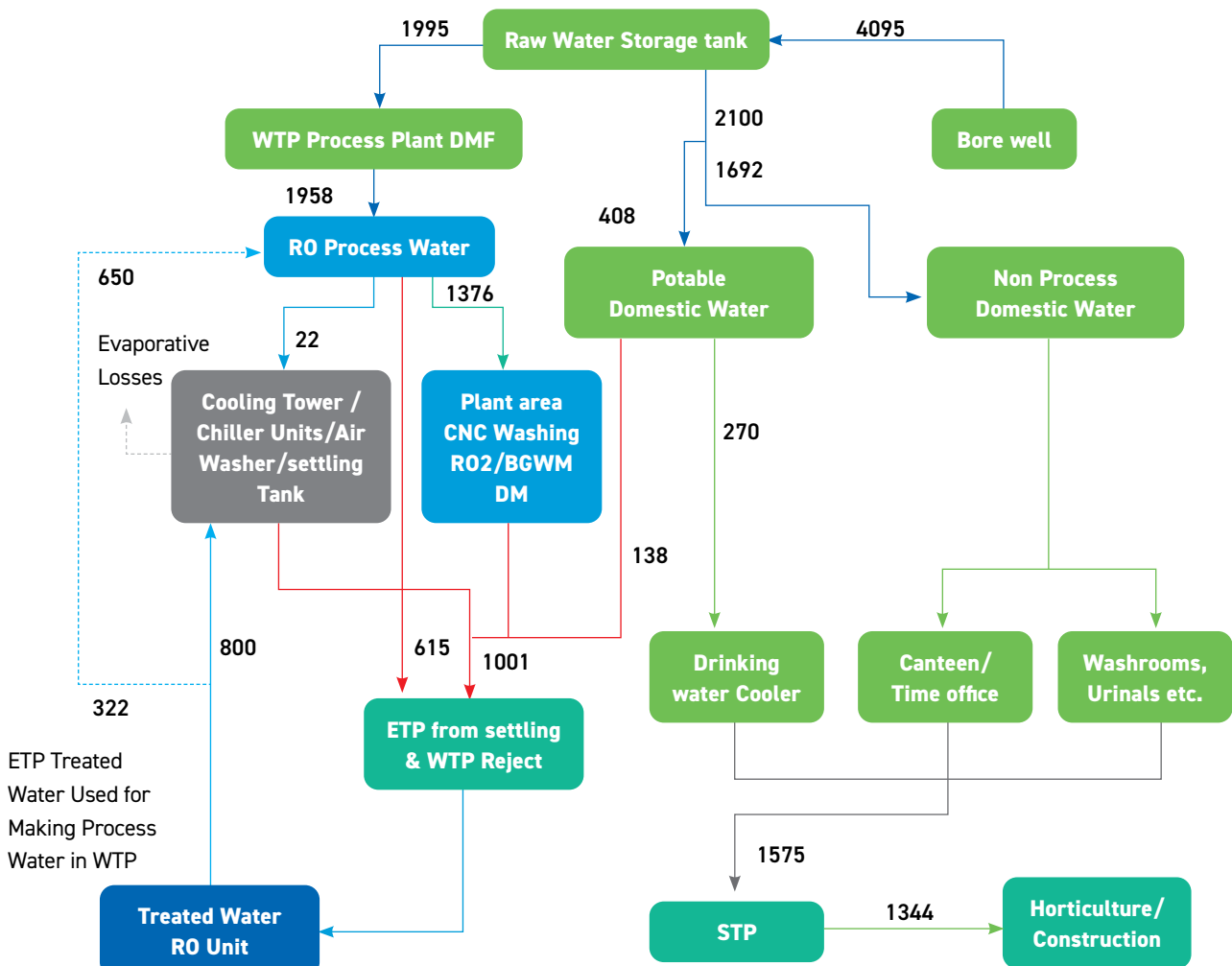
## Zero Liquid Discharge (ZLD) Plant, Chennai

Treated sewage water from the Sewage Treatment Plant (STP) is utilized exclusively for gardening purposes. Additionally, water with high Total Dissolved Solids (TDS), which undergoes regeneration, is directed to a solar evaporation pond. To ensure efficient water management and part of ZLD initiative, the plant has implemented a comprehensive system comprising a three-stage Reverse Osmosis (RO) process, Mechanical Vapor Recompression (MVR) and Agitated Thin Film Dryer (ATFD). This setup enables the recycling of all effluent generated within the plant premises, contributing to sustainable water usage and environmental conservation efforts. 3stage RO with Mechanical Vapor Recompressor (MVR) and Agitated Thin Film Dryer installed to achieve Zero Liquid Discharge Plant with 140KLD capacity. All process uses 100% recycled RO water. Best in class MVR system provided against convectional boiler-based evaporator with 70% less operational cost. ETP/STP treated water processed and reused in process.



## Water Balance Diagram Patan

All Value Measured in KL





## Water Conservation Initiatives at AIS

Water conservation is essential for protecting ecosystems, supporting agriculture, reducing water scarcity, safeguarding public health, conserving energy, and strengthening climate resilience. It involves the efficient and responsible use of water to minimize avoidable consumption. AIS places a strong emphasis on water conservation through the treatment of used water

in dedicated treatment plants and the implementation of recycling processes across its facilities. These initiatives have contributed to a significant reduction in daily water consumption and enhanced overall water-use efficiency.

In addition to system-level initiatives, AIS has implemented multiple water conservation projects focused on reducing

specific water usage across its facilities. Key measures include the installation of sensor- and auto-close taps in toilets, interconnection of CNC washing tanks, monitoring of CNC washing water consumption based on conductivity, washing of pallet yard spacers using recycled water, and optimization of tap flow through tank height adjustments.

## Water conservation best practices at Patan

At the Patan plant, the conservation strategy focuses on source diversification, high-recovery treatment, and targeted demand reduction. The water conservation starts with augmentation of non-groundwater supply that plan includes: 30 KLD potable water from the Gujarat Water Supply Board; securing 200 KLD of Chanasma STP water via pipeline and exploring long-term options—CGWA limit increase (+100 KL) and SSNL (Narmada) canal water. Supply resilience is enhanced through storage and segregation measures that include increase ETP treated water storage from 20 KL to 50 KL; provision 50 KL+30KL storage for Chanasma STP water; deploy a 30 KL water tanker with dedicated filling station; separate DRO (drinking RO) from WTP feed; and provide a dedicated STP-to-WTP feed line for safety.

Demand-side measures focus on cooling and process optimization. Converting conventional cooling towers (chiller and autoclave) to adiabatic/dry solutions is estimated to save ~30 KLD in total, subject to OEM validation for the autoclave loop. Additional reduction is planned via flocculation systems in Temp Phase-3 and Lam CNC. Non-critical uses (DM water and domestic) are shifted outside/optimized (~25 KLD).

Using the rain water pond (14,000 m<sup>3</sup>) located within the plant as a primary buffer, ultrafiltration (UF) achieves ~90% recovery; treated effluent from Chanasma STP is integrated with ~70% UF recovery to feed the WTP, thereby curbing freshwater dependence. ETP treated

water is looped back for process water preparation in the WTP, strengthening internal reuse. Collectively, these interventions—reuse, recovery, storage, and demand cuts form a practical, phased pathway to secure and conserve water at Patan.




# WASTE MANAGEMENT

The glass industry plays a critical role in waste management due to the nature of its production processes and material usage. Through the adoption of sustainable waste management practices, AIS seeks to minimize

its environmental footprint while contributing to broader global efforts to address climate change. The Company pays strong emphasis on waste reduction and recycling initiatives, with a continued focus on minimizing waste

generation and ensuring responsible disposal and recovery. By advancing circular economy principles, AIS aims to mitigate environmental impacts and promote sustainable practices across the glass manufacturing value chain.

## AIS commitment towards sustainable waste management





**Reducing Greenhouse Gas Emission (GHG)**

By diverting waste from landfills and implementing recycling and reuse initiatives, AIS reduces the need for virgin materials and energy-intensive production processes, thus lowering greenhouse gas emissions associated with resource extraction and manufacturing.

**Conserving Resources**

Effective waste management at AIS conserves valuable resources such as water, energy, and raw materials, promoting resource efficiency and reducing the environmental impact of resource extraction and processing.






**Preventing Pollution**

AIS ensure proper waste management practices to prevents pollution of air, water, and soil by minimizing the release of harmful substances and contaminants into the environment, safeguarding ecosystems and human health.

**Promoting Circular Economy**

AIS integrates circular waste management practices, such as recycling and reuse, contributing to the transition towards a circular economy, where resources are kept in use for as long as possible, maximizing their value and minimizing waste generation.







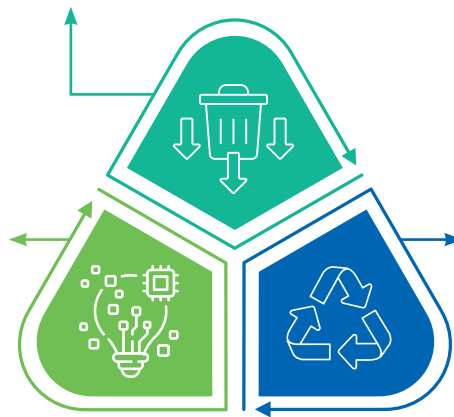
## Circularity in Waste Management

AIS is committed to advancing circularity in waste management, embracing the principles of reducing, reusing, and recycling waste to the extent possible to create a **closed loop system** that minimizes waste disposal at landfill and maximizes resource efficiency and circularity.

Circular waste management practices at AIS include:

### Waste Reduction

Prioritize waste prevention and reduction by optimizing production processes, minimizing material losses, and implementing lean manufacturing principles.



### Closed-Loop Systems

Explore innovative technologies and partnerships to develop closed-loop systems that enable the continuous reuse and recycling of materials, reducing the need for virgin resources and minimizing environmental impact.

### Reuse and Recycling

Actively promote reuse and recycling initiatives to divert waste from landfills and recover valuable resources. This includes recycling glass cullet, cardboard, plastics, metals, and other materials used in operations.

AIS undertakes continuous monitoring of waste generation across all manufacturing plants daily to ensure effective waste management and regulatory compliance. The Company implements structured measures for the safe storage, handling, and disposal of waste in accordance with guidelines prescribed by the relevant Pollution Control Boards. As a glass manufacturer, cullet constitutes the primary waste stream; accordingly, AIS places strong emphasis on minimizing avoidable breakage through process controls and regular process control/glass handling training for employees. In addition, certain materials used in glass printing operations, such as sealants and inks, are classified as hazardous waste. Empty containers of



these materials are segregated, stored in designated areas, and disposed of through authorized vendors in compliance with State Pollution Control Board (SPCB) regulations. These

practices reinforce AIS' commitment to responsible waste management and environmental stewardship.

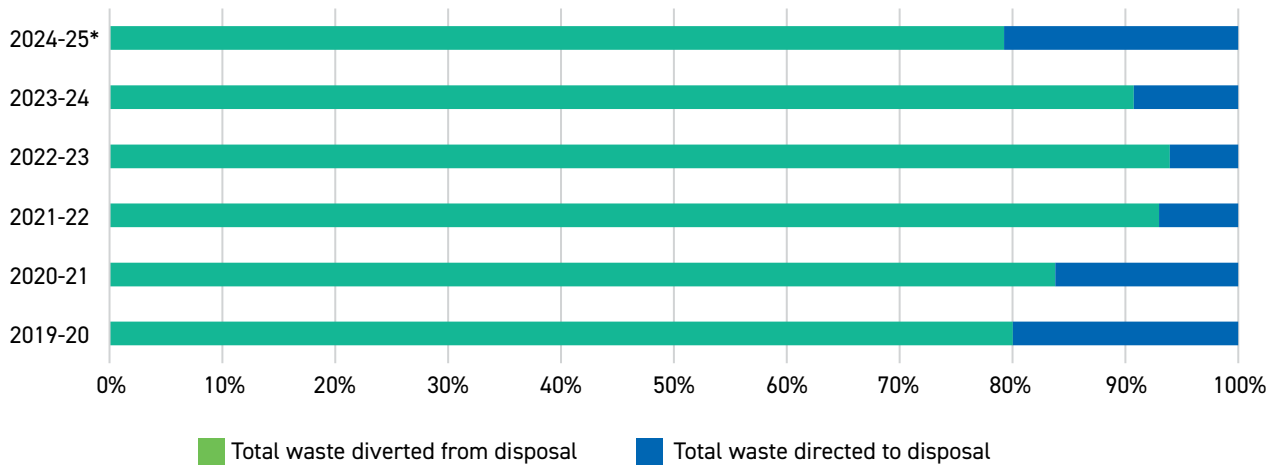


## Total waste generated in Metric Tonnes (MT)

Waste type/parameter	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Plastic waste	557.00	553.00	590.00	697.00	823.00	466.00
E-Waste	4.00	4.00	5.00	6.00	13.00	4.00
Bio-medical waste	-	-	0.20	0.20	-	0.06
Construction and demolition waste	-	-	-	-	20.00	-
Battery waste	18.00	5.00	10.00	53.00	45.00	16.42
Other hazardous wastes	531.00	623.00	793.00	785.00	878.00	1,292.00
Other non-hazardous wastes	12,660.00	11,504.00	14,456.00	18,038.00	18,129.00	30,652.00
<b>Total waste generated</b>	<b>13,770.00</b>	<b>12,689.00</b>	<b>15,854.20</b>	<b>19,579.20</b>	<b>19,908.00</b>	<b>32,430.48</b>
<b>Total waste managed</b>	<b>11,019.00</b>	<b>10,633.00</b>	<b>14,739.00</b>	<b>18,394.00</b>	<b>18,063.00</b>	<b>25,696.00</b>
<b>Total waste disposed</b>	<b>2,751.00</b>	<b>2,056.00</b>	<b>1,115.20</b>	<b>1,185.20</b>	<b>1,845.00</b>	<b>6,734.48</b>

During FY 2024–25, AIS generated a total of 32,430 MT of waste, of which approximately 79.2% was managed through recycling, reuse, or other recovery methods. Only 20.7% of the total waste generated was disposed of through incineration or landfilling. During the same period, more than 11,000 MT of waste was recycled through authorized recyclers, reflecting the Company's strong focus on resource recovery and circularity.

## Waste Circularity



\*During FY 2024–25, the increase in the quantity of waste directed to disposal is primarily due to the establishment of new plants at Soniyana and Kharkhoda, along with capacity expansions at the Pune, Patan, and Chennai plants.

AIS engages certified third-party vendors at each plant location for the collection, transportation, and disposal of both hazardous and non-hazardous waste. All waste generated across facilities is segregated, aggregated at designated scrapyards

areas, inventoried, and disposed of in compliance with applicable State Pollution Control Board (SPCB) guidelines. As a glass manufacturer, cullet constitutes a major waste stream, and the Company follows stringent safety standards and process

controls to minimize avoidable glass breakage. Additionally, hazardous waste generated from glass printing operations, such as sealant and ink containers, is stored separately and disposed of through authorized vendors in accordance with SPCB requirements.



## EPR compliance

AIS remains committed to responsible plastic waste management and compliance with Extended Producer Responsibility (EPR) regulations. During FY 2024–25, the Company was registered with the Central Pollution Control Board (CPCB) as both a Brand Owner and an **Importer** under the applicable EPR categories. As a Brand Owner, AIS' EPR targets for FY 2024–25 included **Category I**: 5 tonnes for recycling and 5 tonnes for end-of-life processing; **Category II**: 338 tonnes for recycling and 788 tonnes for end-of-life processing; and **Category III**: 1 tonne for recycling and 1 tonne for end-of-life processing. As an Importer, AIS' EPR targets for FY 2024–25 included **Category II**: 1 tonne for recycling and 2 tonnes for end-of-life processing. Given its pan-India footprint, AIS has partnered with registered and reputable recyclers to ensure effective collection and environmentally sound recycling of plastic waste, thereby meeting its EPR obligations. Beyond regulatory compliance, the Company has implemented a comprehensive

## Wooden Box Management

At AIS, wooden scrap is being used for in-house wooden box making, leading to a monthly saving of Rs. 6.20 lakh at an organization-wide level. AIS has started procuring glass in u-rack packing to reduce usage of wood. Further, no fresh wood is being purchased for Export packing purposes and materials are reused from its import RG Box are as follows:



### Wood Frames

Wood in RG box as utilized in packing area for making wooden boxes and in the RM Warehouse for offline cutting.



### Side Cup foam

The foam from the side woods of RG boxes is reused for export packing.



### Steel Strip

Steel straps are reused for offline cutting for packing boxes.

waste management framework focused on waste minimization, segregation,

recycling, and the safe disposal of waste generated across its operations.





## CLOSED LOOP PROCESS FOR CULLET WASTE MANAGEMENT

At AIS, the Cullet Waste Management plan handles various types of cullets and scrap including non-tempered glass, cullet mixed with sweeping or grinding sludge, drill glasses, sub assembly glass with child parts amongst others. Each type of scrap has a proposed plan to be implemented at the shop floor that results in proposed control measures at the scrap yard across AIS manufacturing sites.



100% of the cullet generated is recycled. Of the cullet produced at the auto plants, 80% is sent to the float plants for recycling, while the remaining 20%, primarily consisting of laminated glass, is sent to authorized recyclers for further processing and recycling.

## BIODIVERSITY CONSERVATION

Although none of AIS' manufacturing facilities or offices are located within or in proximity to ecologically sensitive zones, the Company places strong emphasis on biodiversity conservation as a core component of its environmental initiatives. Across multiple plant locations, AIS has implemented the **Miyawaki method of afforestation**, which involves dense plantation of diverse native tree species to enhance green cover and improve land vitality. The Miyawaki method delivers multiple ecological benefits by promoting natural biodiversity and

strengthening local ecosystems. Once established, these forests are largely self-sustaining, requiring minimal maintenance and eliminating the need for chemical fertilizers using organic practices. The method also enhances ecological balance by improving soil structure, preventing water stagnation, and facilitating better air circulation.

The soft soil profile supports deep root development, ensuring long-term forest health and resilience. In addition, Miyawaki plantations demonstrate high carbon sequestration potential, supporting climate change mitigation efforts by enhancing carbon dioxide absorption and reducing greenhouse gas emissions.

**In FY 2024-25 a total of 9,038 Native trees and plants were planted across AIS facilities.**



# AIS SOCIAL COMMITMENTS A REFLECTION OF SUSTAINABLE GROWTH





# Human Capital Development and Inclusive Workplace

AIS is committed to developing and empowering its people as the foundation for individual growth and organisational excellence. The Company's human capital strategy places strong emphasis on talent development, diversity, equity, and inclusion (DEI), and the creation of

a workplace where all employees feel valued, supported, and equipped to contribute meaningfully to AIS's long term sustainability objectives. AIS adopts a comprehensive and holistic approach to talent development, extending beyond traditional skill

building to include leadership development, technical upskilling, and a culture of mentorship. Senior leaders actively guide emerging talent, ensuring continuous learning, capability enhancement, and a strong pipeline of future ready professionals.

## TALENT ACQUISITION AND INTEGRATION

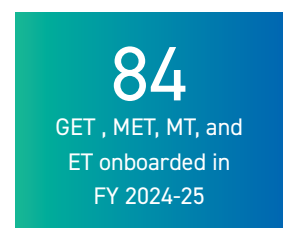
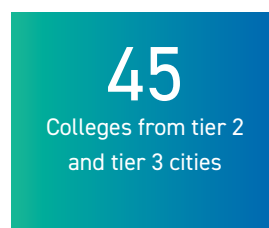
Talent management at AIS begins with a strategic approach to talent acquisition, grounded in the principles of the Company's Recruitment Policy. AIS seeks individuals who not only bring expertise and potential, but who also align with its values, ethics, and sustainability commitments. AIS's talent acquisition approach is inclusive, transparent, and aligned with best practices in equity and fairness. Recruitment channels include strategic workforce planning, campus hiring, digital platforms, and employee referrals, ensuring access to high quality talent at all levels. During FY 2024-25, hiring efforts were prioritised in high growth segments such as Float and Auto to strengthen AIS's competitive position across domestic and international markets. New hires undergo structured onboarding programmes, cross functional orientation, and mentorship, enabling them to contribute effectively from the outset. AIS continually evaluates its

recruitment and integration practices to uphold ethical labour standards and align with its broader environmental and social objectives. During FY 2024-25, AIS expanded its outreach to regional and remote educational institutions to strengthen employment opportunities for local youth. A total of 84 of all Graduate

Engineer Trainee (GET), Masters Engineering Trainee (MET), Management Trainee (MT) and Executive Trainee (ET) hires were recruited from such institutions, enabling broader inclusion and early access to real world problem solving assignments, out of which 10 were female.

	2024-25*	2023-24
Total Hire	734	708
Percentage of open positions filled by internal candidates (internal hires)	64.2%	55.9%
Average hiring cost (In INR)	28,789	8,567

\*During FY 2024-25, senior leadership positions were hired.





## Fresher hiring in FY 2024-25

Employees hired		
Based on Gender	Male	74
	Female	10
Based on Age	Below 30 years	84
	30 to 50 years (including 30 and 50)	-
	More than 50 years	-
Based on Region	North	26
	East	18
	West	29
	South	11
Total		84

## WORKFORCE STRUCTURE

All engagements comply with applicable labour laws including The Factories Act, 1948, The Payment of Wages Act, 1936, The Minimum Wages Act, 1948, The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, amended in 2016, Equal Remuneration Act, 1976, The Employees' Provident Funds and Miscellaneous Provisions Act, 1952, The Maternity Benefit Act, 1961 ensuring fair treatment, statutory benefits, and full protection of workers' rights.



## Employees (including differently abled)

S. No	Particulars	FY 2024-25					FY 2023-24					FY 2023-24				
		Total (A)	Male		Female		Total (A)	Male		Female		Total	Male		Female	
			Number (B)	% (B/A)	Number (B)	% (B/A)		Number (B)	% (B/A)	Number (B)	% (B/A)		Number (B)	% (B/A)	Number (B)	% (B/A)
A	Permanent	2,149	2,052	95%	97	5%	1,898	1,805	95%	93	5%	1,804	1,711	95%	93	5%
B	Other than Permanent	18	18	100%	0	0%	25	25	100%	0	0%	22	22	100%	0	0%
C	<b>Total (A + B)</b>	<b>2,167</b>	<b>2,070</b>	<b>95%</b>	<b>97</b>	<b>5%</b>	<b>1,923</b>	<b>1,830</b>	<b>95%</b>	<b>93</b>	<b>5%</b>	<b>1,826</b>	<b>1,733</b>	<b>95%</b>	<b>93</b>	<b>5%</b>



## Workers (including differently abled)

S. No	Particulars	FY 2024-25					FY 2023-24					FY 2023-24				
		Total (A)	Male		Female		Total (A)	Male		Female		Total	Male		Female	
			Number (B)	% (B/A)	Number (B)	% (B/A)		Number (B)	% (B/A)	Number (B)	% (B/A)		Number (B)	% (B/A)		
D	Permanent	654	654	100%	0	0%	699	699	100%	0	0%	702	702	100%	0	0%
E	Other than Permanent	4,326	4,041	93%	285	7%	3,883	3,650	94%	233	6%	4,253	4,072	96%	181	4%
F	<b>Total (D + E)</b>	<b>4,980</b>	<b>4,695</b>	<b>94%</b>	<b>285</b>	<b>6%</b>	<b>4,552</b>	<b>4,319</b>	<b>95%</b>	<b>233</b>	<b>5%</b>	<b>4,955</b>	<b>4,774</b>	<b>96%</b>	<b>181</b>	<b>4%</b>

# DIVERSITY, EQUITY, AND INCLUSION (DEI)

## Building an Inclusive Workforce

Fostering diversity and building an inclusive culture are central to AIS's long term sustainability priorities. For AIS, diversity encompasses both visible and non visible characteristics, reflecting the richness of varied experiences, backgrounds, and perspectives across the organisation. The Company is committed to creating an environment where every employee feels respected, valued, and empowered to contribute their unique strengths. Through deliberate efforts to promote

psychological safety, a sense of belonging, and equitable opportunities, AIS nurtures a collaborative culture that enhances collective performance and shared purpose. Diversity, equity, and inclusion serve as catalysts for innovation at AIS. Teams composed of individuals from varied backgrounds bring broader perspectives that spark creativity, encourage constructive dialogue, and fuel breakthrough solutions—particularly in addressing sustainability challenges. By embracing

diverse viewpoints, AIS aims to unlock the full potential of its workforce and drive transformative progress. Aligned with its DEI Framework, AIS has adopted a comprehensive Equal Employment Opportunity Policy that ensures fairness, dignity, and respect for all employees. This policy reinforces the Company's commitment to building an equitable workplace and strengthening communication, collaboration, and mutual understanding across diverse teams.

## Gender Diversity

AIS continues to strengthen women employee representation within the organisation with is constant at 5% of the total employee over past three years, however there has been increase in women worker's percentage over last three year (4% in 2022-23 to 6% in 2024-25). The Company remains focused on enhancing gender balance across functions and levels.

## Participation/ Inclusion/ Representation of Women (FY 2024-25)

S. No	Category	2024-25			2023-24			2022-23		
		Total	Female	%	Total	Female	%	Total	Female	%
1	Board of Directors	10*	3	33%	9	3	33%	10	3	33%
2	Key Management Personnel	2*	0	0%	2	0	0%	4	0	0%

\*One of the KMP is the member of Board, theretofore he is considered as a part of Board of Director



## Age and Disability Inclusion

AIS recognizes the value that employees across different age groups and individuals with disabilities bring to the workplace. Reflecting this commitment, AIS has one male employee with a disability in FY 2024–25 and continues to provide necessary assistive technologies and flexible arrangements to ensure

safety, well being, and equal opportunity. Furthermore in 2024-25 65% the hired workforce was below 30 years and 34% was between 30 to 50 years of age. AIS offices are fully compliant with the provisions of the Disabilities Act, 2016, ensuring accessibility for differently abled employees and workers. Necessary

infrastructure such as ramps, accessible washrooms, lifts, and wheelchairs are available within the premises. The Company remains committed to continuously enhancing its facilities to foster a more inclusive, diverse, and equitable work environment.

## Local Representation

AIS actively promotes local hiring to strengthen its connection with communities and integrate region specific perspectives into operations. Prioritizing local talent enhances community relationships, supports inclusive growth, and reinforces AIS's commitment to sustainable development. This approach reflects AIS's commitment to inclusive growth, social responsibility, and sustainable development through meaningful engagement with local communities.

## Job creation in smaller towns

Location	Current Financial Year 2024-25	Previous Financial Year 2023-24	Previous Financial Year 2022- 23
Rural	NA	NA	NA
Semi-Urban	0.50%	0.30%	0.40%
Urban	70.90%	70.20%	72.90%
Metropolitan	28.60%	29.50%	26.70%

## Employee Turnover and Retention

In FY 2024–25, AIS recorded an overall employee turnover rate of 19%, reflecting an increase compared with previous years. Turnover among male employees rose to 18%, while female employee turnover reached 22%. Recognizing the importance of addressing this trend proactively, AIS is strengthening its commitment to employee engagement and talent retention as part of its broader sustainability framework. Recognising the importance of

addressing this trend, AIS is enhancing its focus on retention and employee experience as a core component of its sustainability agenda. Key strategic actions include:

- Strengthening employee engagement initiatives
- Expanding leadership development programmes
- Building a future ready talent pipeline

These initiatives aim to foster a supportive, growth oriented environment while ensuring stability, resilience, and long term workforce sustainability.



## Turnover rate (%) for permanent employees and workers

	FY 2024-25			FY 2023- 24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18	22	19	18	29	19	16%	31%	16%

Zero turnover rate is observed for worker, showcasing AIS's strong worker wellbeing initiatives.

The return-to-work rate after parental leave in 2024-25 was 67% with a retention rate of 100%

## Remuneration Policy

AIS has established a comprehensive remuneration policy that promotes personal growth, collaboration, and a strong sense of belonging across the workforce. The policy prioritises competitive compensation and robust superannuation benefits, ensuring that employees feel valued, supported, and motivated. For the reporting year, the ratio comparing the percentage increase in annual total compensation

for the organisation's highest paid individual to the median increase for all employees was -40.8. While leadership level remuneration reflects strategic responsibilities and prevailing market benchmarks, AIS remains committed to fairness and competitiveness across all organisational levels. The Company conducts regular assessments of its wage structure to ensure compliance with evolving labour laws, minimum

wage requirements, and regulatory changes. Across all roles and categories, employees—irrespective of gender, position, or background—receive compensation that meets or exceeds statutory minimum standards. This approach supports workplace equity, enhances employees' financial well being, and enables them to focus on professional growth and meaningful contributions.

## Gender Pay Ratio

AIS continues to maintain equitable ratios of basic salary and remuneration between women and men across its workforce. Over the past three financial years, the Senior Management category has demonstrated a favourable gender pay ratio, with women earning,

on average, more than their male counterparts—reflecting meaningful progress toward gender balance in leadership roles. In the Employees and Workers category, AIS acknowledges a decline in the gender pay ratio during FY 2024–25. The Company is actively

reviewing the contributing factors, including role levels, job responsibilities, and skill requirements. Targeted initiatives are being implemented to address identified disparities and strengthen fairness in compensation practices.

	Employees other than BoD and KMP				Workers			
	Male		Female		Male		Female	
	Number	Median	Number	Median	Number	Median	Number	Median
FY 2024-25	2,052	3,99,862	97	4,64,331	654	8,36,934	-	-
FY 2023- 24	1,898	5,13,000	93	5,21,190	699	8,31,792	-	-
FY 2022- 23	1,707	5.21	93	5	702	8.31	-	-



## Gross wages paid to females as % of total wages paid by AIS

	FY 2024-25	FY 2023- 24	FY 2022-23
Gross wages paid to females as % of total wages	3.70%	3.90%	3.70%

AIS remains firmly committed to narrowing gender-based pay gaps, ensuring equal pay for equal work, and upholding its principles of fairness, transparency, and inclusivity.

## Employee Benefits

AIS actively supports the holistic well-being of its employees by promoting a balanced, healthy, and supportive work environment. The Company recognises the importance of work-life balance and implements measures, welfare initiatives, and support systems that enable employees to manage personal and professional responsibilities effectively. These efforts contribute to a positive and engaging workplace culture. AIS offers a broad range of employee benefits designed to support both personal and professional well being.

These include entitlements such as parental leave and other work-life support mechanisms. The benefits available to employees and permanent workers include Health Insurance, Accident Insurance, Maternity Benefits and Day Care Facilities. All contract workers are given comprehensive Health Insurance and Accident Insurance. Beyond standard benefits, AIS provides access to sports programmes and regular health checkups to promote physical and mental wellness. Recognising the financial needs of its

workforce, the Company also extends financial support or salary advances during critical situations. All benefits are extended uniformly to employees across roles and categories, reinforcing AIS's commitment to a supportive, inclusive, and caring workplace. AIS values its employees and workers as a critical part of Human Capital, and the Company provides life insurance or financial compensation in the event of death, ranging from INR 12.5 lakhs to INR 5.7 Crore.

Benefits	FY 2024-25		FY 2023-24		FY 2022- 23	
	employees	Workers	employees	workers	employees	workers
PF	99%	100%	99%	100%	99%	100%
Gratuity	99%	100%	99%	100%	99%	100%
ESI	32%	0%	17%	0.15%	17%	85%

## Spending on measures towards well-being of employees and workers

	FY 2024-25	FY 2023-24	FY 2022- 23
Cost incurred on well-being measures as a % of total revenue of the company	0.23%	0.26%	0.28%

The Company has consistently invested in employee and worker well-being over the past three financial years, with expenditure amounting to 0.28% of total revenue in FY 2022-23, 0.26% in FY 2023-24, and 0.23% in FY 2024-25. The continued allocation of resources demonstrates the Company's sustained focus on workforce welfare, including health benefits, safety initiatives, employee engagement, and development programs, reinforcing its commitment to responsible and people-centric business practices.



## Employee Engagement and Empowerment

Employee engagement and empowerment are core components of AIS's people strategy, fostering trust, inclusion, and a shared sense of purpose. Structured initiatives focus on promoting open communication, cross functional collaboration, and frequent feedback. AIS prioritises transparent and timely communication, especially

during periods of operational change. Employees and their representatives receive adequate notice before any significant modifications to business operations, working conditions, or role responsibilities. This proactive approach strengthens trust and supports inclusive decision making.

Regular town halls conducted by the Managing Director and Business Heads, along with periodic MD's newsletters, ensure employees remain informed and aligned with the Company's vision and direction.

## Retention and Employee Engagement

AIS places strong emphasis on retaining and engaging both employees and its extended workforce, particularly those who consistently demonstrate alignment with the Company's values and ethics. Retention efforts are supported through:

- Competitive Compensation and benefits
- a healthy, safe, and supportive work environment
- regular recognition and reward programmes
- meaningful opportunities for learning and development

A well-defined recruitment policy and a comprehensive talent management and retention manual guide the HR team in strengthening workforce stability. AIS is committed to promoting holistic well-being by cultivating a positive, inclusive, and respectful workplace environment. The Company prioritizes both mental and physical health by extending comprehensive support to employees, workers, and their families. All permanent employees are covered under health and accident insurance policies, and childcare facilities are provided across locations to support working

parents. To strengthen engagement and foster a collaborative culture, AIS conducts a range of initiatives across its manufacturing sites and offices. These include yoga and wellness sessions, mental health awareness programmes, POSH training to reinforce a safe work environment, sports activities such as cricket tournaments, plantation drives, and celebrations such as Children's Day. Together, these initiatives encourage meaningful connections, enhance employee morale, and reinforce a culture of well-being and mutual respect.

## Employee Transition Assistance

AIS values the institutional knowledge and specialised skills acquired by employees throughout their careers. To preserve this expertise, the Company selectively re-engages employees post superannuation through consultancy or part time assignments. This practice supports continued employability for retired professionals, ensures the retention of critical organisational knowledge, and strengthens AIS's commitment to inclusive and sustainable workforce practices.





## Success story of Arun Kumar Bhatt

AIS Culture Career



**TOTAL YEARS ASSOCIATED WITH AIS**  
37 Years | 3 Month | 26 Days

Joining to retirement

Department Head (Electrical)      Department Head (Prod.- Temp Ist, IInd & Sub Assy)      Department Head (Prod. Tempered)

Section Head (Electrical)

Process Engineer (Electrical)  
(Completed B-Tech in Electrical Engineering)

Shift S/V (Electrical)

**1987**

Diploma Engg. Trainee (Electrical)

- During my tenure, coordinated annual sports events at Bawal Plant and lead responsibilities of different committees.
- Lead Planned Maintenance TPM Pillar, Energy Task groups etc.

## Celebrating Employee Commitment and Service

AIS fosters a deeply respectful and people-centric work culture, where long-serving employees and associates are honoured for their dedication and contribution to the company's growth. The retiring team members are formally felicitated by the AIS CMD, reflecting the appreciation for their enduring role in shaping AIS's success.



## Performance Management

Career development, performance reviews, and ongoing feedback form essential components of the AIS Performance Management System (PMS), implemented across all sites and offices. Employees set individual goals based on their roles and KRAs, aligned with managerial approval. The existing PMS includes monthly business check ins (plan vs. actual), with formal performance reviews conducted quarterly, half yearly, and annually. A five point rating scale is used. The PMS comprises nine competencies grouped into four tiers:



Creating Personal Excellence



Driving Results through Leadership Team



Succeeding with Others



Technical Competency

Behavioural competencies account for 20% and other performance KPI accounts for the remaining 80% during annual performance reviews.



## Details of Performance and Career Development reviews of employees and workers:

	FY 2024-25			FY 2023- 24			FY 2022-23		
	Total	Number	%	Total	Number	%	Total	Number	%
Male	2,070	1,810	87%	1,830	1,190	65%	1,733	1,209	70%
Female	97	89	92%	93	71	76%	93	31	33%
Total	2,167	1,899	88%	1,923	1,261	66%	1,826	1,240	68%

Feedback is provided by the Manager and L2 Manager during half yearly and annual reviews. Promotions are based solely on merit and potential, assessed using the nine box grid method. Transfers and job rotations are determined by performance and

organisational opportunities aligned with the employee's credentials and experience. Career development reviews are provided to Workers through a comprehensive programme for "Operating Engineer Trainees" and "Diploma Engineer Trainees", which

involves periodic reviews for process skill enhancement by Departmental Heads. This programme aims to improve the quality of people by improving their technical capability and ensuring the Company's QCDV target is achieved.

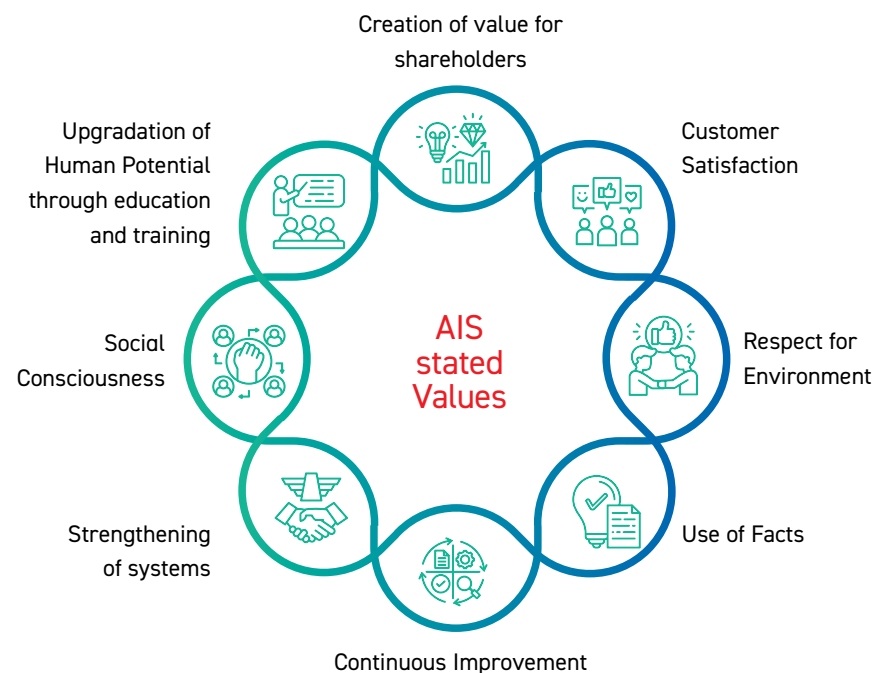
## Succession Planning and Leadership Development

AIS adopts a forward looking approach to talent management through strong succession planning and leadership development practices. By identifying and nurturing high potential employees, the Company ensures a steady pipeline of future leaders who uphold its values and long term commitments. High potential employees gain exposure through mentorship, interaction with senior leadership, and involvement in strategic sustainability projects. This prepares them to lead with resilience, foresight, and integrity, strengthening the organisational culture of long term growth and stability. Leadership Development Programmes (LDPs) are central to this strategy. AIS collaborates with external institutions such as MACE, ACMA, FLAME University, and the IIMs to

offer specialised leadership training. Key programmes include:

- Leadership Development Programme by MACE
- Strategy & Leadership in a VUCA World – IIM Bangalore
- Leadership Training Programme – FLAME

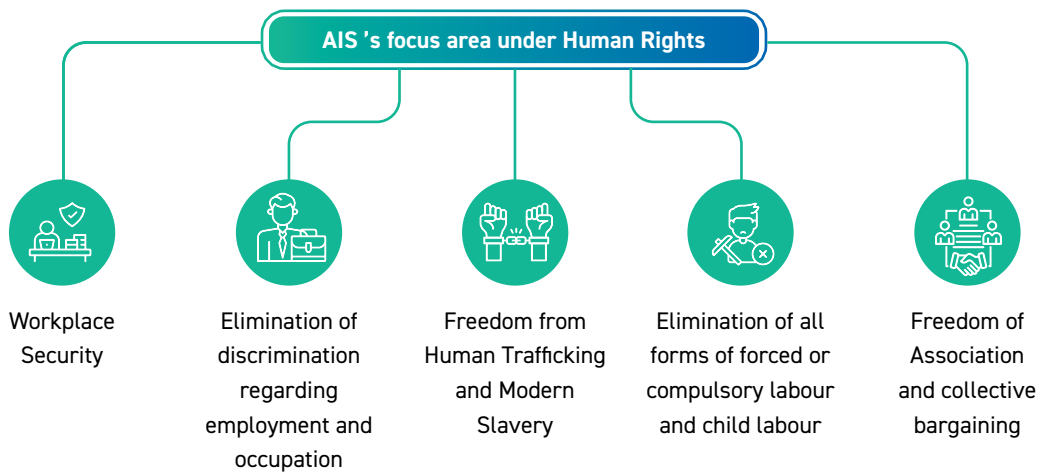
## AIS stated Values





# COMMITMENT TO HUMAN RIGHTS AND FAIR LABOUR PRACTICES

AIS is committed to upholding fair labour practices and safeguarding the human rights of all employees and workers, in alignment with both international standards and local regulations. Any violation of these rights is treated with urgency and sensitivity and may result in regulatory, legal, or disciplinary action. AIS is firmly dedicated to the following focus area:



## Human Rights Commitments

AIS upholds a strong commitment to respecting, protecting, and promoting human rights in line with internationally recognised frameworks and applicable laws. The Company's human rights approach reflects the principles of

dignity, equality, and fairness, and aligns with the expectations of the UN Guiding Principles on Business and Human Rights (UNGPs), and relevant GRI Standards. AIS integrates human rights considerations into its

governance, operational practices, and workforce management systems to ensure responsible and ethical business conduct.

## Training on human rights issues and policy(ies) in AIS

	FY 2024-25			FY 2023- 24			FY 2022-23		
	Total	Number	%	Total	Number	%	Total	Number	%
<b>Employees</b>									
Permanent	2,149	2,149	100%	1,898	1,560	82%	1,804	1,710	95%
Other than permanent	18	18	100%	25	0	0%	22	0	0%
Total Employees	2,167	2,167	100%	1,923	1,560	82%	1,826	1,710	95%



	FY 2024-25			FY 2023- 24			FY 2022-23		
	Total	Number	%	Total	Number	%	Total	Number	%
<b>Workers</b>									
Permanent	654	555	85%	669	459	69%	702	388	55%
Other than permanent	4,326	3,720	86%	3,883	3,278	84%	4,253	2,410	57%
Total Workers	4,980	4,275	86%	4,552	3,737	82%	4,955	2,798	56%

**100% of the Security personnel received formal training in the AIS human rights policies or specific procedures and their application to security in FY 25.**

### Protection Against Forced and Child Labour

AIS strictly prohibits the use of child labour, forced labour, bonded labour, or any form of involuntary or trafficked labour across all operations, including plants, offices, and contractual work environments. The Company conducts

rigorous age verification, contractual compliance checks, and supplier monitoring to ensure that no individual below the legal working age or subject to coercive working conditions is employed. AIS's internal audits and compliance

protocols reinforce zero tolerance for practices that violate fundamental labour rights, ensuring full adherence to local legislation and global labour standards.

### Equal Employment Opportunity

AIS strongly promotes "equal opportunity to all", irrespective of gender, caste, creed, religion, disability, sexual orientation, personal characteristic or status and any other discriminatory factor. Company's "Policy on Equal Opportunity & Diversity,

Equity, and Inclusion", recognizes the value of a diverse workforce. The Policy is committed to providing equal opportunities in employment and fostering an inclusive workplace where all employees are treated with respect, equality, and dignity. In addition,

salient features of our Human Rights Policy include non-discrimination, equal opportunities, reasonable accommodations, accessibility, awareness, and sensitization factors, along with grievance redressal mechanism.

### Compliance with Laws

AIS remains fully committed to complying with all applicable human rights laws, labour regulations, and statutory requirements governing workplace conduct, safety, and fair treatment. Internal governance mechanisms, periodic legal reviews, and structured monitoring processes ensure timely identification of regulatory changes and consistent adherence across all units. The Company's strong compliance culture reinforces ethical operations and responsible workforce practices.

**All the employees and permanent workers received the remuneration higher than the minimum wages. AIS ensures that other workers (contractual/ temporary ) receive the minimum wage and whereas one with skill sets are paid higher (27% of the other than permanent worker)**



## Protection Against Sexual Harassment (POSH)

AIS is committed to ensuring a workplace free from gender based discrimination, bias, intimidation, and sexual harassment. The Company enforces a zero tolerance policy for any

form of misconduct and ensures that preventive and redressal mechanisms—such as Internal Committees, awareness sessions, and transparent investigation processes—are fully implemented. All

incidents are addressed in accordance with statutory requirements and Company values, reinforcing a safe, respectful, and inclusive environment for all employees.

## Healthy and Safe Work Environment

AIS provides a workplace that is safe, hygienic, and respectful of employees' dignity. The Company adopts robust occupational health and safety standards, maintains well defined

safety systems, and continuously monitors adherence to safety protocols across all operational sites. Training, hazard identification processes, and risk mitigation measures form an

integral part of AIS's commitment to safeguarding its workforce and ensuring a healthy, humane work environment.

## Collaboration and Worker Representation

AIS promotes a culture of employee participation through workforce committees that provide inputs on working conditions, welfare measures, and operational practices. The Company respects the viewpoints of employee representatives and ensures access to grievance redressal mechanisms that are fair, confidential, and responsive. These practices strengthen social dialogue and support collaborative workforce relations.



## Employee Development

AIS is committed to continuous skill enhancement and capability building for all employees. The Company provides equitable and non discriminatory access to learning and development opportunities, ensuring that every employee can participate in training programmes that enhance technical, behavioural, and managerial competencies. This approach supports long term employability, performance improvement, and career progression.





## Reporting Human Rights Violations (Aligned with GRI 2-26: Grievance Mechanisms)

AIS provides accessible grievance channels for reporting any violation of human rights. Concerns may be escalated to the AIS Values Steering Committee, which oversees adherence

to organisational values and ensures timely and appropriate action. Regular training and awareness initiatives educate employees about their rights, responsibilities, and available

mechanisms for reporting concerns confidentially and without fear of retaliation.

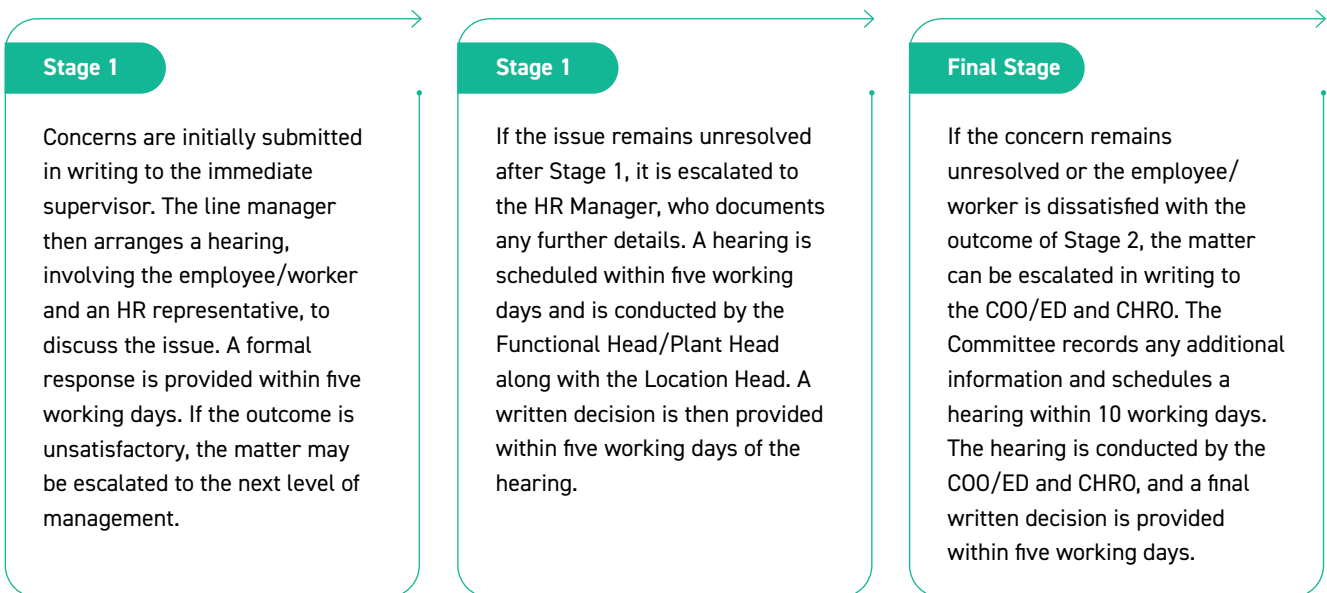
## Grievance Redressal Mechanism

The employees and workers have access to the company's Whistleblower mechanism and can raise their grievances through the mechanism's email ID, online portal, and other written channels. At each site, various committees like the Safety Committee, Canteen Committee, Transport Committee, and Employee Welfare Committee are available where employees and workers can register and redress their grievances. Further,

at each plant location, suggestion boxes have been installed at key locations for employees and workers to write and submit their recommendations and feedback. Employee and extended workforce grievances are addressed in a timely and effective manner through our grievance redressal mechanism, available at all our plants/offices. Employees and workers have access to the Company's Whistleblower mechanism, enabling them to raise

grievances through email, an online portal, or other written formats. Each site is equipped with committees such as the Safety, Canteen, Transport, and Employee Welfare Committees, which serve as platforms for grievance registration and resolution. Additionally, suggestion boxes are placed at prominent locations within each plant to encourage submission of feedback and recommendations from employees and work.

Formal Grievance Redressal Mechanism is available at AIS for employees and workers to raise complaints and seek redressal on their issues/ concerns, in the following manner:



AIS also has in place an informal channel of grievance redressal that allows complaints to be resolved informally in discussion and deliberation with the employee/worker's immediate supervisor.

**Zero grievances were recorded in  
FY 2024-25**



## Protection Against Retaliation in Discrimination and Harassment Cases

AIS has established a robust mechanism to protect individuals who raise concerns about discrimination, harassment, or human rights violations. The process ensures confidentiality, fairness, and protection from retaliation, in alignment with GRI 406 and internationally recognised practices. The Company prioritises confidentiality to safeguard complainants from reputational

or professional harm. A strict non-retaliation policy ensures that no adverse action is taken against individuals who report concerns in good faith. AIS follows a transparent, objective, and timely investigation process and keeps complainants informed throughout. The Company also offers counselling and support services to individuals experiencing emotional distress.

Regular training programmes reinforce awareness, prevention, and reporting requirements, while continuous policy reviews ensure alignment with legal standards and emerging best practices. As a result of these systems, AIS recorded zero cases of non-compliance relating to discrimination, harassment, wages, or misconduct during FY 2023–24 and FY 2022–23.

## Freedom of Association and Collective Bargaining

AIS upholds the right of employees to freely associate with and engage in collective bargaining. The Company follows a structured collective bargaining process that supports long-term settlements, typically lasting four years,

contributing to stable and harmonious industrial relations. AIS has operated for more than three decades without labour unrest, demonstrating the effectiveness of its engagement framework. Approximately 88% of workers are

covered under collective bargaining agreements, while the remaining workforce is governed through fair and transparent internal processes ensuring equitable treatment and consistency in employment conditions.

## Membership of employees and workers in association(s) or Unions

The proportion of workers associated with unions or associations has remained consistently high over the past three financial years. In FY 2024–25, 88% of workers were part of associations or unions, comparable to 88% in FY 2023–24, and slightly higher than 85% in FY 2022–23. This steady level of representation reflects a strong culture of collective engagement and structured workforce participation within the organization.

## Actions Taken to Abolish Child Labour and Forced Labour in supply chain

AIS implements strict measures to ensure that no form of child labour or forced labour occurs within its operations or supply chain. A rigorous background verification process is conducted for all workers—including contract labour—to verify age eligibility

and employment status. The Company provides right-based training to help workers understand their entitlements and grievance channels, enabling early identification of potential risks. All employment contracts include a Mutual Employment Agreement clause, enabling

employees and workers to voluntarily terminate employment without providing a reason, provided they comply with notice period norms. This measure reinforces freedom of choice and protects individuals from coercive labour practices.



# WORKFORCE SKILL DEVELOPMENT AND CAPACITY BUILDING

## Employee Training and Development

Training,” reinforcing its commitment to continuous learning and capability building. The company invests in the professional development of employees and its extended workforce by offering structured opportunities for skill enhancement, leadership

development and exposure to critical areas such as sustainability. This learning culture enables employees to contribute effectively to organisational sustainability goals and respond to evolving market requirements. Training is delivered through three primary

channels: the Learning Management System (LMS), internal and external programmes, and physical or virtual sessions. AIS’s four step training evaluation and impact model ensures measurable development outcomes.

## Employee Training and Development



The Corporate Learning and Development (L&D) team drives capability enhancement across the organisation by strengthening behavioural, functional, technical, process and safety competencies. Behavioural training needs are identified through the Performance Management System (PMS), incorporated into the annual training calendar, and delivered monthly through physical

or virtual formats. Key areas include communication, assertiveness, problem solving, decision making, delegation and negotiation. Skill based and functional training is delivered through internal experts, external partners and residential programmes. The LMS provides self paced learning through interactive modules, reference materials and presentations covering technical, social, environmental and

strategic business topics. Senior management development is supported through externally led leadership and management programmes delivered in blended formats. Additionally, AIS has introduced a Higher Education Policy enabling B.Tech graduates to pursue further studies under company sponsorship, supporting advanced skill development and long term career progression.



## Training given to employees and workers on “Skill Upgradation”

Category	FY 2024-25			FY 2023- 24			FY 2022-23		
	Total	Number	%	Total	Number	%	Total	Number	%
<b>Employees</b>									
Male	2,070	1,795	87%	1,830	1,290	71%	1,733	1,406	81%
Female	97	93	96%	93	22	24%	93	42	45%
Total	2,167	1,888	87%	1,923	1,312	69%	1,826	1,448	79%
<b>Workers</b>									
Male	4,695	4,263	91%	4,319	3,633	84%	4,774	4,378	92%
Female	285	238	84%	233	190	82%	181	175	97%
Total	4,980	4,501	90%	4,552	3,823	84%	4,955	4,553	92%

	FY 2024-25	FY 2023-24
Average hours per FTE of training and development*	48	46

\*The training and development activities include in person/physical trainings and virtual trainings

## Training and awareness programmes on ESG during 2024-25

Segment	Total number of training and awareness programs held	Topics covered under training and its impact	%age participation
Employees other than BoD and KMPs	920	<b>Various training on the following topics for behaviour management:</b> Communication Skills, Accountability & Ownership, Attention To Detail, Delegating To & Directing Others, Developing Teams for High Performance, Leading, Supervising & Managing Performance, Negotiation Skills, Networking & Relationship Building, Problem-Solving & Decision Making Training, Result Orientation, Self-Awareness & Self Control, Strategic Thinking & Alignment, Taking Initiative & Being Proactive, Time Management, Microsoft Excel- Advance Training, Planning & Project Management, Workshop on Musical Mindfulness, Workshop on Mental Health Awareness, Workshop on Cervical Cancer Awareness, Leadership Connect on 'Brand You'. Plant HR provided training and Topics: Code of Conduct, POSH, PPE's Adherence, WASH and Hygiene, Employee engagement, Information Technology, Employee Health & Safety, Work Ethics, Manual Handling, Work at heights, Fire Drills and fire safety, and behaviour-based safety training.	82%
Workers	732	<b>Various training held for workers on the following topics:</b> Code of Conduct, Health, Hygiene & Cleanliness, POSH, Teamwork, PPE's Adherence, Employee health and safety, Extreme weather conditions, Machinery safety, Complaint mechanism, Work ethics, Shop floor safety, Do's and don't in case of Fire and other emergency, near miss and unsafe condition act reporting, Waste and water management and saving practices.	85%



## Training Categorization

The Company's training efforts have been classified under the following broader categories:

Strategic Initiatives	Technical capability enhancement
Competency Enhancement Program (CEP) for Supervisors	AIS Vidya Niketan – DOJO Training Centre
Competency Enhancement Program (CEP) for Process In-charges/ Process Engineers / Section Heads / Department Heads	Development & implementation of E-Learning Modules training
	Technical Training through Process Technical Manuals
Technical – Practical / Simulation Training Lab set up – processes & systems	Regular Training Programme – Functional, Process Excellence and Safety
	Shop-floor associates training using Job standards
AIS Training Record System – AISTRs (now AIS Learning Management System)	Graduate Engineers Trainees Technical Capacity Development
	Lateral Hires Capability Development

During FY 2024-25, AIS conducted **932 training sessions** for employees, covering an average of **87% of the total employee strength**. In addition, **732 training sessions** were delivered for workers, primarily focused on safety protocols, job standards, quality checks, process requirements and customer specific needs. These initiatives reinforce AIS's commitment to equipping both employees and workers with the knowledge and skills required for effective and efficient day to day operations.

AIS also implemented several targeted technical capability development programmes for section heads, process engineers and Graduate Engineer Trainees (GETs). These programmes strengthened core management competencies in key areas including **Safety** (KY viewpoints, fire and process risk assessments), **Quality** (built in quality, Poka Yoke) and **Productivity** (FIFO, Min-Max systems, efficiency management).

The organisation further enhanced shop floor capability through the **Shop Guru** initiative, aimed at improving process skills and elevating training methodologies at operational levels. Technical capability development programmes were also delivered for operating engineers and newly elevated supervisors to reinforce functional excellence and operational discipline.

## LMS Self-Paced Modules

The LMS integrated with database offers a modern and flexible approach to learning, ensuring that online learning resources are accessible anytime, anywhere. This tool is invaluable in today's workplace, providing:

- Remote Access to Learning
- Diverse Learning Formats, such as interactive modules, videos, PPTs, PDFs, etc.
- Self-Paced Learning, allowing individuals to progress at their own speed.

- Multi-Device Access, available on mobile, desktop, or laptop
- Unlimited Access to the Open-for-All library

The LMS serves as a central repository for all training content, ensuring consistency and streamlined access across the organisation. It offers a wide range of modules, from concise resources such as Bestseller Book Summaries and One-Minute Modules to more comprehensive courses including

Goal Setting, Building Mindfulness and Learning Agility. In addition to general learning materials, the LMS hosts time-bound, audience-specific programmes. Initiatives such as AIS RISE and Smart Start are designed for new hires, lateral recruits and fresh graduates. These structured, two-month programmes focus on developing essential behavioural competencies to enable faster integration and stronger performance in early-stage roles.



## AIS Rise 3.0

AIS Rise 3.0 is an LMS program introduced to assist new joiners assimilate quickly into AIS culture. The LMS program functioned as a guide to new joiners by introducing them to key

workplace behaviours appreciated and promoted in AIS. The topics included Self Leadership, Problem Solving, Team Collaboration and managing change, all the key skills required to perform and

adapt to a fast paced workplace. The program ran for 8 weeks with courses being assigned on a fortnightly basis to ensure continuous and bit by bit learning.

## AIS RISE 3.0 Program Closure

**AIS RISE 3.0** is an e-learning initiative designed to build core behavioural skills in new joiners through interactive and structured learning. The program covers Self-Leadership, Problem Solving, Team

Collaboration, and Managing Change through fortnightly curriculums over 8 weeks. Tailored tracks are offered for Individual Contributors (Build) and People Managers (Lead).

Fastest learners and top performers were recognized for their active participation and high scores:-

### Top Learners of the Program are mentioned below:

**Top Performers** Completed all post-tests with a perfect score in a single attempt!

Employee Code	Name	Designation	Department
104631	Himanshu Pandey	Manager	Marketing
104736	Shyam Sunder Singh	Senior Officer	Maintenance
104522	Sumit	Executive	Customer Support Department
104950	Mohammed Shajahan	Area Manager	Sales & Marketing
104866	Aman Negi	Executive	Sales & Marketing
104764	Sachin Kumar	Senior Executive	HR & Administration

**Consistent Star Performers** Maintained speedy completion across all chapters!

Employee Code	Name	Designation	Department
104771	Navaaz Shariff	Cost Analyst	Business Intelligence
104605	Swapnil Sanjay Shirsath	Process Engineer	Maintenance
104546	Monika Dalal	Design Engineer	Research & Development



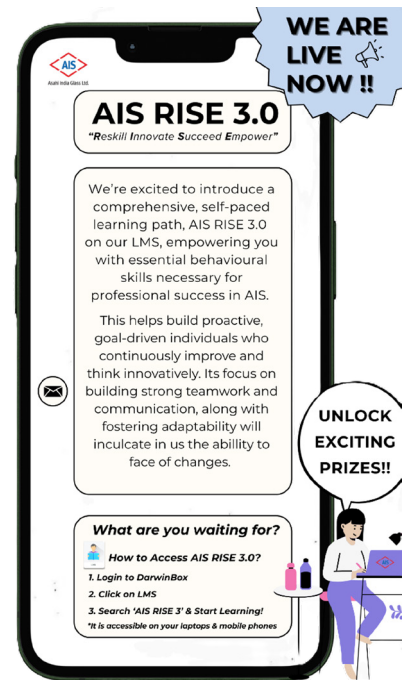
**First Mover Badge** Accessed the learning path before everyone else!

Employee Code	Name	Designation	Department
104614	Akhila Soman	Executive	Sales & Operations

**Fast & Focused** Finished the learning path before everyone else!

Employee Code	Name	Designation	Department
104564	V Ravi Kumar	Section Head	Quality Assurance

To further improve the spirit of learning, several categories of winners were announced, ensuring the participants understood that their efforts are tracked and rewarded by organization. Winners in several categories were announced, ranging from consistent star performers, top scorers and the individuals who completed the modules first.



## AIS Vidya Niketan (DOJO Training Centre)

AIS Vidya Niketan, the DOJO Training Centre, serves as a structured induction platform designed to equip new joiners with the skills and knowledge required for effective role performance. Derived from the Japanese term meaning “place of the way,” the DOJO framework focuses on Safety, Quality, Skills and Discipline to meet both organisational and customer expectations. A standard four-day training cycle is followed, with evaluations conducted after each DOJO module and corresponding learning component. Upon successful completion of the DOJO curriculum, Associate Trainees undergo a 10-Cycle Check Evaluation over six days on the shop floor. Feedback from these evaluations is systematically used to enhance the Vidya Niketan training process.





## AIS VidyaNiketan (DOJO)



**Objectives** – To improve quality of new joinees to meet company's SQDCEP target and Customer expectations



**Procedure** – Business Process Flow BPF – HRD – 13 & 13A

- DOJO Training Centre is a place for all the new joinees where a way is shown to all about how they need to perform at their workplace related to Safety, Quality, Skills & Discipline to meet the customer as well as organization requirements.
- 4 days training cycle is followed as per standard procedure along with evaluation test after completion of every DOJO and E-learning modules.
- After qualifying the DOJO curriculum as per the standard procedure, the Associate Trainees undergo 10 Cycle Check Evaluation for 6 days after allocation at shop floor.
- Feedback received through shop floor is used for improvement in VidyaNiketan trainings.



Safety DOJO



Quality DOJO



Product DOJO



Process DOJO



Defect based Learning



Process Rules DOJO



Morning Exercises



Senses DOJO

## Key Trainings during FY 2024-25



**Technical capability development program for Section Heads, Process Engineers, and GETs:** Aims to enhance overall management skills with a focus on Safety (KY Viewpoints, Fire & Process Risk Assessments), Quality (Built-in Quality, Poka Yoke), and Productivity (FIFO, Min-Max, Efficiency Management).



**Supervisory development programme:** Designed to help supervisors understand normal and abnormal conditions at Gemba, driving plant performance towards achieving KPI targets.



**Skill inventory mapping:** Identifies skill gaps and targets areas where skills need to be upgraded through specific training programs.



**Shop Guru concept:** Focuses on process skill enhancement and improving education and training methods on the shop floor through the Shop Guru initiative.



**Operating engineers and elevated supervisors:** Focuses on developing technical capabilities to ensure high levels of operational efficiency



**Company Overview:**

Impart awareness of Company profile, TQM, TPM, 5S, and basic HR & IR Policies and procedures

**Maintenance DOJO:**

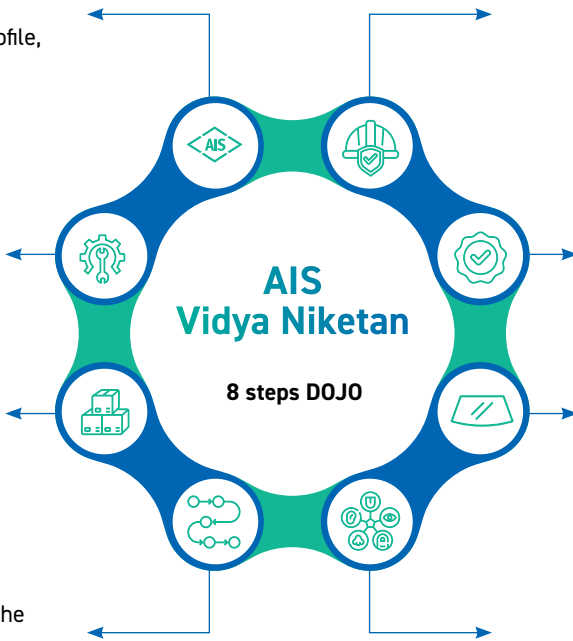
To provide basic information about tools, equipment, and parts being used at the shop floor

**Process DOJO:**

To include basic-know-how of glass handling and packaging process skills

**Process Rules DOJO:**

To create basic understanding of the process rules to be adhered to at shop floor



**Safety DOJO:**

Impart awareness of the basic safety management practices and processes being adopted by AIS including fire-safety

**Quality DOJO:**

Impart awareness on various quality defects, measurement methods and various measuring tools

**Product DOJO:**

To provide basic knowledge related to various types of products manufactured

**Senses DOJO:**

To enhance brain-eye hand coordination and motor skills

**Annual trainings at AIS**



**One point lesson (OPL) customer claim awareness training:** Provide training and awareness on the latest customer claims at Vidya Niketan.



**Skill inventory mapping:** Detect skill gaps and identify areas needing skill upgrades through training. This helps in addressing process manpower requirements.



**AIS QMS training plan:** Educate employees on Quality Management System (QMS) procedures and Business Process Flows (BPFs).



**Focus on improving Vendor Systems Audit (VSA):** Enhance education & training VSA clause awareness through dedicated training sessions.



**Addition of project work in GETs training plan:** Aim to improve the problem-solving skills of trainees and implement the best ideas to enhance plant productivity.



**Supervisor Development Training at Bawal Plant:** This program is designed to help supervisors become more efficient and proficient, with information on delegating, managing time, setting goals and expectations (for themselves and others), providing feedback, resolving conflict, and administering discipline in their daily activities. The training is conducted through classroom arrangements mainly based on activities, games, exercises, videos, role-plays, and assessment. From the Bawal Plant, 38 personnel, consisting of Junior Officers and Shift In charge have been nominated to participate in the training session.

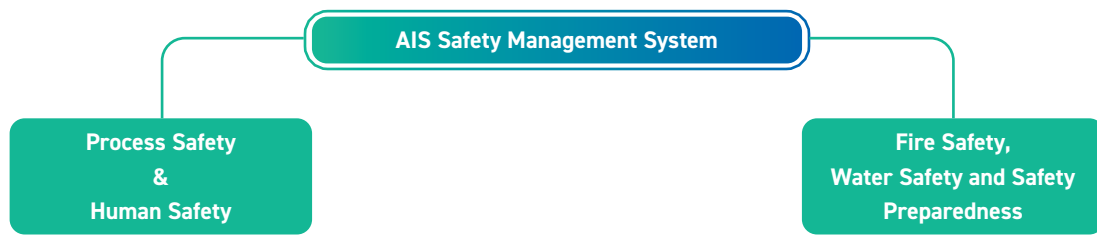


# OCCUPATIONAL HEALTH AND SAFETY (OHS)

AIS is committed to fostering a culture of safety excellence that goes beyond regulatory compliance, promoting a healthy, safe and enabling work environment. The Company's

Occupational Health and Safety (OHS) framework aligns with leading national and international standards and integrates global best practices to continuously track, monitor and enhance

safety performance. The AIS OHS Policy reinforces this commitment by prioritising the health, safety and welfare of all stakeholders and striving for an incident free workplace.



**Routine Activities** are monitored through adherence to Job Safety Analysis, Hazard Identification and Risk Assessment (HIRA), Standard Operating procedure, and Operational Control Procedure.

**Non-routine activities** are monitored through Work Permit systems and JSA (Job Safety Analysis) to ensure the health and safety of workers. Machines and Materials are, a) Hot work permit, b) Confined space entry permit, c) Height work permit, d) General work permit, e) Electrical work permit, f) Lifting work permits, and g) Excavation work permit.



AIS has implemented a comprehensive, organisation wide Health and Safety Management System, offering a structured, top down approach to safety risk management and the effectiveness of control measures. The system comprises defined policies, standardised procedures and operational practices aimed at minimising accidents, occupational hazards and work related illnesses. Regular internal and external audits confirm compliance across

manufacturing operations in line with ISO 45001 requirements. The Company's Process Safety Management framework further strengthens the adoption of best in class safety protocols. AIS's Safety Management System integrates responsibilities at both management and shop floor levels. Safety remains a strategic priority for senior leadership, supported by five key organisational safety targets that drive continuous improvement across operations. In

addition, AIS has established robust mechanisms to identify and manage work related hazards, including design checklists, HAZOP, HIRA and consequence modelling studies. A structured reporting process enables early detection of hazards through KY Kiken Yochi (danger prediction), daily toolbox meetings, safety committee meetings, pointing and calling practices, safety patrolling and near miss reporting.



## Key Hazard Identification and Reporting Practices

- 01 KY Kiken Yochi (Danger Prediction)**  
A systematic tool used by workers to identify potential dangers and determine immediate countermeasures.
- 02 Daily Toolbox Meetings**  
Conducted before the start of work activities to highlight associated risks and mitigation measures.
- 03 Safety Committee Meetings**  
The committee supports safety culture development, efficiency improvements and compliance with safety standards. Joint inspections by management and employees ensure timely corrective and preventive actions.
- 04 Hazard Identification and Risk Assessment (HIRA)**  
A structured process for identifying hazards, evaluating risks and implementing control measures to reduce risk to acceptable levels.
- 05 Pointing & Calling**  
A behavioural safety practice implemented across plants to minimise errors by visually and verbally confirming critical indicators.
- 06 Safety Patrolling**  
Weekly patrols by safety officers to identify risks, ensure compliance and provide prompt resolutions.
- 07 Near Miss Reporting**  
Encouraged across all sites to enhance risk awareness, prevent incidents and strengthen overall safety performance.

AIS's Environment, Health and Safety (EHS) management system incorporates ISO 45001:2018, OSHA standards, the Factory Act and other applicable regulatory requirements. All manufacturing sites undertake proactive monitoring, including daily safety patrolling, statutory inspections, workplace audits, hygiene checks, behavioural based safety observations, mock drills and periodic safety committee reviews. On the job safety training, daily briefings and continued awareness efforts reinforce safe working practices. Recognition programmes, such as Kaizen Awards, promote adherence to safety excellence.

AIS operates fully equipped 24x7 Occupational Health Centres (OHCs) staffed with AFIH qualified medical officers, trained male and female nurses and licensed ambulance drivers. The centres provide first aid, primary medical care and support for common ailments in line with Factory Act requirements. Fire Safety Preparedness AIS continues to strengthen fire safety infrastructure, electrical fire prevention systems and emergency response capability, supported by Momentum India. Plants conduct self assessments and classify fire safety risks as high, medium or low based on statutory compliance, detection and suppression systems and broader safety process frameworks.

**As a result of these measures, AIS recorded ZERO work related injury in FY 2024-25, reflecting the effectiveness of its Safety Systems.**



## Contractor Management System

AIS has established a structured Contractor Management System to ensure the systematic selection, evaluation and performance oversight of contractors in relation to Health, Safety and Environment (HSE) requirements. The guidelines apply to all AIS contractors and serve as a reference for a wide range of activities, including

construction, equipment installation or removal, maintenance and repair services. Under this framework, contractors are responsible for ensuring that their workforce participates in all relevant safety, health-care and HSE training programmes conducted by AIS or by the contractor on AIS's behalf. Each contractor must deploy at

least one full-time, competent safety supervisor for every contract. For activities involving a larger workforce, additional supervisors are assigned at a minimum ratio of 1:50, ensuring adequate on-site safety oversight and compliance.

## Safety Enhancement Drive at AIS manufacturing sites

Scope	Rationale
<b>Safety Perception Survey</b>	To gauge the safety thought process of the employees and workers at the shop floor.
<b>Mascot</b>	To create an identity for safety officer and importance of safe workplace.
<b>Steering Committee</b>	To enable a top-down approach towards safety implementation and feedback from the employees and workers.
<b>Cross-Functional Teams (CFT)</b>	To divide the responsibility of inculcating a safety culture within all departments.
<b>Contractor Safety Management</b>	Maximize contractor efficiency through upskilling workforce and minimize business disruptions.
<b>Quarterly Assessment</b>	To allow for constant monitoring and review of implementation of safety procedures and systems.
<b>Visits</b>	
<b>Mi-Safe App</b>	Paperless Reporting Monitoring Resolution Tool.
<b>Trainings: BBS (3 level) and HSE</b>	To Inculcate and Promote Safety Culture.





## Health and Safety Training

In FY 2024-25, all employees and workers are provided with mandatory induction training encompassing session on health and safety guidelines and protocols at AIS, which is completed

by all 100% workforce. However, during the reporting period, in addition to the mandatory induction training and DOJO awareness session, over 80% of its employees, and over 90% of its workers

received training related to health and safety measures and initiatives, including employee well-being, mental health and emotional well-being and development.

Category	FY 2024-25			FY 2023- 24			FY 2022-23		
	Total	Number	%	Total	Number	%	Total	Number	%
<b>Employees</b>									
Male	2,070	2,070	100%	1,830	1,552	85%	1,733	1,406	81%
Female	97	97	100%	93	35	38%	93	42	45%
Total	2,167	2,167	100%	1,923	1,587	83%	1,826	1,448	79%
<b>Workers</b>									
Male	4,695	4,695	100%	4,319	4,006	92%	4,774	4,378	92%
Female	285	285	100%	233	193	83%	181	175	97%
Total	4,980	4,980	100%	4,552	4,199	92%	4,955	4,553	92%

At AIS, following initiatives have been implemented for enhancing safety, empowering employees, and building capacity of the employees and workers such as, classroom sessions for the

introduction of each DOJO, virtual process briefing/ training through E-Learning Modules, comprehensive DOJO training evaluation system, industrial walking practice simulation,

and team building games. All these activities are undertaken to inculcate behaviour change among the workforce at AIS.

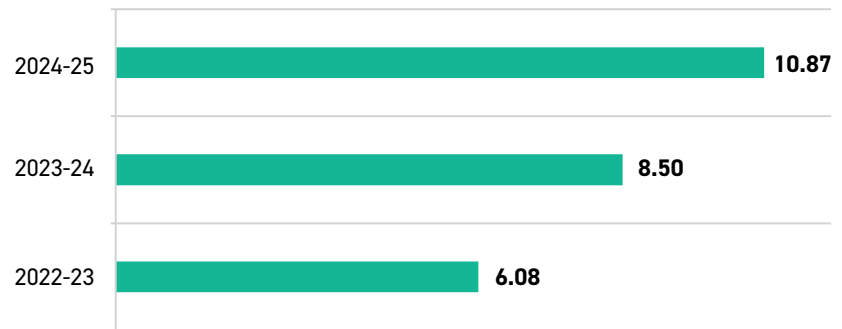




# COMMUNITY ENGAGEMENT AND SOCIAL CONTRIBUTIONS

AIS is committed to create a positive impact on the lives of the communities through its Corporate Social Responsibility (CSR). It endeavours and aims to collaborate with organizations and communities to sustain the positive impact. The mission is led by Company's CSR Committee, which is guided by AIS's CSR Policy with primary focus on education, health, water and sanitation, women empowerment, and livelihood development. The CSR programs and activities are closely tracked, monitored, and reported for the identified key performance indicators to showcase the progress of the activities and initiatives implemented across locations. In the FY 2024-25, an amount of INR10.87 Cr was spent under various CSR activities

## CSR Spend by AIS (INR in Cr)



covering education, digital literacy, skill development, healthcare, childcare, sustainable agriculture, and sanitation. These interventions have positively

impacted lives of communities in Bawal, Roorkee, and Patan. Through the CSR intervention, AIS has positively benefitted 22,849+ lives during FY 2024-25.

## CSR programs and beneficiaries covered during FY 2024-25

AIS's Corporate Social Responsibility (CSR) initiatives for FY 2024-25 reflect a purposeful and integrated approach to community development. The company's programmes centre on education, employability, digital empowerment, healthcare, sanitation, women's livelihood enhancement, and broader social well being. Through these initiatives, AIS aims to uplift underserved populations and build long term socio economic resilience.

AIS's interventions spanned the states of Haryana, Uttarakhand, Gujarat and Rajasthan. The major thematic focus areas included education, skill development, digital literacy, water-sanitation-hygiene (WASH), healthcare, women empowerment, livelihood development and community strengthening.

**During FY 2024-25, AIS's CSR footprint reached 22,849 individuals and the company invested INR10.87 crore in its social development initiatives.**





## Details of beneficiaries of CSR Projects by AIS in FY 2024-25

S. No.	CSR Project	No. of beneficiaries	% from vulnerable & marginalized groups
1.	<b>Education Programs:</b> 1) School bus service for girls 2) Remedial education for drop-outs 3) Govt. School Support 4) Adult literacy program 5) Sports Event	7,156	100%
2.	<b>Digital Literacy Initiatives:</b> 1) Basic computer training 2) Advanced tally software training	532	100%
3.	<b>Skill Development Programs:</b> 1) Sewing & tailoring 2) Beauty Parlour	426	100%
4.	<b>Health &amp; Sanitation Programs and Initiatives:</b> 1) Construction of toilets 2) Repair and maintenance of toilets 3) Provision for safe drinking water 4) Sanitary pad distribution 5) Setting up of health camps for basic health check-ups	56,689	100%
5.	<b>Self Help Groups and capacity building:</b> 1) Promoting women entrepreneurship 2) Awareness about various govt. schemes 3) Self defense	1,451	100%

### Key CSR Initiatives

#### Bawal, Haryana

AIS's initiatives in Bawal focused on improving access to education, enhancing digital and vocational skills, empowering women, strengthening sanitation services, and improving healthcare delivery across surrounding rural communities.

- The school bus service supported 473 girls from 35 villages, contributing to a total of 6,706 beneficiaries, including those connected to government school support initiatives.
- The Unnati Remedial and Dropout Education Programme benefited 790 students, helping them strengthen their competencies in Mathematics, English and Science.
- The Digital Literacy Programme trained 435 students through job oriented certified courses, and a new digital centre was established in Dharan village.
- The Cutting and Tailoring Training Programme equipped 154 women with income generating garment making skills.
- The Spoken English Programme improved language proficiency for 45 students.
- Life skills training reached 361 adolescent girls in schools and an additional 160 students through Unnati Centres, totalling 521 beneficiaries.
- The WASH Programme ensured clean and well-maintained sanitation facilities for 1,900 girls across four educational campuses.
- Ten health check up camps were conducted, reaching 1,259 individuals across nearby villages.
- Four bus stop sheds were constructed, benefiting 235 girl students and local villagers by providing shelter and safety.
- The Community R.O. Water Plant in Harchandpur village was revived, providing safe drinking water to more than 300 residents.



### Roorkee, Uttarakhand

AIS's community initiatives in Roorkee focused on educational inclusion, women's empowerment, digital access, student safety and preventive healthcare.

- The Remedial and Dropout Education Centre supported 329 students who were academically vulnerable or at risk of leaving school.
- The Adult Literacy Programme provided a second chance at education to 235 women through five active centres that incorporated digital learning tools.
- Digital literacy centres in Delna, Fazilpur and Palbasti Noorpur Boodpur reached 190 youth with structured computer training.
- A dedicated girls' school bus service supported 126 students from six villages and contributed to safer access to education.
- Self defence training empowered 374 girls with physical preparedness and emotional resilience.
- The Cutting and Tailoring Training Centre trained 90 women, some of whom have established home based stitching units.
- Thermal fogging drives were implemented in 15 villages, reducing the prevalence of mosquito borne illnesses.

### Patan, Gujarat

AIS's programmes in Patan emphasised strengthening foundational education, enabling healthy learning environments, empowering women through community institutions, and facilitating broader awareness and sporting opportunities for youth.

- The Remedial Education Programme supported 351 academically weak students through targeted classes in core subjects.
- WASH interventions improved hygiene infrastructure for 5,240 students in 24 government schools across 17 villages through deployment of dedicated cleaners and installation of sanitation facilities.
- Health check up camps reached 590 community members, enhancing access to essential healthcare.
- The Self Help Group and Enterprise Development Programme added 16 new SHGs with 176 members, contributing to over 5,780 women supported since inception.
- Awareness sessions on government schemes, soil health and organic farming reached 1,244 community members.
- AIS sponsored sports events under Khel Mahakumbh, enabling participation of 2,187 athletes across 39 villages and receiving strong appreciation from district authorities and participants.
- School uniforms were provided to 266 students, and 183 children with special needs received sweaters during winter.
- Cutting and tailoring training supported 153 women across project villages.
- The School Intervention Programme covered 1,212 students, resulting in significant improvements in reading and writing skills among weaker students.

### Soniyana, Rajasthan

AIS's interventions in Soniyana focused on improving school infrastructure, promoting digital and vocational education for youth and women, and extending healthcare services to underserved populations.

- Major infrastructure improvements at Government Upper Primary School in Gulabpura included roof repairs, construction of washrooms, restoration of damaged walls and complete repainting, creating a safer and more engaging learning environment.
- Cutting and tailoring training was delivered to 52 women, supporting their journey toward self reliance.
- Digital literacy training, conducted in partnership with the NIIT Foundation, reached 48 students, all of whom were certified upon completion.
- Healthcare services were brought to 1,606 community members through 16 village level health camps, many of whom accessed medical care locally for the first time.
- The total number of beneficiaries supported in Soniyana during the year was 1,781 individuals.



## Key Initiatives of AIS CSR Program across locations

S. No.	AIS initiatives	Details
1	School Bus Service	<p>AIS School Bus Service extends to 35 remote villages in Bawal, Haryana, facilitating education access for girls aiming for senior secondary schooling, with dedicated female bus attendants to ensure safety and security, manage timings, monitor speed, and handle emergencies. This has resulted in leading to decreased dropout rates and increased enrolments of girl students in the local community.</p> <p>AIS's school bus initiative in Narsan Block, Haryana, has led to a nearly 200 percent increase in girls' enrolment over the last 5 years in villages like Kotwal Alampur, Latherdeva Hoon, and Khanampur Kasauli significantly increasing school attendance and reducing the dropout rate. Seven routes are covered, with one route modified to include the villages of Anandpur, Kheri Dalu Singh, and Rasiawas.</p>
2	Unnati Education Program	This program is focused on providing tutorial support to marginalized students in government schools, prioritizing Mathematics, English, and Science, with a focus on expanding its presence to remote villages, especially to promote girls' education.
3	Unnati Education Centre for out-of-school youth	AIS Unnati Centre for dropout students is launched on a pilot basis in Aasra Ka Majra village, Bawal Block catering the needs of dropout girls eager to resume their education after leaving school due to marriage, lack of teachers, or financial hardships.
4	Unnati Digital Literacy Program	Run in collaboration with the NIIT Foundation this program offers certificate courses in basic IT, digital literacy and Tally Pro and provides essential job skills to rural students.
5	Unnati Skills development Program	AIS continued to empower women and girls in project areas through vocational training programs. In Ranasan and Chaveli village such as cutting and tailoring courses , Beauty Parlour Training Centre
6	Healthcare Outreach Initiatives	General Health Check-up Camps are organized in villages near the manufacturing plants, and free medicines are provided. The beneficiaries included 50% women, 30% men, and 20% children. AIS organized health camps in eight project villages to provide basic health check-ups and raise awareness. AIS's partnership with Aviz Health Care Ltd., which supplied a team of doctors and paramedics for free consultations
7	Remedial and Dropout Education Program	Support extended to rural girls often facing numerous educational constraints including overcrowded classrooms, domestic responsibilities, financial limitations, and gender discrimination, fostering a positive learning environment and providing second chances for dropouts.
8	WASH Program	<p>AIS supports 'Swachh Bharat Abhiyan' by maintaining toilets, focusing on changing youth behaviour, reducing open defecation, and promoting hygiene; empowering students as ambassadors for the initiative. AIS has extended its sanitation and hygiene program to at Government Girls School and Government Girls' College in Bawal.</p> <p>The AIS Sanitation Program is implemented in 25 schools, has positively impacted over 5,411 students and staff by providing safe, clean toilet complexes and improving security for girls.</p>
9	Government School Support Program Strengthening Primary Education	Government School Support Program aims to bolster intervention in villages by addressing staffing shortages and laying a strong foundation for primary-level students in Haryana's Bawal region. AIS continues to support teachers who held regular sessions in primary and high schools across eight villages, and AIS renewed its official approval from the district education department to continue working in these schools.



S. No.	AIS initiatives	Details
10	Adult Literacy Program	Operating across 10 centres in Roorkee, the Adult Literacy Program empowers rural women by imparting basic Hindi and numeric skills, fostering literacy, empowerment, self-awareness, and critical reflection skills
11	Empowering Rural Women through the Aarohan Project	The Aarohan project, launched in October 2006, aims to empower rural women in Roorkee through self-help groups (SHGs) across 56 selected villages, focusing on BPL and vulnerable women.
12	Tailoring and Cutting Centre	Through this program, AIS develops the skills on Tailoring and Embroidery Training Molna and Majra villages, with 50 girls/women completing the program, while ongoing batches in Khatakhedi and Noorpur-Boodpur villages s, equipped with 15 sewing machines and two fashion machines. Participants learn garment stitching and embroidery, receiving certificates and initiating their own tailoring centres located in Roorkee.  Similar programme runs at Keshani village, Ranasan village, Jhabiran Jatt village where the participants have acquired skills in stitching, embroidery, and contemporary design techniques
13	Other initiatives	AIS conducts plantation drives across all project villages.

## IMPACT STORIES

### BAWAL, HARYANA

#### Deepak's Journey from our Remedial Education Centre

"My name is Deepak and I'm 22 years old. My father, Hawa Singh and I live in Ibrahimpur village with my brother, Jitendra. We come from a middle-class family. I studied at the Government School Mangleshwar Majri till Class 10. My brother and I have been part of the AIS Unnati Education Centre since 2012. We attended remedial classes there from Classes 8 to 10. These classes helped me improve my basic skills in Math, English and Science. Whenever I struggled with a subject, the teachers at AIS Unnati Education Centre guided me through it. As my education level improved, so did my interest in studies.

I am proud to say that I stood second in my class in the Class 10 exams in 2015 and first at Unnati Education Centre. This success fueled my passion for studies

and I prepared for the NDA exam for two years. The support I received was invaluable and I achieved the scores I desired. In 2020, I joined the Army, but I continued to visit the education Centre and encourage other children from my village to join the remedial classes. These Centres are a lifeline for students who need extra support.

I am grateful to Youthreach and AIS for running these remedial Centres in our area. They have made a lot of difference in the lives of many children, including mine. I hope their efforts continue to empower students in the future. On behalf of myself and my village, I extend my heartfelt thanks to Youthreach and AIS."





## Roopal's Path to a Career AIS from our Digital Literacy Centre

"I am Roopal, a 25-year-old living in Bawal with my parents and younger sibling. My father, Ram Kishore, is a shopkeeper, but has to struggle to cover our household expenses.

Determined to improve my future and support my family, I enrolled in the AIS Digital Literacy Centre in Bawal while pursuing my M. Com. I completed the Basic and Tally courses in November 2023, achieving excellent grades.

Later, I learned about a job opening at AIS for young women, and I applied for this. I seized the opportunity and applied. I cleared the interview and was appointed as a trainee in the shop floor quality department. After four months, my performance was reviewed and I was

promoted to a Data Entry Operator role in the purchasing department.

I am grateful to Youthreach and AIS for offering the Basic and Tally courses at an affordable fee. My teachers played a crucial role in my learning journey and I appreciate their dedication. I am

thankful to AIS for empowering us to succeed in our careers. Becoming a Data Entry Operator at AIS feels like a dream come true. I am thankful for the digital literacy skills that I acquired under AIS's CSR initiative. It's been a life-changing experience for me."



## Babita Devi's Relief from the Revival of the R.O. Plant in her Village

"My name is Babita Devi and I am a 55-year-old homemaker living in Harchandpur with my family of five. My husband, Mr. Dan Sahaye and I have faced numerous challenges, particularly when it comes to accessing clean drinking water.

Before the R.O. plant was set up, we relied on well water, which was detrimental to our health. The impure water led to various diseases like diarrhoea, cholera, jaundice and joint pain, affecting many in our community. An R.O. plant was set up in 2015 but it was closed in 2019 during the Covid

pandemic. After our village requested for its revival, it's now operational again, prioritizing the well-being of women like me.

The R.O. plant has brought relief and security to our village, especially for women who bear the responsibility of collecting water. Earlier, we would walk long distances to the well, often waiting for hours and facing harassment from intoxicated individuals. But now, with the R.O. plant, I can simply use my subscriber card to get clean water for just 25 paise per liter in mere minutes. It's affordable and accessible to every villager.

I'm deeply grateful to Youthreach and AIS for reviving the R.O. water plant in my village. Their efforts have significantly improved our quality of life and I feel blessed to have access to clean drinking water."





## PATAN, GUJARAT

### Patel Meenaben's Journey from our AIS Unnati Digital Literacy Centre

"I am Patel Meenaben Chamanbhai, a 31-year-old woman who's faced immense challenges since childhood. At just six months old, I was affected by polio, leaving me unable to walk. Despite this disability, I was determined to pursue my education. I completed my studies up to Class 10 and even enrolled in a one-year ITI course. However, life took a difficult turn when my father passed away, leaving my mother to shoulder the entire responsibility of our household. She worked as a farm labourer to sustain us, but financial difficulties forced me to halt my education and focus on helping at home. As my younger brother grew older, he found employment and started earning Rs. 8,000 per month. I longed to contribute financially to my family but my physical condition made it difficult



to find a suitable job. I yearned for an opportunity that would allow me to work despite my limitations. Then I learned about the AIS Unnati Digital Literacy Programme. I realised that acquiring computer skills could open doors to employment opportunities that didn't require physical mobility. Without hesitation, I joined the programme and began attending the classes daily.

For the first time in years, I felt optimistic about my future. The programme taught me essential digital skills, making me proficient in basic computer operations, MS Office and internet usage. As I progressed, my confidence grew and I started envisioning a career where I could work from home or in an office environment suited to my abilities. The support and encouragement from the trainers motivated me to remain dedicated to learning. Now, with each passing day, I move closer to my goal of securing a job and becoming financially independent. The digital literacy programme has given me a new sense of purpose, proving that determination and the right opportunities can help overcome even the toughest challenges. Thank you, AIS for the opportunity."

### Parmar Mittal's Journey from our AIS Unnati Digital Literacy Centre

"I am Parmar Mittal Ishwarbhai, a 27-year-old woman from Ganget village. I have always aspired to be an independent woman. My father worked as a farm labourer and I dreamed of securing a job to support myself. However, life took an unexpected turn when my mother passed away, leaving me with the responsibility of managing the household. To care for my family, I put my career aspirations on hold and stayed at home. But staying at home made me feel unproductive and low in spirit. Determined to continue my education, I enrolled in an external Master of Social Work (MSW) course. After completing my MSW, I struggled to find a job, as most employers required computer proficiency. Unfortunately, I couldn't afford the high fees of computer courses.

For two months, I stayed at home, feeling uncertain about my future. Then, I learned about an affordable Digital Literacy Centre in Chanasma, established by Youthreach with support from AIS. Excited, I gathered more information, visited the DLC and enrolled myself. Attending daily classes, I gained confidence in my computer skills. The training not only equipped me with technical knowledge but also helped me regain my self-esteem and motivation. After completing the computer course, I updated my CV and applied for a job at a women's housing NGO in Patan as a field organiser. I was immediately hired and my digital literacy skills played a crucial role in securing the job. Today, I earn a monthly salary of INR 15,000 and am extremely happy with my new role. I am deeply grateful to the AIS and

Youthreach for providing me with the skills and confidence needed to secure employment. Now, I not only support my family but also feel empowered and independent. This journey has reinforced my belief that with the right opportunities, determination and access to education, anyone can overcome life's challenges and achieve their dreams."





## Surekhaben's Journey from our AIS Unnati Cutting & Tailoring Training Centre

"I am Surekhaben Ravibhai Patel, a 28-year-old woman from Ganget village. After completing Class 12, I got married and became a housewife. My husband manages both a job and farming work, while I have always been eager to learn something new and contribute in my own way. Before marriage, I had basic knowledge of beauty parlour services like waxing and eyebrow shaping. After getting married, I started offering these services in my village, earning a little money and saving it for the future. With my savings, I requested a sewing machine from my husband, although I didn't know how to sew at the time. I believed that once I had the machine, I could learn over time.

My husband supported my dream and bought the sewing machine for me. I learned basic stitching but I struggled

with perfection. Then I heard about the AIS Unnati Cutting and Tailoring Training Centre in my village. I immediately registered myself and even started learning from a friend who was already attending. As I began the formal classes, my skills improved significantly. My dedication, practice and increased interest in my work helped me achieve greater perfection in stitching. I started exploring new designs and different types of fabrics, eager to enhance my skills even further.

As my skills developed, I started receiving orders for blouses and dresses from many people in my village. Within just one month of completing the course, I earned up to Rs. 1,500 from external orders. I also took the initiative to sell kids' frocks on meesho.com (an online shopping application), receiving an order



for four pieces. Joining the AIS Unnati Cutting and Tailoring Training course had a significant positive impact on my life, sharpening my skills and giving me the confidence to take on more work. Today, I balance both local and external orders, working from home while continuing to grow my skills and income. Thank you, AIS for giving my life a new direction."

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## Amitaben's Journey from our AIS Unnati Beauty Parlor Training Centre



"I am Amitaben Nikulkumar Prajapati, a 25-year-old woman from Ranasan village. Growing up in a farming family, I learned the value of hard work and determination. Despite the financial stability my family enjoyed, I faced limitations due to societal norms. In

my village, girls rarely ventured outside for work or education. My passion was to learn beauty parlour skills but the nearest towns offering courses were too far and societal expectations made it difficult for me to pursue my dreams. Everything changed when I discovered the AIS Unnati Beauty Parlour Programme implemented by Youthreach. The four-month course was affordable, at just Rs. 80 per month and was conducted in my village, eliminating the need for travel.

I joined the programme without hesitation and dedicated myself to learning. The course covered essential beauty parlour services and the trainers were supportive, ensuring we gained confidence and hands-on experience.

For me, this course was a step toward realising my dreams and overcoming societal barriers. After completing the course, my life transformed. I started my own home parlour in Ranasan, offering services to women in my community. My parlour became a hub for professional beauty services and I quickly built a loyal client base. Within a few months, I began earning Rs. 1500-2000 per month, gaining financial independence and a sense of accomplishment. This experience has given me the confidence to inspire other women in my village to pursue their passions. I am grateful to AIS for the Unnati Beauty Parlour Training Programme, which taught me valuable skills, gave me a new identity and helped me find my purpose."

## ROORKEE, UTTARAKHAND

### Aasma's Journey from our AIS Unnati Digital Literacy Centre

"I am Aasma. Growing up in a family of eight with my father as the sole breadwinner, I wanted to support him financially. However, due to financial constraints, pursuing digital skills seemed impossible. That was until AIS opened a Digital Literacy Centre in our village. I eagerly registered and began learning, utilizing the provided book and clarifying doubts with my instructor. I scored 95% and received an "Outstanding" certification. Despite being restricted from working until I complete my next year, I attended an interview for a data entry operator role at a Roorkee hospital after completing the course. Now, I am working and able to support my father. I am deeply grateful to AIS and Youthreach for this opportunity."



### Reshma's Journey from our AIS Unnati Remedial & Dropout Education Centre

"I am Reshma from Bhagtowali village. As a mother in a digital world, I was inspired by social media and entertainment to pursue education. Realising its importance, especially as an ASHA worker facing professional challenges due to not having a 10th-grade certificate, I enrolled in the AIS Unnati Remedial and Dropouts Education Centre. I completed my 10th class through NIOS and am now eager to join the AIS-Digital Literacy Centre. I am grateful to my teacher and thankful to Asahi India Glass Limited and Youthreach for giving me the opportunity to fulfill my dream."



## SONIYANA, RAJASTHAN

### Chanda's Journey from our AIS Unnati Cutting & Tailoring Training Centre

"I am Chanda Tailor, a 22-year-old woman from Soniyana village. I come from a middle-class family and live with my husband and in-laws. I have completed my graduation in Bachelor of Arts (B.A.). Eager to learn an additional skill, I enrolled myself in the Unnati Cutting and Tailoring Training course. Despite my lack of knowledge, I was eager to develop new skills and explore opportunities in tailoring.

After joining the Centre, I gradually learned how to operate a sewing machine. I followed the structured



syllabus step by step and gained hands-on experience in stitching. Through dedicated practice and guidance, I mastered various sewing techniques.

Upon completing the course, I reached a stage where I could independently handle small stitching tasks at home. I now stitch clothes for myself and my family, saving money and becoming more self-reliant. Encouraged by my progress, I am motivated to continue learning and enhance my skills further. I aspire to take up advanced courses in tailoring to improve my expertise and explore new opportunities in this field. I would like to express my heartfelt gratitude to AIS for giving me this opportunity and empowering me towards financial independence."

### Radhika's Journey from our AIS Unnati Digital Literacy Centre

"I am Radhika Baheti, a 21-year-old from Soniyana village. My pursuit of education was marked by significant challenges. My father, Ram Kishor Baheti, and mother, Sangeeta Devi Baheti, struggled financially, therefore, it was difficult for me to access learning opportunities. One day I heard about the Digital Literacy Centre that AIS and Youthreach were planning to set up in my village. It came as a ray of hope for me. Immediately I found out more information about it and enrolled myself. My mother, despite our weak financial condition, used her pension to contribute to my admission at the Computer Centre. However, when the Centre learned about our situation, they immediately refunded the amount and provided me with a free computer course.

Before joining the Centre, I had no knowledge of computers – not even basic skills. Over the course of four months, I dedicated myself to learning. I gradually gained confidence and became proficient in essential computer applications such as Microsoft Word, Excel, PowerPoint and internet usage. Today, I can efficiently handle various basic computer tasks with ease. Looking ahead, I am determined to use my newly acquired skills to secure a job. I am truly grateful to AIS for implementing the Digital Literacy Centre which has given me a





# PRODUCT STEWARDSHIP





# SUSTAINABLE PRODUCT SOLUTIONS

Product responsibility lies at the heart of AIS's sustainability philosophy. The Company upholds rigorous quality benchmarks and regulatory standards to ensure its products are safe for consumers and environmentally responsible throughout their lifecycle. AIS actively advances product stewardship by working collaboratively with industry partners to highlight responsible product use, ethical disposal practices, and circular recycling systems. Driven by continuous research and innovation, the Company consistently strengthens the sustainability performance of its products—setting progressive benchmarks and raising industry standards.

The Company demonstrates strong capabilities across Safety, Environment, Quality, Cost, Delivery, Development, and Management (SEQCDDM), supported by robust in-house design, development, and tooling expertise that reinforce its focus on sustainability and market leadership. Driven by a commitment to excellence, AIS continuously strengthens its Total Quality Management (TQM) framework by integrating proven methodologies such as the Toyota Production System (TPS), Total Productive Maintenance (TPM), and Six Sigma. These practices are implemented across both the Automotive and Architectural Business

Units, underscoring the Company's dedication to operational excellence, continuous improvement, and consistent delivery of high-quality products and services.

AIS embraces innovation as a key enabler of sustainable product development. By leveraging industry's best practices, the Company invests in advanced research to develop sustainable materials and manufacturing processes such as Thinner Windscreen, heated windscreen and sunroofs. By embedding circularity principles and life cycle assessment into its design philosophy, AIS delivers products that reduce resource consumption, minimize waste generation, and lower environmental impact. From developing glass solutions with superior thermal insulation to increasing the use of recycled materials in production, AIS continues to lead innovation within the glass industry.

In parallel with the launch of new products, the Company has enhanced its flagship solar control product to strengthen its competitive positioning and elevate customer satisfaction. This achievement reflects the concerted efforts of the product development team, working in close collaboration with the technical and sales functions, to deliver a high-performance and market-leading solution.

AIS Ecosense Spectra is a high-performance range of energy-efficient glass featuring advanced solar control and low-emissivity (Low-E) properties, making it a preferred choice for sustainable architecture. This advanced solution enables architects to achieve an optimal balance between energy efficiency and natural daylight, supporting superior aesthetics, enhanced energy conservation, and long-term sustainability. The product is Green-certified, empowering customers to improve both the environmental performance and overall quality of their living and working spaces.

In addition, AIS has commenced production of fire-resistant glass (FRG) at its Roorkee Plant, further strengthening its presence in India's glass and window solutions market. The facility manufactures FRG under the AIS Pyrobel-T brand, in compliance with international insulation standards. Leveraging advanced technology from its European partner, the plant produces high-quality fire-resistant glass across multiple performance categories—Integrity (E), Radiation Resistance (EW), and Heat Insulation (EI). This new manufacturing capability enhances responsiveness to customer requirements and supports the introduction of innovative solutions aligned with evolving market needs.



## EPD of Clear Float glass product

• Programme:	The International EPD® System
• Declaration Holder:	Asahi India Glass Ltd. (AIS)
• Declaration Number:	EPD-IES-0024574
• Declared Products:	AIS Clear Float Glass
• Address:	EPD International AB, Box 21060, SE-100 31 Stockholm, Sweden
• Website:	<a href="http://www.envirodec.com">www.envirodec.com</a> ; <a href="http://www.envirodecindia.com">www.envirodecindia.com</a>
• Email:	<a href="mailto:Info@envirodec.com">Info@envirodec.com</a>
• Product Category Rules (PCR):	PCR 2019 :14 Construction products (EN 15804 :2012: A2) version 1.3.4 and its c-PCR-009 Flat glass products used in buildings and other construction works (EN17074:2019)
• Verification and reference PCR:	CEN standard EN 15804 serves as the core Product Category Rules (PCR)
• The PCR review was conducted by:	The Technical Committee of the International EPD System. See <a href="http://www.envirodec.com">www.envirodec.com</a> for list of members. Review chair: Claudia A. Pen a, University of Concepcio n, Chile. The review panel may be contacted via the Secretariate <a href="http://www.envirodec.com/contact">www.envirodec.com/contact</a> .
<b>Independent third-party verification of the declaration and data, according to ISO 14025:2006:</b>	
<input type="checkbox"/> EPD process verification	<input checked="" type="checkbox"/> EPD verification
• This declaration was independently verified in accordance with ISO 14025:2006 by:	Sunil Kumar SIPL Pvt Ltd <a href="mailto:sunil@sipl-sustainability.com">sunil@sipl-sustainability.com</a>
• This life cycle assessment and EPD design was conducted by:	Suraj Shekhar, Sustainability Consultant, The ESG Advisory <a href="mailto:suraj.shekhar@theesgadvisory.in">suraj.shekhar@theesgadvisory.in</a>
• Address and Contact of the EPD Owner:	Asahi India Glass Ltd. Taloja MIDC, Plot- T7, MIDC Road, Mumbai, Raigad, Maharashtra, 410208 Contact person: Mr. Nagendra Kumar Email Address - <a href="mailto:nagendra.kumar@aisglass.com">nagendra.kumar@aisglass.com</a>



# EPD of Processed glass product



## Environmental Product Declaration of Processed Glass

In accordance with EN 15804 and ISO 14025

ASAHI INDIA GLASS LTD.(AIS)

April 2019

EPD registration number:	S-P-01411
Publication date:	2019-04-19
Validity date:	2024-04-18
Geographical scope:	India



RP23GPC00036

**GRIHA Council**  
This is to certify that the products of  
**“Asahi India Glass Ltd.”**

**Single Glazed unit:**  
Enhance (min 6mm & above) – Spring, Aura, Nimbus, Nectar, Dawn, Sky, Oasis, Eco, Zest, Fern, Gold  
Edge (min 6mm & above) – Natura Plus, Natura Advantage, Natura  
Opal (min 5mm & above) – Cool Green, Golden Bronze, White Gold

**Double Glazed unit:**  
Enhance (min 6-12 mm & above) – Spring, Aura, Nimbus, Nectar, Sky, Oasis, Eco, Zest, Gold  
Edge (min 6-12 & above) – Natura Plus, Natura Advantage  
Essence (6-12-6mm & above) – Clear Essence Plus,  
Exceed (6-12-6mm & above) – Clear Lite Plus, Clear Radiance, Clear Vision Plus, Clear Vision Pro, Clear Brook  
Plus, Clear Prima, Clear Comfort, Clear Platina, Tropic Blue, Electric Blue, Aurelia  
Spectra (6-12-6mm & above) – Ecosense Spectra

**(Under Typology: External Glazing)**  
have been included in the GRIHA Product Catalogue under the following categories:  
**GRIHA V. 2019 criterion: 7 & 10, GRIHA V.2015 criterion: 8 & 11, GRIHA V. 3.1 criterion: 13 & 14 & SVAGRIHA criterion: 3 & 5**

The products can be used in GRIHA & SVAGRIHA registered projects to meet the GRIHA & SVAGRIHA norms, respectively. This is valid only for the products which have been mentioned above.  
The certificate for the above-mentioned products are valid from  
**18<sup>th</sup> December 2023 – 17<sup>th</sup> December 2025**

*Sanjay Seth*  
Vice President & Chief Executive Officer

Note:  
1. Before collecting the above specified products, it is recommended to validate that the project is meeting the GRIHA mandatory compliance.  
2. This evaluation has been done based on the documentation - in the form of 3rd party test results and/or declarations - submitted by the manufacturer to GRIHA Council.  
3. The emitted product(s) only qualify for the criterion mentioned in the certificate.  
GRIHA Council is a joint initiative of Ministry of New and Renewable Energy, Government of India and The Energy and Resources Institute (TERI) to implement GRIHA (Green Rating for Integrated Habitat Assessment), India's National Rating System for Sustainable Habitats.  
www.grihaonline.org

**CII-Green Products and Services Council**  
hereby certifies that  
**Ecosense Spectra**  
(GPAIG21100)  
Manufactured by Asahi India Glass Ltd meets  
the requirements of GreenPro Ecolabel and qualifies as Green Product.  
This certification is valid till **December 2025**

*Jamshyd N Godrej*  
**Jamshyd N Godrej**  
Chairman, CII-Godrej GBC

*A R Unnikrishnan*  
**A R Unnikrishnan**  
Chairman, CII-Green Products & Services Council

*K S Venkatagiri*  
**K S Venkatagiri**  
Executive Director, CII-Godrej GBC

Supporting Council and programmes  
IGBC



# RESPONSIBLE SUPPLY CHAIN

Global supply chains are undergoing rapid transformation across industries, driven by increased digitalization, the integration of sustainability practices, and a growing emphasis on responsible sourcing. In recent years, supply chains worldwide have faced significant disruptions, many of which have been intensified by climate change-related events. These challenges have further highlighted the critical importance of building sustainable and resilient supply chains.

At the same time, the global transition toward net-zero emissions and the heightened focus on measuring and mitigating Scope 3 emissions are reshaping supply chain strategies. Given the complexity and scale of modern value chains, technology has emerged as a key enabler for strengthening oversight, improving traceability, and enabling meaningful action across the supply chain.

Addressing these evolving dynamics is essential to enhancing resilience and embedding sustainability principles within supply chain operations. By advancing digitalization, strengthening sustainability initiatives, and promoting

responsible sourcing, organizations can better navigate emerging risks and contribute to a more sustainable and resilient global supply chain ecosystem.

AIS places strong emphasis on continuous engagement with value chain partners to raise awareness and build capacity on responsible and sustainable supply chain expectations, compliance requirements, and emerging sustainability topics. The Company plans to establish robust systems and processes to enhance oversight, transparency, and traceability across the supply chain, thereby strengthening trust, reducing risks, and driving sustainable outcomes.

This approach will begin with a comprehensive assessment of the current supply chain landscape, including the mapping of key processes, stakeholders, and touchpoints. Areas requiring improved transparency and traceability will be identified, followed by the development of clear standards and guidelines covering data collection, documentation, and reporting requirements to support effective supply chain management.

AIS's commitment to responsible sourcing extends to a robust supplier onboarding and assessment framework designed to ensure alignment with environmental, social, and governance (ESG) standards. The AIS vendor assessment form (QAP-MAT-01) evaluates suppliers against key parameters, including statutory compliance, quality systems, and business capacity. Over the past financial years, AIS has conducted extensive training programs for suppliers covering topics such as Production Part Approval Process (PPAP), vendor upgradation, Plan-Do-Check-Act (PDCA), fire safety, human safety, and process audits.

Additionally, regular audit assessments, including MT/PU/FM/13 and QA/IN/FM-13, are conducted to uphold ethical business practices and promote sustainable procurement standards. This structured and rigorous approach reinforces AIS's commitment to building a resilient and sustainable supply chain ecosystem. Details of suppliers screened and onboarded are summarized in the table below.

Parameter	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Percentage of new suppliers screened	100%	100%	100%	100%	100%	100%
Total number of new suppliers onboarded	4	7	13	16	13	9
Total number of suppliers at year end	284	282	294	294	291	123
Number of vendors/ suppliers who were covered under various training/ awareness programs during the financial year (mandatory & voluntary)	116	117	147	149	150	74
Number of training sessions conducted for suppliers by AIS	74	75	105	108	109	87

AIS promotes supplier diversity and in the FY 2024-25, 21% of the total procurement was directly sourced from MSME/ small producers, and 58% of the inputs were sourced directly from within India.





# CUSTOMER SATISFACTION

AIS's sustainability efforts are anchored in a strong commitment to customer satisfaction. By delivering innovative, high-quality glass solutions that enhance comfort, aesthetics, and energy efficiency, the Company creates value that extends beyond conventional product offerings. Through targeted educational initiatives and awareness programmes, AIS enables customers to make informed choices aligned with their specific needs. Continuous engagement through

customer satisfaction surveys and regular interactions fosters a culture of collaboration and feedback, allowing AIS to consistently enhance customer experience while advancing its sustainability objectives.

AIS remains focused on staying ahead of evolving consumer expectations through a forward-looking and innovation-led strategy. This journey begins with raising awareness and educating customers about the

Company's products and solutions. Recognizing the transformative role of digitalization, AIS has proactively invested in the development of digital platforms designed to enhance customer engagement. These platforms improve convenience, accessibility, and service delivery, while offering innovative, customer-centric solutions tailored to the requirements of the modern digital ecosystem.

## AIS Glass Simulator

As sustainability becomes increasingly important in AIS's lives, architects, developers, and consultants are placing greater emphasis on designing and constructing green buildings. To support the creation of energy-efficient spaces, AIS has introduced the AIS Glass Simulator. This innovative app enables users to select the ideal energy-efficient glass solution for their architectural projects. The AIS Glass Simulator considers various parameters to provide recommendations for the most suitable energy-efficient glass solution. Factors such as the building's location, geography, shape, size, orientation, and wind load are analysed to determine the most appropriate glazing solutions for maximizing energy savings. Acting as a personal glass consultant accessible at users' fingertips, the AIS Glass Simulator saves time, effort, and money. It ensures that customers receive the best glass solutions for their living or working spaces, all while promoting energy efficiency. Main features include a project showcase of a complete portfolio of AIS Glass products and details on the product catalogue and key performance features.



## AIS Virtual World – Virtual Reality App

Experience a groundbreaking method to delve into the mesmerizing realm of architectural glass. Take a virtual tour of AIS's villa and embark on an interactive journey to explore innovative glass products. With this app, not only can you discover new and exciting applications of glass, but you can also engage with products through dedicated 'Experience Zones'. These immersive zones allow you to interact with products firsthand and witness their unique capabilities. Uncover the transformative potential of glass as it adds charm and sophistication to living spaces. Visualize various applications to find out the right product for customers, complete freedom to move around anywhere in the environment, and informative product description displayed in a clear and concise manner.





### AIS Virtual World – Virtual Reality App

AIS Windows Virtual Studio application allows customers to select and customize doors and windows to suit their needs through Augmented Reality (AR) and Virtual Reality (VR) experiences. This is aimed at enhancing customer engagement and experience and allows for customization possibilities that provide a unique experience.

### AIS World of Shades

Experience the convenience of visualizing the ideal glass colour scheme for your home or office with AIS World of Shades. With just a smartphone, you can now explore and select the perfect back-painted glass colour scheme without the hassle of trial and error or endless visualization. The all-new AIS World of Shades - Virtual Reality app simplifies the process, making it easier than ever to find the perfect match for your space. The AIS World of Shades app streamlines the exploration of a diverse range of optimal AIS glass products and various permutations and combinations for remodelling or renovating building interiors and exteriors. Whether it's a commercial or residential space, the app ensures that users can effortlessly bring their dream spaces to life with convenience and ease. Key features include zone navigation, 360-degree visualization and view, gaze control, and full navigation of any area of choice.



### AIS World of Glass app

AIS World of Glass offers premium glass and window solutions tailored for both residential and commercial spaces. Through the app, AIS provides customized solutions that cater to the functional needs of smart buildings, integrating cutting-edge technology. AIS's products strive to achieve an optimal balance between maximizing daylight utilization and energy efficiency, enhancing visual comfort and thermal management, while also prioritizing technology and environmental consciousness. Serving as a catalyst for bringing innovative concepts to life, this app heralds an era of Green Buildings and paves the way for a truly sustainable future. Furthermore, introduced the Acoustic feature is introduced in the 'AIS World of Glass' app. The feature focuses on one's fenestration needs and helps in selecting the ideal product for every door and window.



# ANNEXURE

## Annexure I: Awards 2024-25



### Maruti Suzuki India Ltd.

- Certificate of Application for Superior performance in Area of Sustainability
- Best Overall Performance
- Supplier Collaboration Initiatives
- Spares Performance



### Hyundai Motor India Ltd. Excellence Award - Safety & ER Management



### Mahindra & Mahindra Special Appreciation Award - Thar Roxx



### KIA Motors Appreciation Award



### Honda Cars Indian Ltd.

- National Level KAIZEN competition 2024-25
- Certificate of Excellence - Delivery, Quality & Cost parameters
- Best Kaizen – Quality Gold Award - Spare Parts



### JSW MG Motors Certificate of Appreciation for Product Development & Launch Support



### Bajaj Silver Quality Award in Polymer Category for zero defect



### Ashok Leyland

- AL Supplier SAMRAT' 25 Competition Regional level 1st Runner-up Award
- Platinum Award in Quality Performance
- Supplier Samrat Competition, National level Runner-up Award
- ESG Champion - Proprietary



**TI Montra Best Supplier Award for Quality Performance & Customer Support**



**TI Clean Mobility Pvt. Ltd. Best Supplier award for Quality Performance and Customer Support**



**National-Level Runner-Up Award**

- KIA Motors: Appreciation Award
- Whirlpool India Ltd.: QCC Competition Runner-Up Award
- Honda Cars India Ltd.: National-Level KAIZEN Competition 2024-25



**59th ACMA Excellence Awards & 10th Technology summit 2025,**

- "Gold Award" Corporate Level -Excellence in New Product Design & Development and Localization.
- Certificate of Merit – Progressive in Excellence in Safety Management for our best practices implemented in AIS Patan Plant.



**AIS received the esteemed CII CIO Excellence Award (ECO-EDGE), celebrating its impactful digital transformation initiatives and commitment to organizational innovation Recognitions**



**Gold Award – SKOCH Group (2024): AIS won for "HR Digitisation by Implementing HRMS," reflecting the successful rollout of a unified Human Resource Management System that streamlined recruitment, onboarding, performance management, learning and payroll**



# Annexure II: Associations and Membership

The Company actively participates in various industry associations such as ACMA, GSI, CII, among others, to advocate for the interests of the Glass Industry. Designated officials within the Company are authorized to engage with these industrial bodies and manage government affairs in alignment with the Company's communication strategy.

Through these associations, the Company works towards the development of beneficial and inclusive policies for the Glass Industry as a

whole. This collaborative approach ensures that industry concerns are effectively communicated to policymakers and regulatory bodies, fostering a conducive business environment. Furthermore, the Company's R&D team plays a vital role in engaging with statutory agencies like BIS (the Bureau of Indian Standards). They actively participate in meetings to help evolve new standards for finished products and raw materials, prioritizing human safety and environmental protection.

Additionally, the Company, either directly or through industry associations, advocates for laws and regulations that are conducive to its operations and the broader interests of the industry. This proactive engagement ensures that the Company remains at the forefront of regulatory compliance and industry best practices, contributing to its long-term sustainability and growth. List of Industry associations is provided below.

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	The All-India Glass Manufacturers' Federation	National
2	Confederation of Indian Industry	National
3	Federation of Safety Glass	National
4	National Safety Council	National
5	Sidcul Manufacturers Association, Uttarakhand	State
6	Uttarakhand Productivity Council	State
7	Kaizen Conclave	National
8	Glazing Society of India	National



# Annexure III: GRI Index

GRI Standard	Disclosure	Report Section/Content	Page Number
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About this Report	9
	2-2 Entities included in the organization's sustainability reporting	About this Report	9
	2-3 Reporting period, frequency and contact point	About this Report	9
	2-4 Restatements of information	NA	
	2-5 External assurance	NA	
	2-6 Activities, value chain and other business relationships	About AIS	11-31
	2-7 Employees	Talent Acquisition and Integration	76-77
	2-8 Workers who are not employees	Talent Acquisition and Integration	76-77
	2-9 Governance structure and composition	Corporate Governance	33-39
	2-10 Nomination and selection of the highest governance body	Corporate Governance	33-39
	2-11 Chair of the highest governance body	Corporate Governance	33-39
	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors	33-39
	2-13 Delegation of responsibility for managing impacts	Evaluation of Board and Committee Performance	33-39
	2-14 Role of the highest governance body in sustainability reporting	Board of Directors	33-39, 49-50
	2-15 Conflicts of interest	Ethics and Integrity	42
	2-16 Communication of critical concerns	Communication Mechanism at Board	37-38
	2-17 Collective knowledge of the highest governance body	Board Diversity and Competency	35
	2-18 Evaluation of the performance of the highest governance body	Evaluation of Board and Committee Performance	38
	2-19 Remuneration policies	Remuneration Policy	35
	2-20 Process to determine remuneration	Remuneration Policy	35
	2-21 Annual total compensation ratio	Remuneration Policy	35
	2-22 Statement on sustainable development strategy	ESG Governance	49-50



GRI Standard	Disclosure	Report Section/Content	Page Number
	2-23 Policy commitments	Governing Policies	40-41
	2-24 Embedding policy commitments	Governing Policies	40-41
	2-25 Processes to remediate negative impacts	Risk Management	45-48
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Redressal Mechanism	43
	2-27 Compliance with laws and regulations	Corporate Governance	33
	2-28 Membership associations	Annexure II	120
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	50
	2-30 Collective bargaining agreements	Freedom of association and Collective Bargaining	88
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality Assessment	52
	3-2 List of material topics	Materiality Assessment	52
	3-3 Management of material topics	Materiality Assessment	53-54
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Economic and Financial Performance	31
	201-2 Financial implications and other risks and opportunities due to climate change	Risk Management	45-48
	201-3 Defined benefit plan obligations and other retirement plans	Retention and Employee Engagement	81
	201-4 Financial assistance received from government	Economic and Financial Performance	31
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Diversity, Equity and Inclusion (DEI)	77-83
	202-2 Proportion of senior management hired from the local community	Diversity, Equity and Inclusion (DEI)	77-83
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Economic and Financial Performance	31
	203-2 Significant indirect economic impacts	Economic and Financial Performance	31
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Stakeholder Engagement	114
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Anti Bribery and Anti Corruption	42
	205-2 Communication and training about anti-corruption policies and procedures	Anti Bribery and Anti Corruption	42
	205-3 Confirmed incidents of corruption and actions taken	Anti Bribery and Anti Corruption	42
<b>GRI 206: Anti-competitive Behaviour 2016</b>	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Anti Competitive Behaviour	43
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Tax Strategy	43
	207-2 Tax governance, control, and risk management	Tax Strategy	43
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement	50-54
	207-4 Country-by-country reporting	NA	



GRI Standard	Disclosure	Report Section/Content	Page Number
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	NA	
	301-2 Recycled input materials used	NA	
	301-3 Reclaimed products and their packaging materials	NA	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Management	58
	302-2 Energy consumption outside of the organization	Energy Management	58
	302-3 Energy intensity	Energy Management	59
	302-4 Reduction of energy consumption	Enhancing Energy use Efficiency	59
	302-5 Reductions in energy requirements of products and services	Key initiative in energy and Emission	61-62
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water management	65-68
	303-2 Management of water discharge-related impacts	Water management	65-68
	303-3 Water withdrawal	Water management	65-68
	303-4 Water discharge	Water management	65-68
	303-5 Water consumption	Water management	65-68
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Emissions Management	60
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management	60
	305-3 Other indirect (Scope 3) GHG emissions	NA	
	305-4 GHG emissions intensity	Emissions Management	60
	305-5 Reduction of GHG emissions	Emissions Management	60
	305-6 Emissions of ozone-depleting substances (ODS)	Emissions Management	60
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Emissions	63-64
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste management	69-73
	306-2 Management of significant waste-related impacts	Waste management	69-73
	306-3 Waste generated	Waste management	69-73
	306-4 Waste diverted from disposal	Waste management	69-73
	306-5 Waste directed to disposal	Waste management	69-73
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain	114
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain	114
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Talent Acquisition and Integration	75
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits	80
	401-3 Parental leave	Retention and Employee Engagement	80



GRI Standard	Disclosure	Report Section/Content	Page Number
<b>GRI 402: Labour/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	Stakeholder Engagement	50-54
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety (OHS)	96-99
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (OHS)	96-99
	403-3 Occupational health services	Occupational Health and Safety (OHS)	96-99
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (OHS)	96-99
	403-5 Worker training on occupational health and safety	Occupational Health and Safety (OHS)	96-99
	403-6 Promotion of worker health	Occupational Health and Safety (OHS)	96-99
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (OHS)	96-99
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety (OHS)	96-99
	403-9 Work-related injuries	Occupational Health and Safety (OHS)	96-99
	403-10 Work-related ill health	Occupational Health and Safety (OHS)	96-99
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Workforce skill development and Capacity building	89-95
	404-2 Programs for upgrading employee skills and transition assistance programs	Workforce skill development and Capacity building	89-95
	404-3 Percentage of employees receiving regular performance and career development reviews	Workforce skill development and Capacity building	89-95
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Board Diversity and Competency	35
	405-2 Ratio of basic salary and remuneration of women to men	Gender Pay Ratio	79-80
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<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining	114
<b>GRI 408: Child Labour 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Actions Taken to Abolish Child Labour and Forced Labour in supply chain	114
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Protection Against Forced and Child Labour	114



GRI Standard	Disclosure	Report Section/Content	Page Number
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Commitment to Human Rights and Fair Labour Practices	85
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	Human Rights Commitments	84
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement and Development	100-109
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement and Development	100-109
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain	114
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<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	NA	
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Product Stewardship	111-113
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<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Product Stewardship	111-113
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## **Asahi India Glass Ltd.**

3<sup>rd</sup> & 11<sup>th</sup> Floor, Tower D, Global Business Park,  
Mehrauli - Gurugram Road, Gurugram - 122002 (Haryana)

Tel: (0124) - 4062212 - 18

Fax: (0124) - 4062244 /88

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

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