

Committed For Sustainable Future

Caring People, Planet & Plastic



Advancing Toward A Greener Tomorrow



Industrial excellence today extends beyond scale and efficiency, encompassing responsibility, sustainability, and long-term impact. At Supreme Industries, the vision of progress is closely aligned with environmental stewardship, where innovation is pursued with responsibility towards nature. This belief continues to shape every decision, driving a journey where innovation, sustainability, and long-term value creation move forward together.

At its core, Supreme believes that sustainability and innovation are not separate pursuits but integral to its identity. As the Company moves forward, it invites its stakeholders, partners, and communities to be part of this shared journey, one that builds not just products, but a lasting legacy of responsibility, trust, and positive impact for generations to come.

Committed For Sustainable Future Caring People, Planet & Plastic

The Company's approach to sustainability extends beyond operations to social responsibility. recognizing that inclusive growth is essential for long-term progress. Through the Supreme Foundation, initiatives focused on education, healthcare, women's empowerment, sanitation, and digital literacy continue to make a meaningful impact.

Caring for the planet is a collective responsibility .in our daily life reducing plastics use, conserving water and utilizing public transport significantly reduces carbon footprint and save the planet for the future generation to come .

Supreme Industries firmly believe that plastic, when used responsibly, is a powerful enabler of sustainability. By replacing conventional materials such as wood and metal with high-performance polymers, the Company contributes to conserving natural resources and reducing carbon emissions, while significantly lowering dependence on timber and supporting the preservation of millions of trees. Its diverse product range, including pipes, tanks, furniture, and profiles, is designed for durability, with lifespans ranging from 15 to 30 years or more, thereby reducing replacement cycles and the associated environmental impact. The lightweight nature of these products lowers fuel consumption during transportation, while UV-stabilized materials ensure resilience in harsh climatic conditions, making them reliable, low-maintenance, and sustainable solutions.

The Supreme Industries is not only building products for today - but we are also innovating sustainable products to strengthen the future.

Caring for People

Sustainability begins with people. A commitment to a sustainable future necessitates prioritizing the well-being and prosperity of individuals and communities which involves:

- **Ethical Labour Practices:** Ensuring fair wages, safe working conditions and opportunities for growth and development for all employees and stakeholders across the value chain. This includes actively combating forced labour, child labour and discrimination.
- **Community Engagement:** Engaging with local communities to understand their needs and concerns and actively contributing to their social and economic development. This can involve supporting local businesses, investing in education and healthcare initiatives and promoting cultural preservation.
- **Health and Safety:** Prioritizing the health and safety of employees and communities by implementing robust safety protocols, minimizing exposure to harmful substances and promoting healthy lifestyles.
- **Diversity and Inclusion:** Fostering a diverse and inclusive workplace where everyone feels valued, respected and empowered to contribute their unique talents and perspectives. This includes human rights promoting equal opportunities and addressing systemic inequalities.
- **Education and Awareness:** Investing in education and awareness programs to empower individuals and communities to adopt responsible consumption patterns.

Protecting the Planet

Environmental stewardship is not a choice but an imperative solution for the future. It involves minimizing our environmental footprint, conserving natural resources and protecting biodiversity. Key actions include:

- **Reducing Greenhouse Gas Emissions:** Implementing strategies to reduce greenhouse gas emissions across all operations, including transitioning to renewable energy sources, improving energy efficiency and optimizing transportation logistics.
- **Conserving Water Resources:** Implementing water conservation measures in manufacturing processes, reducing water waste and promoting responsible water management practices.
- **Sustainable Sourcing:** Sourcing raw materials and products from suppliers who adhere to sustainable practices and minimize their environmental impact.

Plastic : Resilient Future

Plastic pollution is a significant environmental challenge that requires urgent action. A commitment to a sustainable future necessitates a comprehensive approach to managing plastic responsibly, focusing on reducing, reusing, recycling and innovating.

- **Promoting Reuse:** Designing products for durability and reuse, implementing take-back programs of used plastics.
- **Enhancing Recycling:** Investing in recycling infrastructure and technologies to improve the collection, sorting and processing of plastic waste. This includes promoting standardized recycling labels and educating consumers about proper recycling practices.
- **Developing Innovative Solutions:** Investing in research and development to create innovative solutions adopting approach of circular economy for plastic waste.
- **Extended Producer Responsibility (EPR):** Supporting and implementing EPR schemes that hold producers responsible for the end-of-life management of their plastic products.

Measuring and Reporting Progress

Transparency and accountability are essential for demonstrating progress towards a sustainable future which involves:

- **Setting Measurable Goals:** Establish clear and measurable goals for each area of sustainability, that includes reducing Greenhouse Gas Emissions, conserving water, minimizing waste and uplift individual and communities .
- **Tracking and Monitoring Performance:** Regularly tracking and monitoring the performance against these SDG goals, using key performance indicators (KPIs) to assess progress and identify areas for improvement.
- **Reporting Progress Transparently:** Reporting progress transparently to stakeholders through various mode engagement like annual sustainability reports, company websites and other social media channel pages .
- **Independent Verification:** Seeking independent verification of sustainability performance to ensure accuracy and credibility

By committing to these actions, we can work together to create a sustainable future that benefits people, protects the planet and manages plastic responsibly. This commitment requires a collective effort from businesses, governments, communities and individuals, all working together to build a more just, equitable and sustainable world.

By committing to these action we can create sustainable future with the help of all stakeholder .

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List of Abbreviations

- **ADF** - Abiotic Depletion Factor
- **BRSR** - Business Responsibility and Sustainability Reporting
- **BRSC Committee** - Business Responsibility and Sustainable Committee
- **CAPEX** - Capital Expenditure
- **CEA** - Central Electricity Authority
- **CFC** - Chlorofluorocarbon
- **CNG** - Compressed Natural Gas
- **CO₂** - Carbon Dioxide
- **CPVC** - Chlorinated Polyvinyl Chloride
- **CPCB** - Central Pollution Control Board
- **CRA** - Climate Risk Assessment
- **CSR** - Corporate Social Responsibility
- **DEFRA** - Department for Environment Food and Rural Affairs
- **DG** - Diesel Generator
- **EPR** - Extended Producer Responsibility
- **ETP** - Effluent Treatment Plant
- **FY** - Financial Year
- **GHG** - Greenhouse Gas
- **GRI** - Global Reporting Initiative
- **GWP** - Global Warming Potential
- **HDPE** - High-Density Polyethylene
- **HFC** - Hydrofluorocarbon
- **ICT** - Information and Communication Technology
- **IEA** - International Energy Agency
- **ISO** - International Organization for Standardization
- **IPCC** - Intergovernmental Panel on Climate Change
- **KL/MT** - Kiloliters per Metric Ton
- **LCA** - Life Cycle Assessment
- **LHV** - Lower Heating Value
- **LPG** - Liquefied Petroleum Gas
- **MSME** - Micro, Small and Medium Enterprises
- **NAICS** - North American Industry Classification System
- **NGRBC** - National Guidelines on Responsible Business Conduct
- **NO_x** - Nitrogen Oxides
- **OHSAS** - Occupational Health and Safety Assessment Series
- **ODP** - Ozone Depletion Potential
- **ODS** - Ozone Depleting Substances
- **PFC** - Perfluorocarbon
- **PPA** - Power Purchase Agreement
- **PNG** - Piped Natural Gas
- **PVC** - Polyvinyl Chloride
- **PWM** - Plastic Waste Management
- **SBTi** - Science-Based Targets Initiative
- **SDG** - Sustainable Development Goal
- **SEBI** - Securities and Exchange Board of India
- **SO₂** - Sulfur Dioxide
- **SO_x** - Sulfur Oxides
- **SOP** - Standard Operating Procedure
- **STP** - Sewage Treatment Plant
- **TSIL** - The Supreme Industries Limited

About The Report

Welcome to The Supreme Industries Limited Sustainability Report for FY 2025-26. **"Committed for Sustainable Future - Caring People, Planet & Plastic "** marks the 4th edition of our sustainability-reporting journey. Within this report, we present our sustainability framework, our key material concerns, sharing our strategic approach and outline various initiatives undertaken regarding Environmental, Social and Governance (ESG). Additionally, we shed light on our strategies for addressing significant sustainability challenges our business encounters. This report has been crafted with reference to the Global Reporting Initiative (GRI) Universal Standards 2021, focusing on the material aspects of sustainability most relevant to our business. Furthermore, it aligns with the Business Responsibility and Sustainability Reporting (BRSR) core requirements of the Securities and Exchange Board of India (SEBI), highlighting our contributions to the diverse objectives outlined in the United Nations Sustainable Development Goals (SDGs).

Covering the period from 1st April 2025 to 31st March 2026 (FY 25-26), this report presents our annual disclosures completely aligning with our financial reporting. This report encompasses qualitative and quantitative information on the performance of company on a standalone basis only. However, the audited financial statement includes the Subsidiaries and Associates of the entity.

This 4th edition of our sustainability report highlights company commitment for Net Zero 2050 and our approach for Climate Risk Strategies .

Further, this report encompasses the environmental, social and governance indicators of the company only. We have included 100 % of our revenue-generating operations for FY 2025-26, covering our 35 plants, 9 Fabrication units, 32 depots and 21 offices (India & UAE) which we consider as our significant operational locations . The Business Responsibility & Sustainability Committee believes that company Sustainability Report for FY 2025-26 addresses all material topics relevant to the company, providing insight into our approach and processes to address the needs of stakeholders and create long- term value. The committee acknowledges the content of the report, developed under the guidance of senior management.

This report contains forward-looking statements reflecting Supreme views on future events and performance. These statements are based on reasonable assumptions and past working but involve a variety of risks and uncertainties. This include statements other than historical facts, approaches and mitigation plans.



Such statements are subject to change based on industry developments, market conditions, government regulations, laws and other incidental factors. Consequently, no forward-looking statement can be guaranteed, and actual results may vary materially, potentially influencing the Company operations and performance.

This Report is Limited Assured by BSI Group India Pvt Limited.

Suggestions

We eagerly await feedback and recommendations from stakeholders, which can be directed to the email id at - investor@supreme.co.in , & sustainability@supreme.co.in, to Mr. R. J. Saboo, Vice President (Corporate Affairs) & Company Secretary and Mr. Vasudev Sharma –AVP (Energy & Environment) , to enhance and refine our ESG efforts

Link to Access Last Year Report :

- [Sustainability Report FY 2024-25.](#)
- [Sustainability Report FY 2023-24.](#)
- [Sustainability Report FY 2022-23.](#)



ESG Highlights FY 2025-26

Environment

3%

Reduction in
Energy
Intensity on
Physical output
from FY 25

8%

Reduction in
water intensity
on Physical
Output from FY
25

29%

Renewable
Electricity
Consumption in
FY 26

89,350 tCO₂e

Emission
Reduction
through usage of
green energy for
FY 25-26

Social

100%

Permanent worker
covered under more
than Minimum wages

100%

Employees covered under
Gratuity

Zero

Cases on POSH Complaint

Zero

Fatality incident of
Employees

14 Lakh

Amount spent on
Aspirational District
Under Corporate
Social Responsibility

Governance

Zero

Disciplinary Case

11%

Board Gender
Diversity (Female)

Zero

Anti-Bribery and Anti-
Corruption Case

Zero

Fine & Penalty Case

Zero

Conflict of Interest
Complaints

Zero

Instance Of Data
Breaches

Message from Chairman & Managing Director

A Journey that Shaped Modern India

A Vision Ahead of Its Time

Supreme Industries began its journey in 1942. Guided by the visionary Taparia family, Supreme believed materials could do more than serve utility, they could improve everyday life. This belief became the foundation of an institution built on innovation, resilience and purpose.

A Future Shaped by Plastics

At a time when plastics were viewed as substitutes, Supreme recognised its true potential as lighter yet stronger, affordable and durable material. This vision sparked a quiet revolution that redefined how India builds. stores, moves and lives.

Innovation Across Everyday Life

Today, across ten business verticals, Supreme solutions touch homes, farms, factories and cities. From water supply and packaging to furniture. films and industrial systems supporting logistics and infrastructure. our products are woven into everyday life, enabling efficiency. durability and sustainability.

Pioneering Breakthroughs

Strong in-house R&D has enabled Supreme to introduce many India-first innovations, including cross-laminated films, advanced plumbing systems, specialised foams, engineered pallets modern drainage systems and many more.

Footprints That Fuels Growth

Supreme operates 35 advanced manufacturing plants processing nearly 7,50,000 MT of polymers annually, powering manufacturing excellence, employment and skill development across India Its reach spans 55 countries and a turnover of 11,000 crore establishing a strong global presence

A Legacy of Purpose

For over eight decades. Supreme has stood for one belief that innovation must improve lives and progress must be inclusive It continues to shape not just plastics, but the experience of modern living

Shri M.P. Taparia

(Chairman & Managing Director)





A Legacy of Care. A Future of Sustainability

Growth that Respects the Planet

Supreme Industries believes growth has value when it protects nature and strengthens communities. Guided by an environment-first philosophy. It advances sustainability through efficient processes and long-term planning, reduce 85,000 tonnes of carbon emissions in FY 2025-26.

Powering Progress Responsibly

Renewable energy use has been increased from 21% to 30%, with 33 units now powered by clean energy. Alongside responsible water management and durable, eco-friendly products, these initiatives significantly reduce environmental impact, improving operational efficiency.

Plastics as a Force for Conservation

Supreme is replacing resource-intensive materials such as timber metal and concrete with durable plastic solutions, thereby conserving natural resources and saving millions of trees.

Giving Back to Society

Inspired by the philosophy of "Sarve Bhavantu Sukhinah Supreme Foundation is working to strengthen communities by upgrading schools, enabling digital leaning, improving medical access and assisting villages around its facilities.

Restoring Green Cover

Over 1,00,000 trees have been planted across Supreme's facilities and surrounding communities, renewing green cover and encouraging a deeper sense of environmental responsibility.

Advancing Towards a Greener Tomorrow

Supreme is committed to advancing business progress in harmony with our planet The visual expression of the human form in our logo, reflects innovation and aspiration, the flower-turbine suggests renewal and clean energy and the green circle embodies harmony with nature. Together, it reflects Supreme's purpose to grow responsibly and build a greener tomorrow.



Message from Executive Director

Committed for Sustainable Future : Caring People, Planet & Plastic

At Supreme , sustainability is deeply embedded in our business philosophy and long-term strategy. We recognize that enduring value creation depends on our ability to grow responsibly while caring for people, protecting the planet and using plastic in a thoughtful and sustainable manner. This integrated approach guides our decisions and strengthens our resilience in a rapidly evolving global landscape.

Caring for People remains fundamental to our success. We are committed to providing a safe, inclusive and empowering work environment supported by robust health and safety systems, continuous capacity building and strong ethical governance. Our focus extends beyond our workforce to communities and stakeholders, ensuring that our growth contributes positively in social development and shared prosperity.

Caring for the Planet reflects our responsibility to minimize environmental impact and address climate change proactively. Company is committed to a Net Zero pathway, with focused efforts on improving energy efficiency, increasing the use of cleaner energy, reducing greenhouse gas emissions and strengthening water and waste stewardship across all operations. In parallel, we undertake structured climate risk assessments to identify physical and transition risks arising from climate change. These insights enable us to integrate climate considerations into strategic planning, enhance operational resilience and safeguard long-term business continuity.

Caring for Plastic underscores our responsibility as a leading plastics manufacturer. We view plastic as a valuable resource that must be managed responsibly. Through product innovation, material efficiency, recyclability and circular economy principles, we work to reduce plastic waste and promote sustainable end-of-life solutions while delivering high-performance products that meet customers needs.

The Business Responsibility and Sustainable Development Committee provides strategic oversight to ensure sustainability remains integral to our growth agenda. With the collective efforts of our employees, partners and stakeholders, Company continues to progress towards a future that balances economic growth with environmental stewardship and social well-being—leading responsibly, transparently and with purpose.



Shri S.J. Taparia
(Executive Director)



Message from Sustainability Head

As a Sustainability Head, Company have a clear vision to leave the long-lasting impact on the people and planet by continuous journey of sustainable development, improvement and innovation. As a member of the Business Responsibility and Sustainable Development Committee, I take pride in sharing our progress toward building an environmentally responsible and future-ready organization while delivering long-term value to society.

At Supreme, Environmental improvement is beyond the compliance. Our Focus will reduce the impact on the Planet in line. We have taken various Initiative energy efficient technologies, low carbon fuel substitution, and Increasing integration of cleaner and renewable energy source, enabling us to lower our energy intensity and emissions, responsible material use, effective waste management.

Since the start of the sustainable journey in FY 2021-22 to the FY 2025-26, company has achieved a 40.00 % (in GJ/MT) reduction in overall energy intensity through continuous energy efficiency initiatives and operational improvements, we have reduced specific electricity consumption by 19.60 % (kWh/kg) & water intensity reduced by 58.80% (KL/MT) by enhancing manufacturing efficiency and optimizing energy and water usage across operations, overall greenhouse gas (GHG) emissions intensity reduced by 30.30% (tCO₂e/MT) reflecting the successful implementation of renewable energy and decarbonization measures.

Through responsible material use and waste management, we are strengthening circular practices and minimizing waste across our operations. Water leadership remains a cornerstone of our sustainability agenda, with initiatives in conservation, recycling, rainwater harvesting and responsible wastewater management to protect ecosystems and community needs.

As a leading plastics manufacturer, we are committed to advancing material efficiency, recyclability and circular economy solutions, ensuring plastics are used responsibly across their lifecycle.

Aligned with our long-term climate ambition, TSIL has committed to Science Based Targets initiative (SBTi) target validated for the net-zero pathway. A structured climate risk assessment framework enables us to evaluate physical and transition risks, supporting resilience and business continuity. Strengthening collaboration with value chain partners ensures our sustainable goals are shared and scaled across industries.

Shri Vasudev Sharma

(Associate Vice President – Energy & Environment)



Message from Business Responsibility and Sustainable Committee



Mr. P.C.Somani
Chief Financial Officer

At Supreme Industries Limited, sustainable growth is central to our financial and strategic decisions. By aligning capital allocation with sustainable growth opportunities and managing risk, we are building business that is both financial , robust & environmental responsible

At Supreme Industries Limited, strong governance underpins company sustainable growth. Through robust policies, ethical conduct, regulatory compliance and transparent disclosures, we ensure accountability building stakeholder trust for long-term value creation.



Mr. R. J. Saboo
VP-(Corp Affair) &
Company Secretary

BRS Committee Composition

4

BRS Committee Member

100%

Meeting Attendance in FY 2025-26 held on 23rd April 2025

Table:1 BRSC Member	
Members	Category
Shri M. P. Taparia – Chairman*	Promoter / CMD
Shri P.C. Somani	Member
Shri R.J. Saboo	Member
Shri S.J. Taparia- Chairman#	Promoter and ED
Shri Vasudev Sharma	Member
Shri Saurov Ghosh (up to 23 rd October 2025)	Member
*Shri M.P. Taparia is Member and Chairman of Committee up to 12 th September 2025	
#Shri S.J. Taparia is Member and Chairman of Committee w.e.f. 13 th September 2025	



Message from Divisional Head



Dr. Vasudeo Malu
(Exe. Vice President-Moulding)

Sustainability is no longer a choice - it is a responsibility that defines how we grow as an organization. As a manufacturing business for B2B, we recognize that our progress must be aligned with the well-being of the all the stakeholders including environment, society and future generations.

During the year, we continued to strengthen our focus on resource efficiency, responsible manufacturing and reduction of our environmental footprint. From optimizing energy and water consumption to improving material utilization and minimizing waste, our teams across plants have taken meaningful steps toward more sustainable operations.



Sustainability is at the heart of our operations and it encompasses our dedication to nurturing our people, protecting our planet and innovating with plastic responsibly. Our commitment to sustainable growth is reflected in our continuous efforts to reduce our environmental footprint while fostering a culture of care and innovation among our employees. Through various initiatives, we strive to balance economic growth with environmental stewardship and social responsibility.



Mr. Susanta Kumar Patnaik
(Chief Operating Officer - PPD)



Mr. Girjesh Kumar Saxena
(Associate Vice President -Piping)

Sustainability is not just an environmental concept- it is a comprehensive approach to ensuring a healthy planet, a stable economy and a fair society. Governments, businesses and individuals all play vital roles in creating a sustainable future. By making conscious choices today, we safeguard the world for generations to come.



Our Sustainability journey integrates energy-efficient plastic processing, renewable solar power generation, comprehensive water conservation measures and green manufacturing practices to reduce our carbon footprint, optimize resource efficiency and promote circularity.



Mr. Sarat Chandra Moharana
(Associate Vice President -Piping)

About The Supreme Industries Limited

The Supreme Industries Limited, established in February 1942 (CIN - L35920MH1942PLC003554), is India's leading Plastic Processing Company.

The Supreme Industries Limited is public limited company incorporated and domiciled in India and has registered office at 612, Raheja Chambers, Nariman Point, Mumbai 400021. It is embodied under the Indian Companies Act, 1913 and company shares are listed on the Bombay Stock Exchange Limited and National Stock Exchange in India. "Supreme Industries Overseas (FZE)", is incorporated in the UAE and is wholly owned by The Supreme Industries Limited, with a 100% shareholding. The Associate company, "Supreme Petrochem Limited," is incorporated in India, withholding of 30.78% . The company has a strong presence across the country, with 35 manufacturing facilities that enable us to cater to diverse customer needs. Currently, the products are being exported to 55 countries and efforts are being made to reach more countries and new customers in existing countries. Company is renowned for its innovative approach and commitment to sustainability, reflected in their extensive range of products and eco-friendly practices. The company prioritizes quality and customer satisfaction, continually adapting to market demands and technological advancements.

Our Plastic product contributed 97.67% and trading and other product contributed 2.33% of the total turnover of the financial year 2025-26

Corporate Values

The Supreme Industries Ltd. Operates on a foundation of strong corporate values, emphasizing innovation, quality and sustainability. Our commitment to environmental responsibility is evident through extensive use of renewable energy and focus on reducing the carbon footprint. We also value transparency and accountability, striving to maintain high ethical standards in all business operations. By fostering a culture of continuous improvement and employee empowerment, Supreme aims to drive positive change within industry and the broader community.

Company has taken charge of pipe & fitting division business pertaining to building and infrastructure of Wavin Industries Limited and along with its two wholly owned subsidiary companies viz: Wavin India Pipes and Fittings Manufacturing Private Limited & Wavin India Holding Pvt. Ltd. (collectively referred as Wavin) w.e.f 01st Aug 2025.

Supreme[®]
People who know plastics best





Supreme - Journey Vision & Mission

Overview

Resilient Governance

Sustainable Environment

Prosperous Social

Annexure & ESG Book



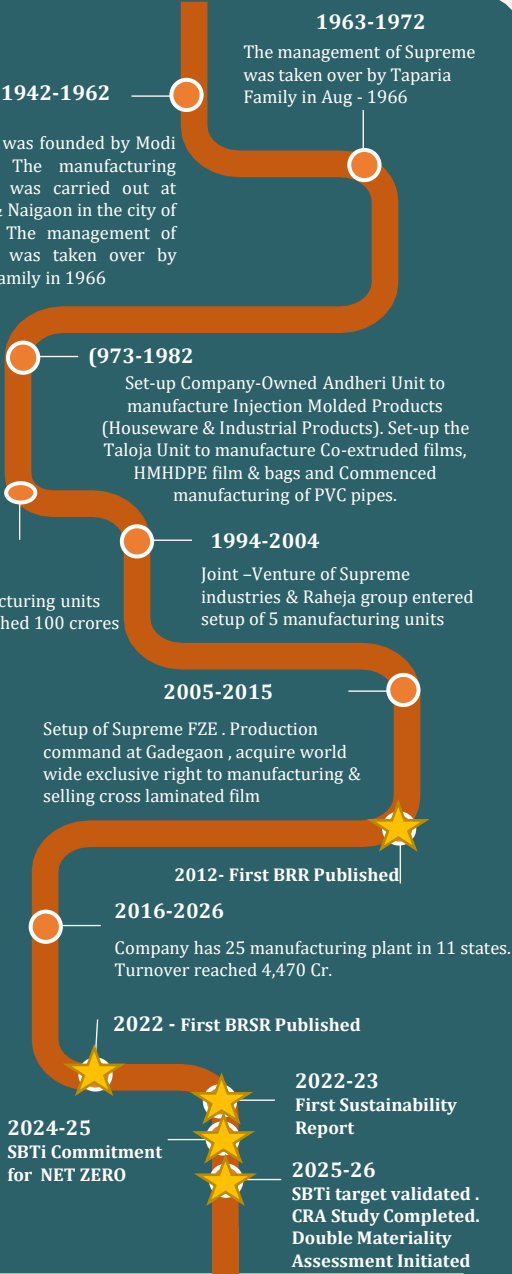
VISION

To contribute to the growth of the Indian economy through the largest range of plastic products.



MISSION

Being the most value-driven solution provider in all of our plastic product businesses with the objective of adding value to our customers' daily lives and fostering a culture of respect and empowerment for all our stakeholders.



11,000 CR +
Annual Turnover

7,50,000 + MT
Products sold

6500+
Employee Strength

55+
Export Countries

7500+
Distributors

10
Business Verticals

35
Manufacturing Plants

AA+
CRISIL Stable Rating

Manufacturing Locations

Plants

1. Cuttack (Odisha)
2. Derabassi (Punjab)
3. Durgapur (West Bengal)
4. Durgapur II (West Bengal)
5. Erode (Tamil nadu)
6. Gadegaon (Maharashtra)
7. Ghiloth (Rajasthan)
8. Guwahati Unit I (Assam)
9. Guwahati Unit II (Assam)
10. Halol – Unit I (Gujarat)
11. Halol – Unit II (Gujarat)
12. Halol – Unit III (Gujarat)
13. Hosur (Tamil Nadu)
14. Jalgaon – Unit I (Maharashtra)
15. Jalgaon – Unit II (Maharashtra)
16. Jadcherla (Telangana)
17. Kanhe (Maharashtra)
18. Kanpur (Uttar Pradesh)
19. Kanpur-Mawar(Uttar Pradesh)
20. Kharagpur (West Bengal)
21. Khopoli (Maharashtra)
22. Malanpur – Unit I (Madhya Pradesh)
23. Malanpur – Unit II (Madhya Pradesh)
24. Malanpur – Unit III (Madhya Pradesh)
25. Malanpur – Unit IV (Madhya Pradesh)
26. Noida (Uttar Pradesh)
27. Puducherry – Unit I (Union Territory)
28. Puducherry - Unit II (Union Territory)
29. Sangli (Maharashtra)
30. Silvasa (Union Territory)
31. Sriperumbudur (Tamil Nadu)
32. Urse (Maharashtra)
33. Banmore(Madhya Pradesh)
34. Neemrana (Rajasthan)
35. Thimmapur (Telangana)

Offices

1. Ahmedabad
2. Bangalore
3. Hubli
4. Indore
5. Bhubaneswar
6. Jabalpur
7. Chennai
8. Cochin
9. Guwahati
10. Hyderabad
11. Jaipur
12. Kanpur
13. Kolkata
14. Mumbai
15. Noida
16. Patna
17. Pune
18. Ranchi
19. Raipur
20. Vijayawada
21. Supreme (FZE)

Supreme Presence



55 International



34 National Sates & Including U.T



35 Manufacturing Location



20 Regional Offices

1 International Office



32 Depot



9 Fab Units

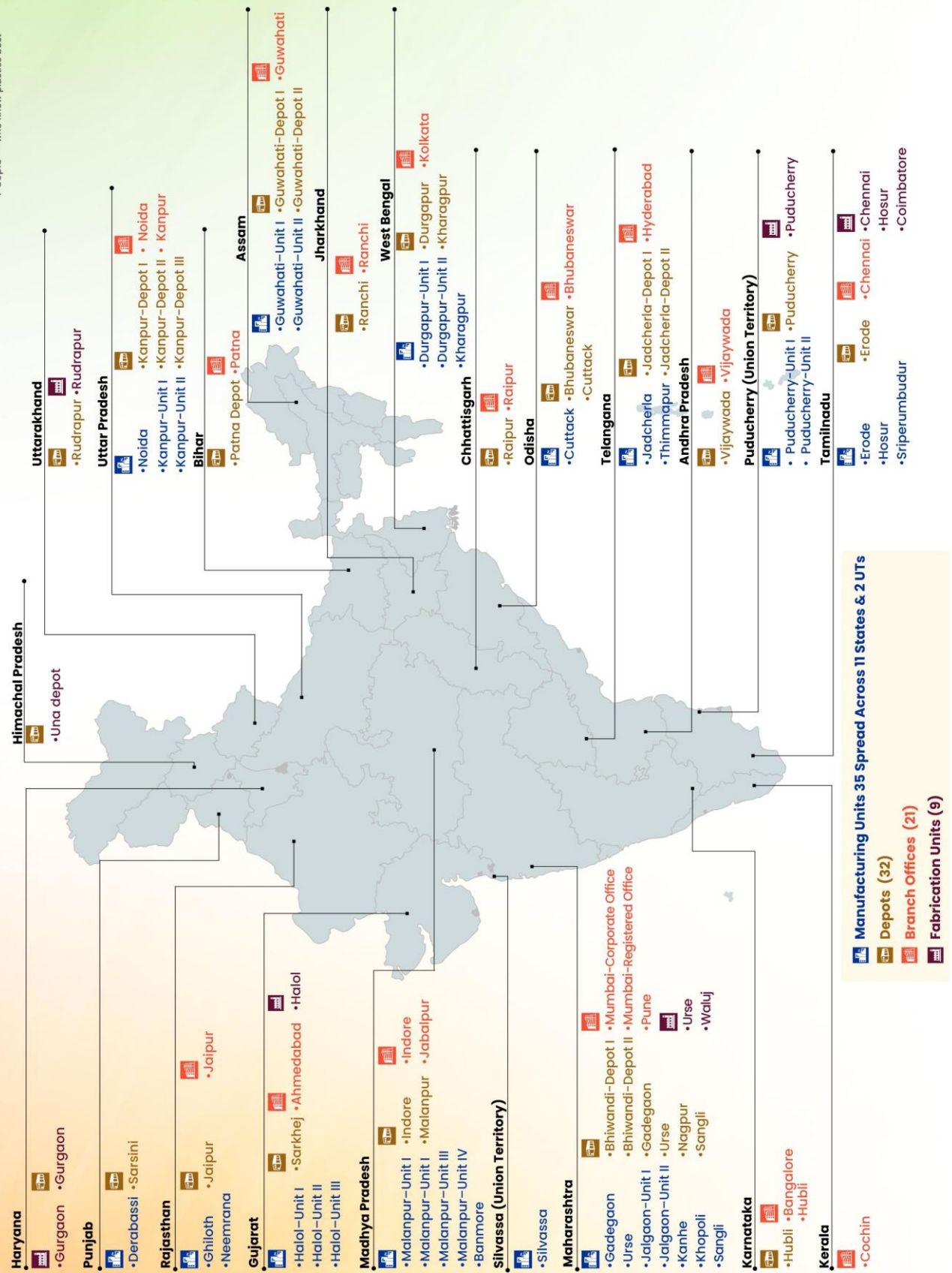


7045 Network Of Dealer Distributor

Supreme®
 People who know plastics best



SUPREME PRESENCE IN INDIA

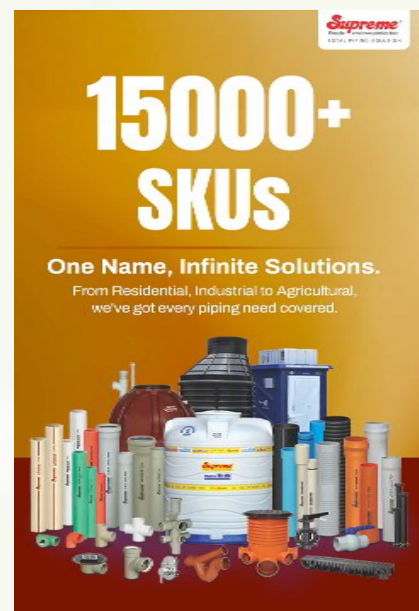


Products & Offerings

Supreme is committed to advancing business progress in harmony with the well being of our planet. As an acknowledged leader of the Indian plastics industry, the Supreme Group processes around 7,50,000 tonnes of polymers annually. These volumes make it one of the largest polymer converters in the country. Supreme offers the most diversified product portfolio in the plastics industry. Its existing 35 manufacturing plants at various strategic locations country-wide feature new generation technologies accessed from world leaders and developed internally.

Complementing this powerful manufacturing network are strong in-house facilities for new product development, that have helped Supreme innovate several path-breaking products in India.

At Supreme, we also strongly believe in seeking the rewards of our growth in the lives we touch and change. Our growth priorities also include greater care for the environment and the communities around us. Supreme has truly transformed lives and it offers a promise to grow responsibly for a better, cleaner and greener tomorrow.

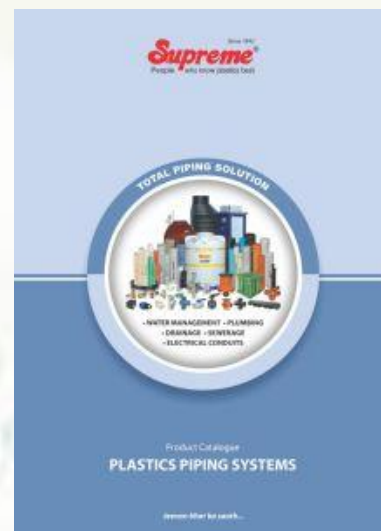


BUSINESS VERTICALS

PLASTIC PIPING SYSTEMS

Supreme has been the undisputed pioneer and leader in the Plastic Piping Industry and **'One Stop Source'** for complete piping solutions. It has been the torchbearer in the transition from conventional to advanced piping solutions in the country. From above-the-ground to underground applications, Supreme's product portfolio offers over 15,000+ diverse products. 19 hi-tech plants together have total installed capacity exceeding 1 Million MT. Conforming to all national and international standards, it's the most comprehensive range in the industry catering to virtually every conceivable need and application. The advantages and reliability of Supreme's piping products have earned them the trust and confidence of customers in more than 60 nations across the globe.

AQUAKRAFT brand of Bath Fittings from Supreme has come to symbolize the finest in bathroom fittings and accessories. Made from 100% engineering plastic, these fittings & accessories have been designed on international lines to meet the consumer preference for premium class, stylish and durable products.



COMPOSITE LPG CYLINDERS

Keeping up its tradition of innovation and its quest for making things better, Supreme brings the safest answer to LPG storage and distribution with **'Kavach'**, the Type IV Composite LPG Cylinder. This first-of-its-kind product is developed and manufactured at Supreme's hi-tech 100 % LPG robotics facility at Halol in Gujarat with ISO 9001 and ISO 14001 certifications. With its inherent strengths, Kavach has been approved by TUV Rheinland for ISO 11119-3/EN 12245/EN 12247 and usage of TPED n mark. These cylinders are also certified by the gas authorities of various countries including PESO (Petroleum Explosive Safety Organisation) in India. The Halol facility's high degree of automation and hi-tech robotic unit ensure that each Composite LPG Cylinder is produced with precision and conforms to consistently high quality standards. Automation in the plant also ensures a higher throughput, with the capacity to manufacture 10,00,000 Composite LPG Cylinders per annum.

INDUSTRIAL MOULDED PRODUCTS

Supreme has a wide range of industrial product offerings catering to plethora of industrial sector including automobiles, electronic voting machines , water purifiers , washing machines, air conditioners , air coolers, medical equipments etc. This makes Supreme's Industrial Products Division (IPD) India's major hub of design innovation. With their strengths of durability, aesthetic appeal and superior quality, these products give immense value to their customers. Industrial Products Division has been offering tailored solutions to its long list of prestigious clients in different sectors and industries. The pride of the Division is in its wide collection of moulding machines ranging from 50 MT to 3,000 MT. Its state-of-the-art technology driven moulding infrastructure is well capable of multiplying the value of any product with its design excellence, proven experience and customized solutions.



MATERIAL HANDLING PRODUCTS

Supreme offers highly reliable and effective solutions for material handling pursuits with its wide spectrum of specially designed Crates, Pallets and Garbage Bins. From large storage requirement to the movement of goods in any shape or size, Supreme offers turnkey solutions in a highly reliable and cost-friendly manner. Every single manufacturing plant is equipped with a wide range of moulding machines up to 3,300 tonnes capacity. Supreme takes pride in its vibrant portfolio of world class products that are serving every industry and sector of our economy. From diverse industrial and agricultural needs to more specialized needs for different products, Supreme is winning customers with its highest quality and virtual doorstep availability. With over 800 SKUS, Supreme has the widest range of crates and bins for varied industries. Supplying 10 million crates annually. Supreme also offers a complete range of Garbage Bins for diverse applications. From 10 litre capacity to large 1,100 litre, the dustbins come in multiple sizes and shapes.

MOULDED FURNITURE

With its spirit to innovate and create contemporary designs, Supreme has truly changed the furniture as we know. As one of the largest plastic product manufacturers in the country, Supreme brings the widest range of moulded furniture in India. It has introduced several breakthroughs like lacquered and upholstered chairs, plastic dining tables, two-seater designer sofa and children's furniture in India. It has inducted gas moulded technology to produce high-end chairs with wooden looks. Supreme has also been the first to introduce glass - reinforced products, matt finish products and hybrid chairs in the country. These models integrate polypropylene, aluminium and polycarbonate. Other pioneering firsts launched by Supreme also include Plastic Moulded High Chair/Bar Chair. Each piece is a shining example of superior design creativity, Vibrant colours and of course durable quality. Every piece of furniture is thoroughly tested for ergonomic comfort, resilience and environmental-resistance. They also come in vibrant colours, offering exciting options to match the aspirations and taste of contemporary consumers.



PROTECTIVE PACKAGING PRODUCTS

Supreme Protective Packaging Division (PPD) takes great pride in 100% MADE IN INDIA range of the finest Protective Packaging Solutions. With 5 Manufacturing Plants, 10 Fabrication Units and multiple categories of diverse products. The product categories such as Protec, Insulation, Civil and Acoustics, go on to serve diverse set of industries. The Division is also into fitness accessories & toys from cross-linked and non-cross-linked products. The comprehensive and complete product and service solutions also serve diverse industries including automobiles, electronics, HVAC, home appliances, heavy industries, infrastructure, pharma, FMCG, defence, aerospace, marine, sports, mattresses and export, hotels & malls. With the inherent quality strengths that have gone into these products, Supreme has a proven track record of serving elite blue chip clients on both domestic and global front.



PERFORMANCE FILMS

Supreme also enjoys market leadership with its undisputed dominance with its Multilayer Barrier Films. Strategically located plant near Mumbai's JNPT port, enjoys excellent connectivity. Customised to the exacting requirements, the films help enhance oxygen and water vapour barrier properties of the products packed, they also retain the freshness of the products for longer durations. It is how these films have come to carve a leader's niche in every part of the country. Supreme offers films with various combinations of EVOH, nylon and other polymers to its customers. Produced through modern equipment, these films are known for their proven quality and reliability. There is a dedicated business development team to identify the specific needs of the customer and develop the most precisely suitable film variants for them. Nylon Barrier films are used for packaging 60 mm edible oil pouches. EVOH Barrier films are utilized for packaging over 10 million litres of milk annually.

MULTILAYERED CROSS LAMINATED FILMS

'Silpaulin' brand of revolutionary film from XF Division. It is the toughest plastic covering sheet available. Developed by bonding multiple layers of film with a patented cold rolling technology available with just a handful of companies in the world, Silpaulin has the highest strength-to-weight ratio among all films, just one-seventh the weight of the conventional canvas tarpaulins. The superior quality and strength of this film comes from the technology sourced from Swiss company, M/s Rasmussen Polymer Development AG. The XF Division's all three sophisticated plants at Halol, Muvala and Silvasa are equipped to manufacture up to 30,000 MT film per annum. The film further conforms to IS: 14611-2024, which is equivalent to comparable ASTM standards. The quality strengths of Silpaulin has also been winning customers across the world. It continues to be exported to nations from Europe to the Middle East, from the Americas to Pacific Islands & Africa.



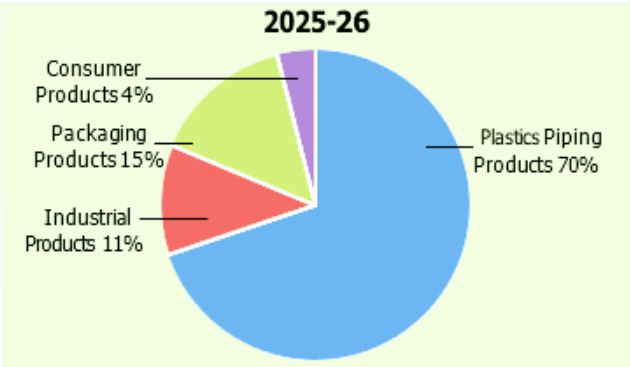


GRIHAM

Experience the difference

PVC DOORS & WINDOWS Griham is a contemporary doors and windows brand designed to redefine how modern Indian homes experience comfort, safety and aesthetics. Built around innovation, intelligent design and long-term reliability, Griham brings together advanced manufacturing, thoughtful customization and customer-focused service to deliver solutions that enhance everyday living. Engineered to address real-life challenges such as noise, dust, harsh weather, safety and energy efficiency, Griham doors and windows deliver all-round performance. Key features include weather resistance, termite-free, fire retardancy, dust insulation, enhanced safety, noise reduction and low maintenance.

Griham is powered by Industry 4.0 - enabled smart manufacturing, combining automation, IoT-enabled machinery and AI-driven quality systems. A significant 320+ crore investment supports one of the largest infrastructures in the segment, spread across 15 lakhs Sq.Ft. A key differentiator is India's first double-storey integrated plant, where extrusion and fabrication are housed under one roof -enabling faster turnaround, precise customization and scalable production. Advanced features such as 4-chambered profiles, smart automation and data-driven processes ensure superior durability and performance.



To know more about all our products, please visit our brochure:

<https://www.supreme.co.in/brochures>



THE SUPREME INDUSTRIES LIMITED

1161 & 1162 Solitaire Corporate Park, 167 Guru Hargovindji Marg, Andheri-Ghatkopar Link Road, Chakala, Andheri (East), Mumbai, India
PIN : 400093

CIN : L35920MH1942PLC003554

Tel.: (022) 68690000, 40430000

Email: info@supreme.co.in
Website: www.supreme.co.in



Brand Promotion & Awareness

Company has launched its new low-noise Polypropylene drainage systems — Serene and Serene Plus With the presence of Supreme and Polo Plast management.



A step towards a cleaner, safer, and more dignified life for millions.

The award-winning SATO by Supreme toilet solutions are designed to bring hygiene, and convenience to communities.



Designed with careful attention to the specific needs of our consumers, SATO solutions are durable, water-saving, easy to install and simple to use. We want to empower people everywhere to live a better life, every day and to enjoy a brighter future. We do this by applying customer understanding to our design and engineering expertise to create solutions that solve the real problems that face emerging economies – from water scarcity affecting handwashing to unhygienic, unpleasant sanitation experiences. We offer a range of aspirational, affordable and award-winning products. This ranges from toilet pans and connection systems to unique portable taps for communities that lack access to running water.



Renowned Master Chef Sanjeev Kapoor, in collaboration with Indian Oil, places his trust in the next generation of LPG solutions – Supreme Composite Kavach Type IV Cylinders.



Meet Up with Channel Partners

PEOPLE WHO KNOW PLASTICS BEST

Supreme
People who know plastics best

- Plastic Piping System
- Moulded Furniture
- Multilayer Cross Laminated Films
- Industrial Moulded Products
- Protective Packaging Products
- Material Handling Products
- Performance Films
- Composite LPG Cylinders



Plumbing Workshops at Various location



Gadgegaon Knowledge Centre Visit



Malanpur Knowledge Centre Visit

S K ENTERPRISES - VSS NAGAR



SAMAL AND SONS SUPPLIERS - Sailashree Vih



SAMPURNA SANI PLAZA - Bharatpur



Shop Branding_bhubaneswar-odisha

Awards & Accolades



Export Excellence Award

Supreme proudly bags First Position in export awards in various product categories at the Plexconcil Awards 2023–24 & 2024–25

The awards were presented in Mumbai by Shri Piyush Goyal Ji, Honourable Minister of Commerce & Industry, Government of India, in the esteemed presence of Mr. Vikram Bhaduria, Chairman - Plexconcil, Mr. Sachin Shah, Vice Chairman - PLEXCONCIL and Guest of Honour Shri M. P. Taparia ji.



Dun & Bradstreet - India's Top Value Creator 2025

Company has been featured as India's Top Value Creator 2025 in the Plastic & Plastic Product Category at event organised by DUN & Bradstreet

Supreme Cuttack Plant, honored to receive the Employment Excellence Award - Star Employer from the Hon'ble Chief Minister of Odisha, Shri Mohan Charan Majhi





Triumphs That Drive Us

Sustainability Award



Company has been awarded with the Uttar Pradesh Leadership Awards 2025 for being an "Organization with Sustainable Practices"



Supplier Excellence Award from MAHLE ANAND Filter Systems Pvt. Ltd. in the Safety and Sustainability category.



Company has been awarded SKOCH Silver Award 2025 in Resources Conversation - Energy efficiency category.



Grow Care India Sustainability Gold Award 2025 for Sustainability Management - Kanpur Plant

Water Award



Grow Care India Sustainability Platinum Award 2025 for Water Management - Malanpur PVC Pipe Plant

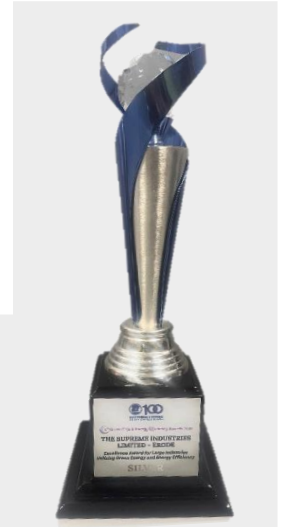


Best Sustainability Kaizen (Platinum Award by CII) for the project Optimizing Backwash of the Dual Media Filter - Malanpur Ball Valve Plant.

Triumphs That Drive Us



Energy Efficiency Award



❖ ICC 6th Green Urja & Energy Efficiency Awards 2025 in the category “Excellence Award for Large Industries Utilizing Green Energy and Energy Efficiency”

- Erode Plant - Silver Award
- Malanpur - PVC Plant - Bronze Award

Malanpur PVC & Jalgaon Plants received the Excellent Energy Efficient Unit Award & Gadegaon, Jadcherla, Hosur & Noida Plants received the Energy Efficient Unit Award at

26th CII National Award for Excellence in Energy Management



Jalgaon



Malanpur PVC



Gadegaon



Jadcherla



Hosur



Noida



Jadcherla and Kharagpur Plants received Gold award in the prestigious SEEM National Energy Management Awards 2024 in Plastic Category for attaining the Excellence in Energy Conservation and Management & outstanding achievements in energy efficiency, innovation and sustainability across India.



Malanpur PVC & Jadcherla Plants received the Bronze Award in CII-EHS Excellence Award - 2024 - For Commitment In EHS Practices In Manufacturing .

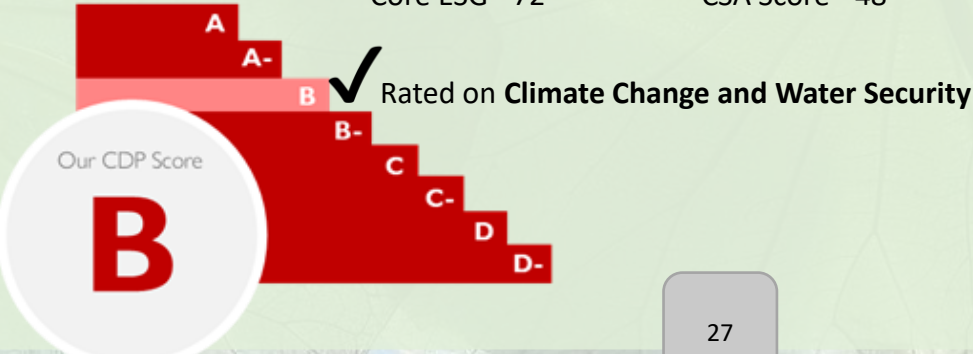
ESG Ratings

'A'
Rated in (MSCI) on ESG

63
ESG Score
Core ESG - 72

52
ESG Score
CSA Score - 48

66
ESG Score



ESG Motto

Resilient Governance

We uphold a resilient and forward-looking governance framework that is both robust and adaptive to evolving business and regulatory environments. An independent and highly competent Board provides strong oversight, ensuring accountability and effective decision-making. Our governance framework is guided by comprehensive policies aligned with international standards and is subject to regular reviews to drive continuous improvement. A strong code of conduct and ethical practices reinforces a culture of integrity, transparency and responsible leadership across the organization. Additionally, our structured risk management framework enables the proactive identification, assessment and mitigation of risks strengthening long-term organizational resilience and sustainable stability.



Sustainable Environment

We are aligned with science-based targets (SBTi) and have target validated to reduce greenhouse gas emissions through focused decarbonization initiatives, supporting SDG 13 (Climate Action). By optimizing energy consumption through advanced monitoring systems and promoting energy efficiency, we actively reduce our environmental footprint in line with SDG 7 (Affordable and Clean Energy). Our robust waste management framework, strengthened recycling initiatives and adoption of circular economy solutions enable effective waste reduction and responsible resource use, contributing to SDG 12 (Responsible Consumption and Production). We also implement water stewardship strategies to reduce water consumption and ensure sustainable sourcing, treatment and reuse of water resources, aligned with SDG 6 (Clean Water and Sanitation). Additionally, our emphasis on eco-friendly materials and sustainable processes in product design enhances recyclability and lifecycle sustainability, reinforcing our commitment to long-term environmental resilience.



Prosperous Social

We place employee health, safety and well-being at the forefront through comprehensive wellness programs, stringent occupational health and safety standards and regular training to prevent workplace injuries and illnesses, ensuring a safe and supportive work environment in line with SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth). We build long-term customer trust through transparent engagement and continuous enhancement of product quality and service excellence. Our commitment to responsible and ethical sourcing is strengthened through fair labor practices and close collaboration with suppliers to advance sustainability across the value chain, supporting SDG 12 (Responsible Consumption and Production). Beyond our operations, we actively contribute to community development by investing in education, skill development and inclusive growth initiatives, embedding diversity and inclusion across all CSR programs in alignment with SDG 4 (Quality Education) and SDG 10 (Reduced Inequalities).





Our ESG Approach

At Supreme Industries, sustainability is integral to our long-term value creation and responsible growth. Our ESG approach is anchored in three core pillars - **Resilient Governance Structure, Sustainable Environmental Practices and Prosperous Social Systems**. Through this integrated framework, we strive to balance economic performance with environmental stewardship and social well-being, while upholding strong governance standards. This holistic approach enables us to create enduring value for our stakeholders and actively contribute to the achievement of the United Nations Sustainable Development Goals (UN SDGs).



ESG REPORT

Committed for Sustainable Future: Caring People, Planet & Plastic

Our commitment to responsible growth , material circularity and shared value for a better tomorrow and to transform plastic from a liner waste-intensive material to circular resource that support people , planet & prosperity for a thriving future.



Our Three Pillars

Integrated approach to sustainable growth and responsibility



People

Safe, Equitable Workplaces,
Skills Development,
Community Impact,
inclusive prosperity for all



Planet

Climate Strategy, Net Zero
Transition ,Renewable
Energy, Water Stewardship,
Biodiversity Protection,
caring for our environment



Plastic

Reduce, Redesign, Reuse,
Recycle, Circular Economy
partnerships, eliminating
waste

People: Inclusive Prosperity & Communities

Investing in our workforce, fostering equity and creating positive social impact

- **Workforce Investment**
 - Comprehensive training and reskilling programs.
- **DEI & Fair Work**
 - Pay equity reviews, inclusive hiring goals, safe working conditions with continuous TRIR reduction
- **Well-being**
 - Comprehensive health, safety, mental health support and benefits access for all employees
- **Community Impact**
 - Local sourcing ,education and expense in aspirational district .
- **Engagement**
 - Recognition programs, Trainings and feedback channels for customer & stake holder



Planet: Climate & Nature Stewardship

Protecting our environment through climate action, renewable energy and biodiversity conservation



- **Net-Zero**
 - Achieving science-based targets through energy efficiency, electrification of logistics and transitioning to 100% renewable energy sources or any other activates as per requirement.
- **Circular Operations**
 - Minimizing waste in production, adopting circular economy systems and ensuring zero waste to landfill across all facilities.
- **Water Stewardship**
 - Implementing rigorous measurement to reduce intensity, replenish watersheds and protect water quality
- **Nature Positive**
 - Plantation drive to positive impact.



Plastic: Circularity & Waste Reduction

Eliminating waste through circular economy principles and innovative materials

- **Recycling Material**
 - Accelerating the shift away from fossil-based virgin plastics by increasing recycled content in all product lines without compromising product quality.
- **Reuse & Refill Systems**
 - Implementing scalable reuse models and alternative delivery systems to eliminate single-use waste at the source.
- **EPR & Partnerships**
 - Supporting Extended Producer Responsibility policies , setup collection infrastructure and collaborate with waste management agencies .Drive Awareness program .



Sustainability Milestones

- First Sustainability Report Published
- RE Mix -14.09%
- 26 Plant RE Presence
- Rooftop Solar -28.04 MWp
- 29,860 tCO₂e –Emission Reduction
- 10-Product Green Certified by CII
- Water Intensity - 1.88 KI/MT
- LCA Of 5 product Completed
- Climate Risk Assessment
- RE Mix -21 %
- 28 Plant RE Presence
- Rooftop Solar -35.65MWp
- 61,603 tCO₂e –Emission Reduction.
- BRSR Core Assurance
- 16 plant ISO-50001
- SBTi Validation –In Progress
- 2 More Product Green Certified by CII
- SaaS based platform introduced
- Water Intensity - 1.59 KI/MT

Financial Years

21

22

23

24

25

26

22

23

24

25

26

- First BRSR Published
- RE MIX -12.37%
- 21 Plant RE Equipped
- Roof Top Solar Size -17.09 MWp
- 22,209 tCO₂e- Emission Reduction
- Water Intensity - 3.56 KI/MT
- LCA Of 6 product Completed
- Water Audit of 6 plant
- RE Mix -14.11%
- SBTi commitment
- 26 Plant RE Presence
- Rooftop Solar -34.04MWp
- 38,476 tCO₂e –Emission Reduction
- Water Intensity - 1.71 KI/MT
- SBTi target Validated
- VCPs ESG Assessment
- RE Mix- 28.45 %
- CDP Disclosed
- DJSI Disclosed
- 33 Plant RE Presence
- Water Intensity - 1.46 KI/MT
- 35 Plant RE Presence
- Enhancing operational water use Effi. to 1.40 KL/MT
- 14 crore Green units
- LCA of 2 products
- Double Materiality Assessment
- Integrated Reporting



Supreme[®]

People who know plastics best

PRODUCT PORTFOLIO



Plastic Piping Systems



Composite LPG Cylinders



Bath Fittings



Material Handling Products



Industrial Moulded Products



Performance Packaging Films



uPVC Doors & Windows



Multilayer Cross Laminated Films



Protective Packaging Products



Moulded Furniture

Our SDGs commitment

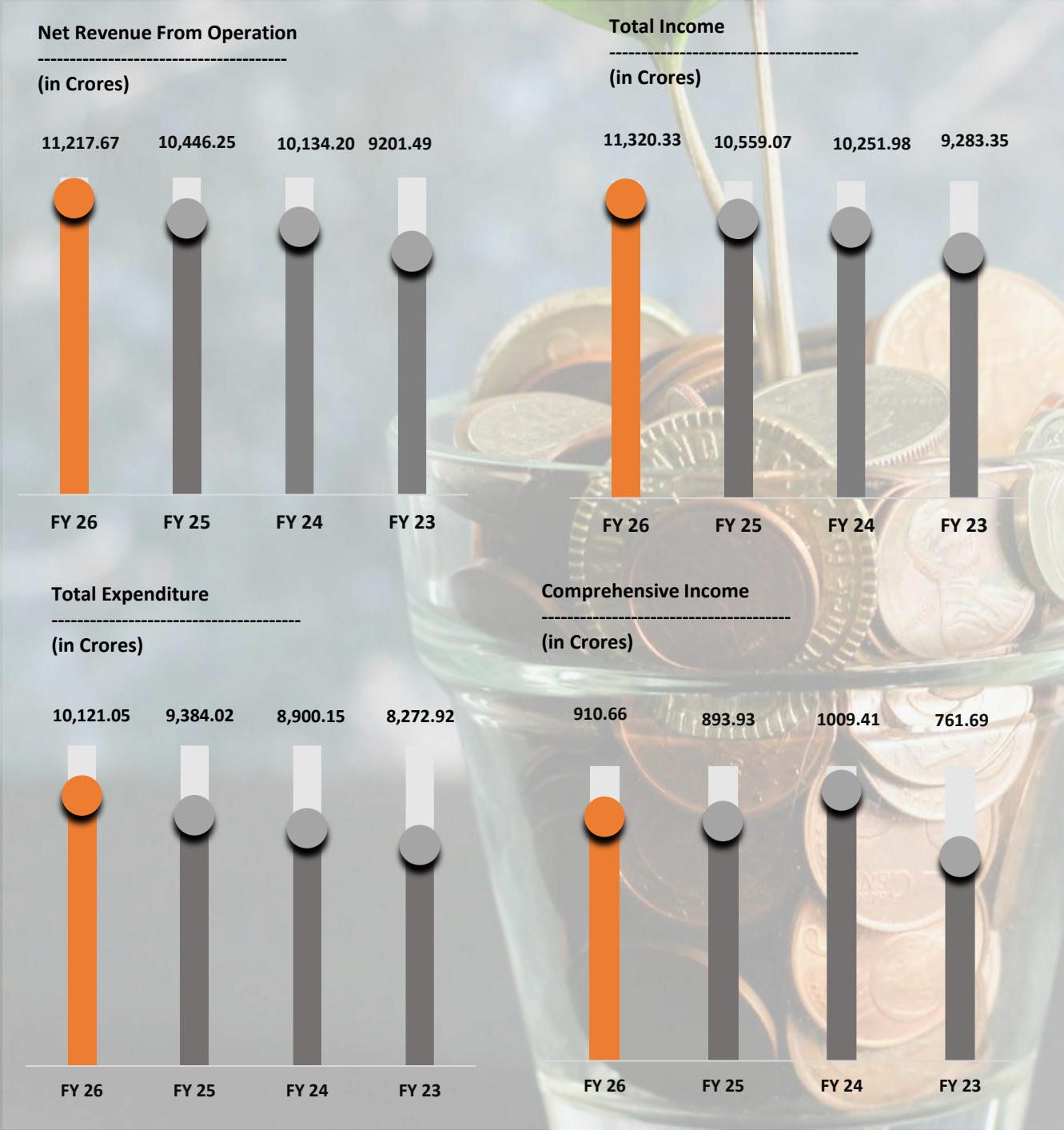
	UN SDGs Goal	Our Goal	Target	By when
  	No Poverty: End poverty in all its forms everywhere	Continue support to Government schools and colleges through recruitment of volunteer teachers and lecturers.	INR 30 Crore Investment shall be spent on various CSR activities	2026-27
	Zero Hunger: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Expand digital education initiatives including additional mobile computer buses and AI-based learning tools.		
	Quality Education: Ensure inclusive and equitable quality education for all	- Undertake infrastructure improvements including toilets, ICT labs and smart classrooms. - Strengthen Anganwadi centers as learning centers. - Continue large-scale tree plantation and plastic recycling programmes.		
	Good Health and Well Being: Ensure healthy lives and promote well-being for all.	100% safety training to all workforce	100%	2026-27
		Zero fatality in all plant	0	2026-27
 	Gender Equality: Achieve gender equality and empower all females	Gross wages paid to females as % of total wages paid	5%	2026-27
	Reduce Inequality Within And Among			
 	Responsible Consumption and Production: Ensure sustainable consumption and production patterns	Product Life Cycle Assessment	2 products	2026-27
		Recyclable content	1600 ton	2026-27
	Conserve And Sustainably Use The Oceans, Seas And Marine Resources For Sustainable Development	Biodiversity policy	To be prepared	2026-27



	SDG Goal	Our Goal	Target	By when
7 AFFORDABLE AND CLEAN ENERGY  13 CLIMATE ACTION  15 LIFE ON LAND 	Affordable and Clean Energy: Ensure access to affordable, reliable, sustainable and modern energy for all	Reduce overall Energy intensity	0.54 unit / kg	2026-27
	Climate Action: Take urgent action to combat climate change and its impacts	Increase green unit consumption	14 crore units	2026-27
		Reduce Combined scope1 & scope 2 intensity wrt to production	0.300 GJ/MT	2026-27
		Life on Land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss	Net Zero	90% Reduction In Scope-1 & 2Emission From Base Year 2023-24
	97% Reduction In Scope-1,2Emission From Base Year 2023-24			2049- 50
6 CLEAN WATER AND SANITATION 	Clean Water and sanitation: Ensure availability and sustainable management of water and sanitation for all	Reduce Water Intensity	1.40 KL/MT	2026-27
8 DECENT WORK AND ECONOMIC GROWTH 	Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Procurement from MSMEs	10%	2026-27
		Ratio of remuneration women to men	1:1	2026-27
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  11 SUSTAINABLE CITIES AND COMMUNITIES 	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Establish GreenoCo certified plant	1 Plant	2026-27
Sustainable Cities and Communities: Make cities and human settlements inclusive, safe, resilient and sustainable				
16 PEACE, JUSTICE AND STRONG INSTITUTIONS  17 PARTNERSHIPS FOR THE GOALS 	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	Anti-competitive conduct	Zero	2026-27
	Partnerships for the Goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development	Fine & Penalty	Zero	2026-27
		Conflict of interest	Zero	2026-27

Measuring Our Economic Performance

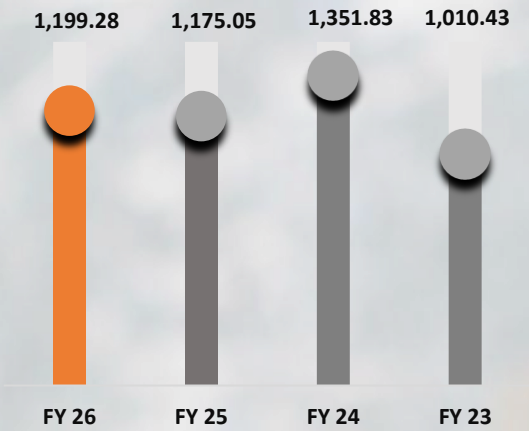
The Statement of Profit and Loss for the year ended 31st March 2026 reveals a positive financial performance of the company. Revenue from operations increased significantly by ₹ 771.42 crores, reaching ₹ 11,217.67 crores in FY 2025-2026, compared to ₹ 10,446.25 crores in the FY 2024-25. This growth in revenue is accompanied by an increase in expenditure, with the total expenditure rising to ₹ 10,121.05 crores in FY 2025-26 from ₹ 9,384.02 crores in FY 2024-25. During the year FY 26 company has incurred capital expenditure of ₹ 1,402 crore entirely funded from internal accruals (including acquisition of Wavin In India)





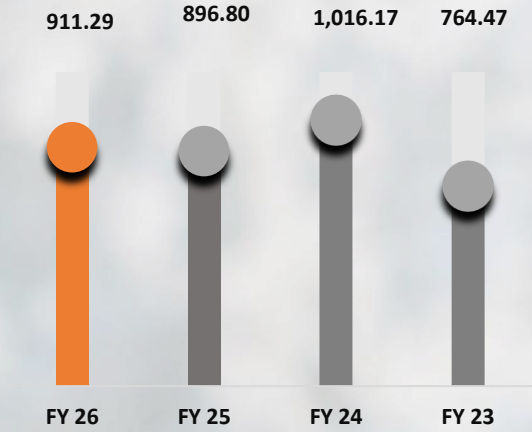
Profit Before Tax

(in Crores)



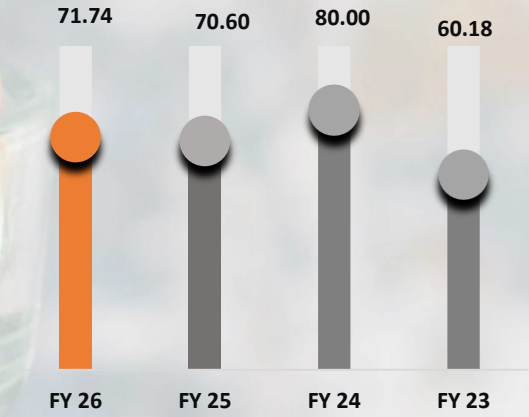
Profit After Tax

(in Crores)



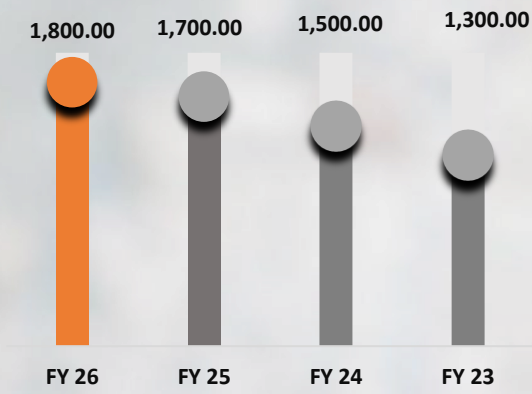
EPS (Basic & Diluted)

(in Rs.)



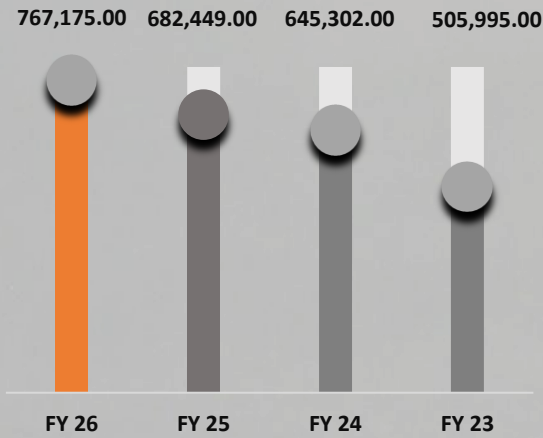
Dividend

(in %)



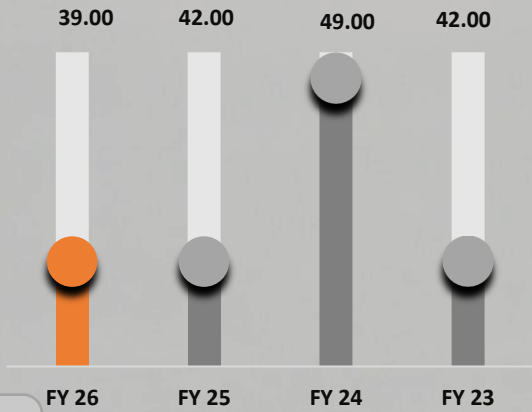
Polymer Processed

(in MT)



Number Of Days Of Accounts Payables

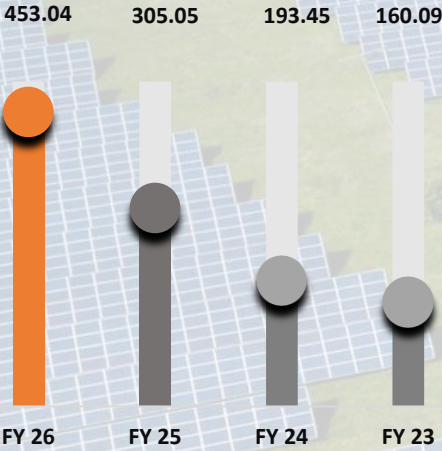
(No Of Days)



Sustainability Performance Highlights

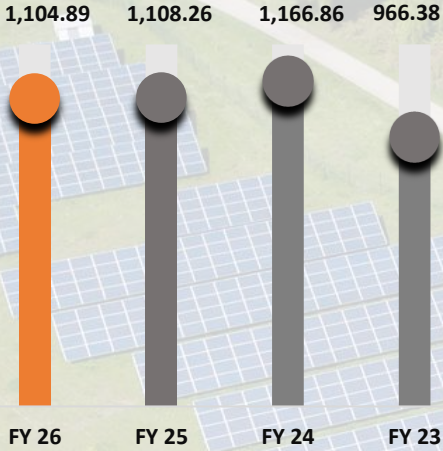
Energy Consumption from Renewable Source

(in Tera Joules)



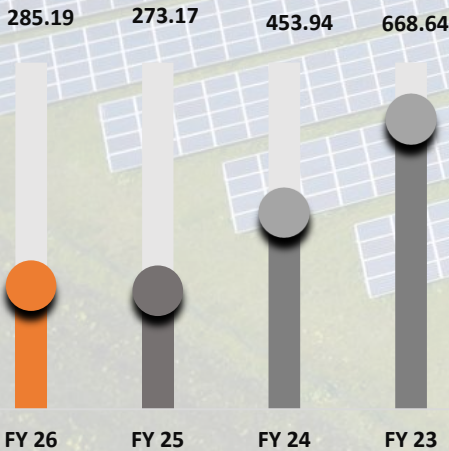
Energy Consumption from Grid power (Non Renewable Source)

(in Tera Joules)



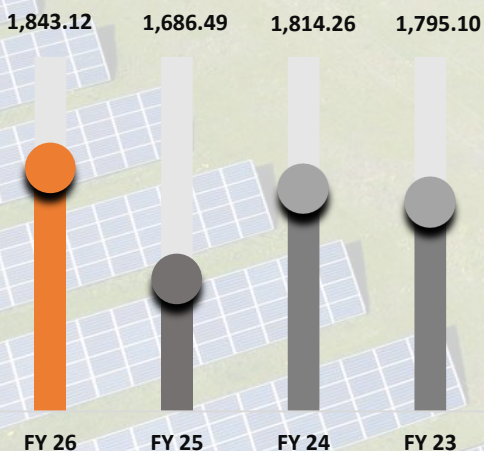
Energy Consumption from Fuel (Non Renewable Source)

(in Tera Joules)



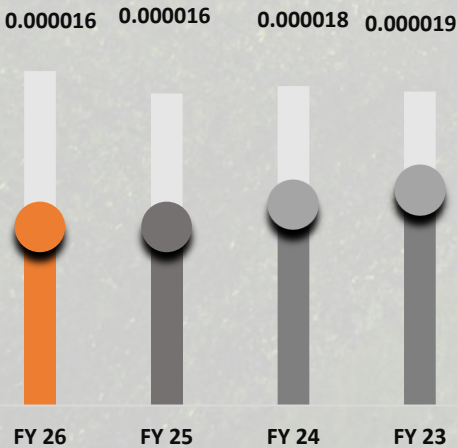
Total Energy Consumption

(in Tera Joules)



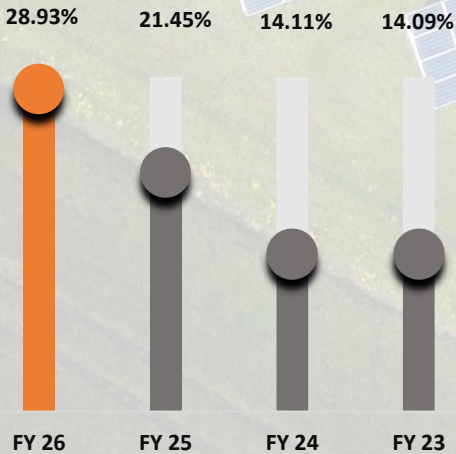
Energy Intensity per Million rupee of Turnover

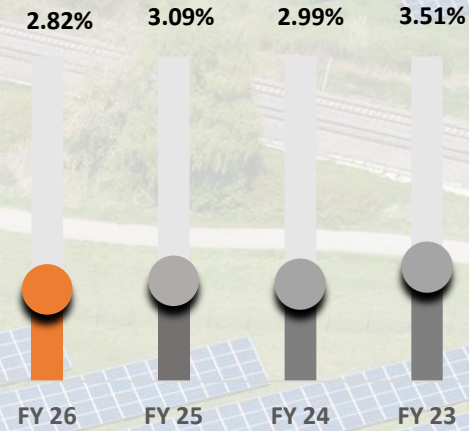
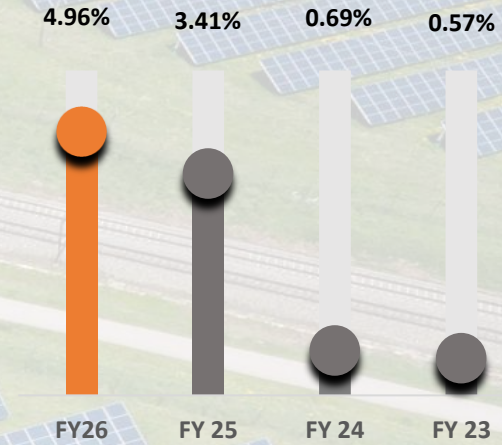
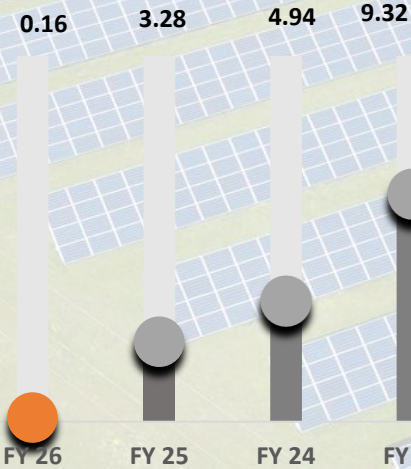
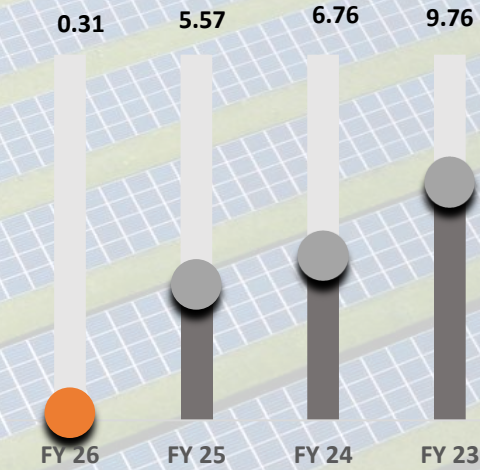
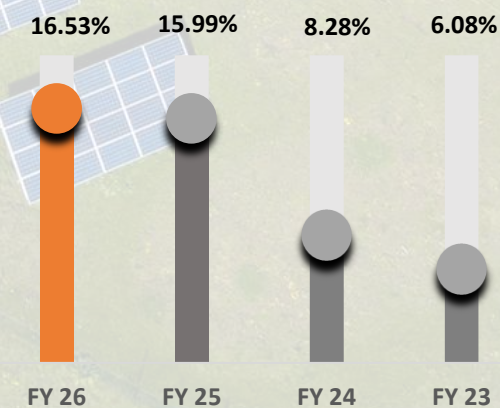
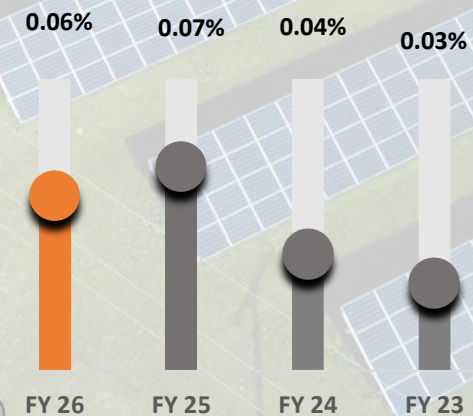
(in Giga Joules/ Million INR)



Renewable Unit Consumption

(in %)



**Female Gender diversity %****(% of employees)****Gross Wages Paid To Females****(% of total wages paid)****LTIFR Employee****(per one million person hours worked)****LTIFR Worker****(per one million person hours worked)****Recycled input material waste %
to total material by value****(in %)****Cost Incurred On Well- Being Measures****(in % of total revenue) ***

* Group medical expense (OPD related claims) are also considered under welfare expenditure apart from the 5 pre-defined heads

Key Performance Index for FY 2025-26

Environment

20

Plant ISO 50001 Energy Management System (EnMS) certified

13%

Scope(1+2)Emission intensity reduction with respect to production from FY 2024-25

1

PPD fab unit ISO 50001 Energy Management System (EnMS) certified

1.74%

Capex Investment For Environmental And Social Impacts

12

Life Cycle Assessment Completed

1524 ton

of recycle material purchased

14

Green Pro Certified Product

43.30 Mwp

Captive Solar plant



Advancing Towards A Greener Tomorrow



Social

21

Plant ISO 45001
Occupational Health and
Safety (OH&S) Management
Systems certified

155

Female employees

100%

Employee training

2

Plant SA 8000 certified

3.84%

Gender diversity in total
workforce

50%

Worker training

1

Plant BRC (British Retail
Consortium) Food
Certification Certified

20

Plant ISO 14001 Environmental
Management Systems (EMS)
Certification Certified

4.96%

Gross wages paid to females as % of
total wages paid

Governance

0

Case of Conflict Of Interest

1

Female in Board of Director

9

Board of Director

0

Fines or Penalty

5

Key Managerial Personnel

0

Cases Of Data Breaches

0

Case of POSH Reported

Stakeholder Engagement

At The Supreme Industries Limited, we are committed to building a strong and resilient foundation of engagement with all our stakeholders. In our view effective stakeholder engagement not as a procedural formality, but as a core principle that shapes our approach to sustainable development. By nurturing relationships that are inclusive, transparent and collaborative, we strive to create shared value and generate meaningful, positive impact for our business as well as the communities we serve.



Effective stakeholder engagement is the cornerstone for achieving sustainable development in an equitable and inclusive manner.

Stakeholder Engagement And Inclusiveness Policy

Our stakeholder engagement policy is built on a set of clear and responsible principles. We engage with stakeholders in a consistent, transparent and structured manner, ensuring open and accessible communication at all times. A key priority of our approach is to actively understand and address the expectations, concerns and perspectives of all stakeholder groups. We recognize our responsibility for the impacts of our operations on stakeholders and the natural environment, and we work proactively to mitigate adverse effects while enhancing positive outcomes. We are equally committed to the fair and equitable distribution of value generated through our business activities and to resolving stakeholder concerns in a timely, impartial and constructive manner, thereby strengthening trust and long-term collaboration.

- Scope of Engagement:** We clearly define the scope of stakeholder engagement and establish appropriate, effective communication channels.
- Transparency and Accountability:** We maintain transparency in our policies, decisions, products and operations, reinforcing accountability across the organization.
- Conflict Resolution:** We address stakeholder differences promptly and ensure fair, respectful and constructive resolution of conflicts.





Stakeholder Relationship Committee

The Company has constituted a **Stakeholders Relationship Committee** of the Board of Directors to oversee and address matters relating to the transmission of equity shares, issuance of duplicate equity share certificates, shareholder grievances and other related issues. The Committee comprises three Independent / Non-Executive Directors, ensuring effective oversight.

Table 2 : Stake Holder Committee

Members	Category	Meetings held during the tenure of the Directors	Meetings attended
Ms. Ameeta Parpia (Chairperson)	Independent / Non-Executive Director	5	5
Shri Rajiv Jalota #	Independent / Non-Executive Director	3	3
Shri Sriram Hariharan #	Independent / Non-Executive Director	3	3
Shri Rajeev M Pandia (up to 15.09.2025)	Independent / Non-Executive Director	2	2
Shri R Kannan (up to 15.09.2025)	Independent / Non-Executive Director	2	2

Shri Rajiv Jalota & Shri Sriram Hariharan inducted as members of the committee w.e.f. 13.09.2025

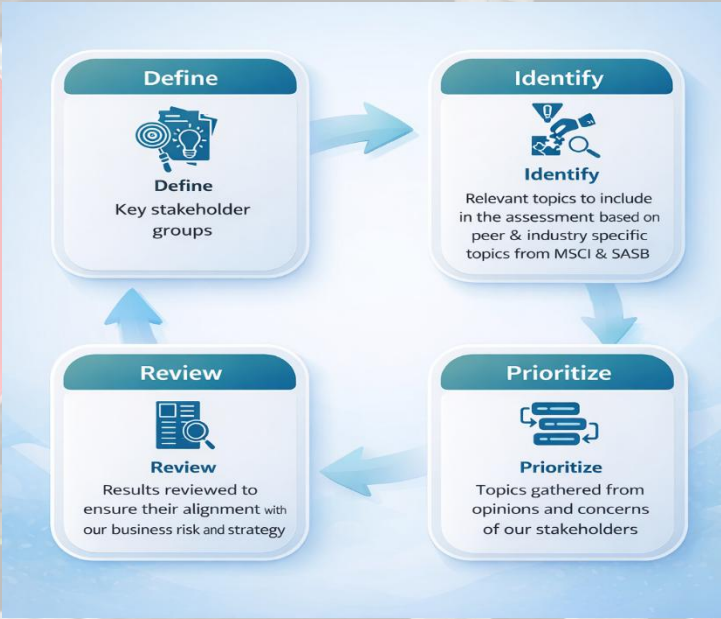
List of Stakeholder & Engagement Plan

Table: 3 – Stake Holder Engagement

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Notice Board and other communication mechanisms	Daily	Follow up for SOPs and compliances with policies of the Company
Shareholders / Investors	No	Emails, Newspaper, Advertisement, Website, Notice Board, Other	Quarterly and as and when need arises	Disclosing Quarterly/ Half Yearly/Yearly Results, sending Annual Reports and Notice for General Meetings
Distributors/ Channel Partners	No	Email, Other	Others -Frequent and need basis	Sales Orders, Discount Policies, Advertisement etc.
Customers	No	Multiple Channel – physical and digital	Others -Frequent and need based	Through Distributors and direct interaction
Research Analyst	No	Email/ con-calls, meetings, Video – conferences	Quarterly	Interaction on explaining the Quarterly/half yearly / yearly results and issuance of Press Releases
Suppliers	No	Email/ con-calls, meetings, Video – conferences	Others -Frequent and need based	Purchase of Machines, Plastics Polymers, Consumables, Packing Materials etc.
Government Agencies	No	Email, one-on-one meetings, Con-calls, Video – conferences	Need based	On various Law points, regulations, amendments, and approvals
Communities	No	Directly or through Supreme Foundation	Half yearly –through CSR Channel	Support socially / by CSR Activities to satisfy needs of society / communities

Materiality Assessment

Supreme have conducted materiality assessment to identify the issues most critical to our business in terms of financial performance and operational functionality . This process helps us understand how our business decisions impact our stakeholders and enables us to align and refine our strategy accordingly. The identified material topics have been incorporated into our ESG framework, allowing us to proactively address potential risks across our operations. Given our diverse stakeholder base, it is essential to remain attentive to these priorities to ensure that our initiatives create meaningful and long-term value.

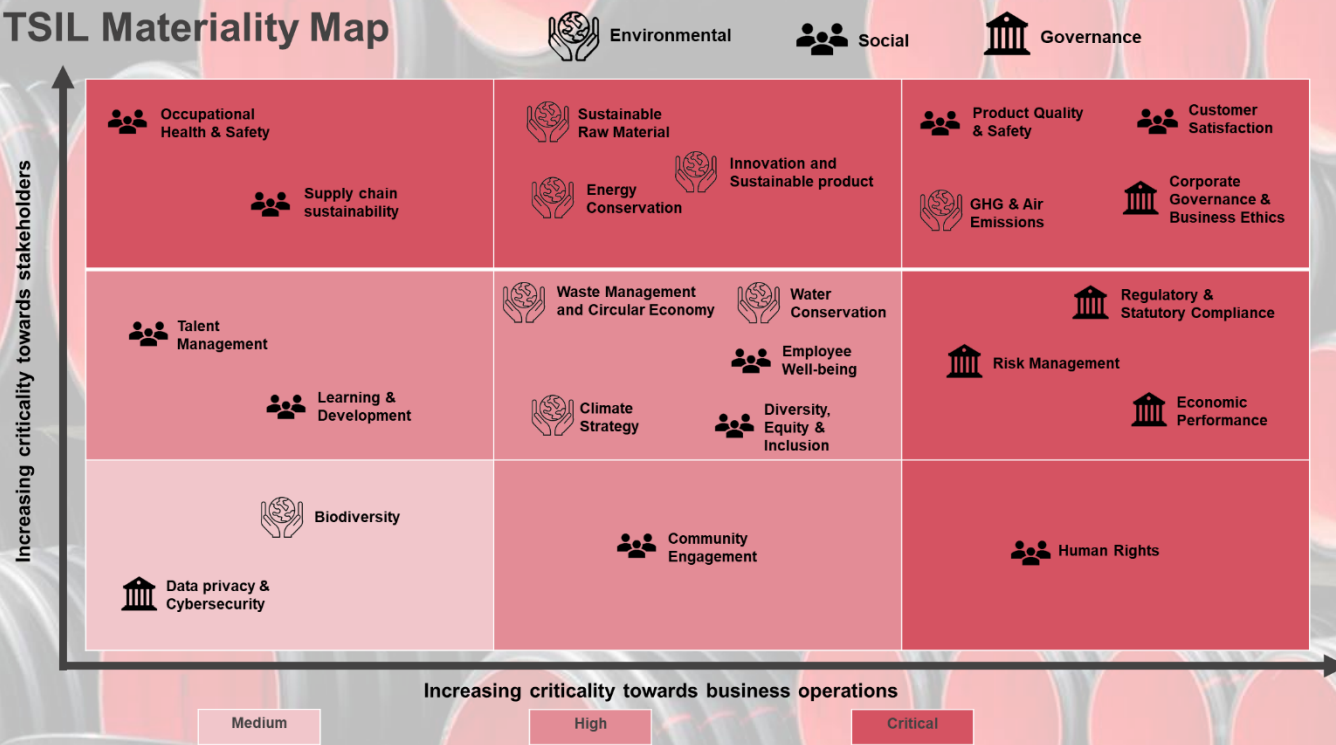


Through this comprehensive assessment, we have systematically identified and prioritized the issues most relevant to both our business and stakeholders that may influence long-term value creation. A total of 23 material topics have been identified and prioritized in the materiality matrix based on business requirements and stakeholder expectations. This structured approach ensures that our efforts are focused on addressing the most significant challenges while advancing our sustainability objectives.

During the FY 2025-26 company has initiated Double Materiality Assessment (DMA) in Quarter 4, to evaluate impact materiality across the entire value chain and financial materiality . It covers the Outside- In And Inside-Out impact.

- DMA Report will be shared in upcoming FY 2026-27

TSIL Materiality Map





Materiality Assessment

Governance



Economic Performance



Risk Management



Corporate Governance & Business Ethics



Regulatory & Statutory Compliance



Data privacy & Cyber security

Environment



Biodiversity



Energy Conservation



Climate Strategy



GHG & Air Emissions



Water Conservation

Sustainable Raw
Material Sourcing

Waste Management & Circular Economy

Innovation & Sustainable
Product Design

Social



Supply Chain Sustainability

Occupational
Health & SafetyProduct Quality
& SafetyDiversity, Equity
& Inclusion

Learning & Development



Human Rights



Community Engagement



Employee Well-Being



Talent Management



Customer Satisfaction

Materiality Assessment

Overview

Resilient Governance

Sustainable Environment

Prosperous Social

Annexure & ESG Book

Environmental Material Issue	Description	Relevant UN SDGs
 Biodiversity	Biodiversity and climate crisis are closely connected and reinforce each other. Supreme believes in protecting the flora and fauna and has undertaken measures to maintain harmony with nature in accordance with its environment policy	14 LIFE BELOW WATER 15 LIFE ON LAND  
 Climate Changes	Supreme is proactively preparing for climate change impacts on its business, implementing measures to prevent damage from physical and transition risks. A comprehensive disaster management plan is in place to safeguard operations. We also stay updated on climate-related regulations to ensure compliance and manage regulatory risks effectively Climate risk assessment already in progress by external party.	13 CLIMATE ACTION 
 GHG & Air Emissions	Supreme is dedicated to tackling GHG emissions and emphasizing sustainability to enhance stakeholder relations. Recognizing the importance of environmental responsibility, supreme aims to meet the expectations of customers, employees, investors and the community	13 CLIMATE ACTION 
 Energy Conservation	Supreme prioritizes judicious energy use, implementing management and efficiency initiatives across plants and offices. Currently, 20 + 1 facilities hold ISO-50001 EnMS certification, and 20 facilities are ISO 14001 certified, demonstrating our dedication to effective environment and energy management practices	7 AFFORDABLE AND CLEAN ENERGY 
 Water Conservation	At Supreme, we consider water as an important resource and have adopted resilient water management approach that focuses on monitoring, recycling and reusing water in our daily operations. We also conduct water audits at regular intervals	6 CLEAN WATER AND SANITATION 
 Waste Management & Circular Economy	Supreme acknowledges the significance of efficient waste management, facilitating recovery and recycling of materials like plastic to promote the circular economy. We consistently seek ways to improve product recyclability and sustainability.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
 Sustainable Raw Material Sourcing	Supreme has made ethical and sustainable sourcing a central corporate objective. Supreme aims to procure and operate transparently, considering economic, social, labor and environmental aspects. To enforce responsible ESG practices within our supply chain. We have established a sustainable procurement policy that embodies our core values.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 



Social Material Issue	Description	Relevant UN SDGs
 Innovation & Sustainable Product Design	Supreme is dedicated to manufacturing its products responsibly and takes steps to ensure that our products are environment friendly and sustainable in nature. Our insulation products and the Cpv pipes and fittings – lifeline have been recognized as environmentally friendly and certified by the cii green products and service council.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
 Occupational Health & Safety	We have implemented an organization-wide health, safety & environment (HSE) policy to foster a safe and healthy working environment throughout its plants and offices supreme has obtained OHSAS 45001 certification for 21 of its plants.	3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH 
 Product Quality & Safety	We prioritize customer satisfaction and trust by delivering high quality and safe products. Our commitment to quality control is continuous, as we evaluate and enhance practices to ensure utmost product safety and reliability.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
 Diversity, Equity & Inclusion	Supreme values the collective and individual backgrounds, identities and experiences of its employees, treating everyone equally, regardless of gender, race/caste, religion /beliefs, disability, or marital status.	5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 
 Employee Well-Being	Supreme prioritizes a safe and healthy workplace, offering group medical insurance, group personal accident insurance and annual health check-ups as part of their employee wellness strategy, addressing the rising need for empathy towards employees.	3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH 
 Learning & Development	Multiple certification courses and workshops are made available to all employees throughout the year along with several other modes of knowledge and capability building	4 QUALITY EDUCATION 
 Talent Management	We have implemented a structured process for select job levels, identifying critical roles and assessing potential talent to develop a leadership pipeline following the succession planning framework	3 GOOD HEALTH AND WELL-BEING 
 Human Rights	Our dedicated human rights policy, inspired by the united nations guiding principles on business and human rights, guides our actions. Supreme takes proactive measures to address and resolve any issues pertaining to business and human rights, ensuring a commitment to upholding ethical practices and responsible business conduct.	8 DECENT WORK AND ECONOMIC GROWTH  10 REDUCED INEQUALITIES 
 Community Engagement	Supreme carries out social development programmes directly and through the supreme foundation, established for this purpose. The primary focus areas encompass education, uplifting underprivileged communities, water and sanitation initiatives, healthcare and environmental initiatives, reflecting our commitment to promoting holistic development and sustainability within the communities it operates.	3 GOOD HEALTH AND WELL-BEING  4 QUALITY EDUCATION  6 CLEAN WATER AND SANITATION  15 LIFE ON LAND 
 Supply Chain Sustainability	Supreme actively manages ESG risks in the supply chain, employing a framework for screening, selecting, monitoring and engaging with suppliers on their environmental and social impacts. We have started assessing the ESG indicators of our supply chain through a SaaS based online platform.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
 Customer Satisfaction	We prioritize customer's feedback through surveys and open communication. Emphasizing transparency and customer-centricity, we aim to build trust, foster relationships and meet evolving customer needs.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 

Materiality Assessment

Governance Material Topic		Description	Relevant UN SDGs
	Economic Performance	Remaining debt-free and holding a cash surplus of Rs 648.45 crores as of March '26 further demonstrates the company's commitment to generating positive long-term stakeholder returns.	
	Risk Management	A dedicated Risk Management Committee, along with a systematic approach, enables the company to effectively address ESG and climate change- related risks	
	Corporate Governance & Business Ethics	Supreme upholds strong corporate governance, blending professionalism, growth and shareholder equity with fairness and ethical principles. We emphasize ethics as a cornerstone, implementing policies and programs that promote ethical behavior, transparency and accountability. Various committees ensure compliance with the highest standards	
	Regulatory & Statutory Compliance	We prioritize staying informed about regulatory changes and strictly adhere to all statutory requirements and financial services best practices to avoid any violations that may lead to legal consequences or damage to our reputation. Ensuring zero non- compliance is paramount through adherence to relevant laws, regulations and guidelines.	
	Data Privacy & Cyber Security	Supreme recognizes the vital importance of cyber security amid technological advancements. The company implements a comprehensive approach encompassing IT infrastructure, staff training, record keeping and cooperation with law enforcement to secure customer data.	 





Supreme ESG Material Topics

Resilient Governance

UN SDGs Mapping

8

DECENT WORK AND ECONOMIC GROWTH



9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



16

PEACE, JUSTICE AND STRONG INSTITUTIONS



17

PARTNERSHIPS FOR THE GOALS



Material Topics Covered

- ESG Governance Framework
- Corporate Governance & Business Ethics
- Regulatory & Statutory Compliance
- Board of Directors
- Risk Management
- Membership & Associations
- Approach to Tax
- Data Privacy & Cyber Security

Our Resilient Governance Structure

Good governance is fundamental to the adoption of sound business practices and to ensuring accountability across the Company's operations. Our Directors are committed to upholding high standards of governance and to maintaining transparent and timely communication with stakeholders. Key information on our business segments and operations is regularly shared through multiple channels, including quarterly financial results, press releases, Investors Presentation, Chairman's statements, annual reports, investor meetings with management, media interactions featuring Chairman and Managing Directors and management-led telephonic conferences with investors. We consistently adhere to the highest standards of corporate governance and remain committed to continuously strengthening and adopting best-in-class governance practices.

The Company Maintains The Highest Standard Of Corporate Governance. It Is Our Constant Endeavor To Adopt The Best Corporate Governance Practice



Corporate Governance Overview

Our governance framework follows a dual-layer structure, with the Board of Directors and its Committees providing strategic oversight at the apex and the Management Team at operations level. The promoter acts in the capacity of Chairman and Managing Director. The Board defines the company strategic direction, establishes corporate objectives and provides guidance and independence to management team to achieve these objective in defined framework. Together, the Board and its Committees play a critical role in reinforcing the principles of good governance, ensuring ethical conduct, transparency and accountability to all stakeholder interactions.

This professionally managed governance model supports sustainable business operations and long-term value creation for all stakeholders. The Board discharges its responsibility by safeguarding the interests of the Company in compliance with applicable laws and regulations, while the committees of the board assist in the effective execution of the responsibilities and oversight functions.

Sustainability Report 2025-26

Policies

Our governance framework is reinforced by clearly articulated policies that foster transparency and uphold the highest standards of ethical conduct across both internal and external operations

NGRBC Principles	Web Link of the Policies				Name Of The National And International Codes/ Certifications/Labels/ Standards Adopted By Entity And Mapped To Each Principle.
Resilient Governance	 Principle-1 Code of conduct for members of the board and senior management personnel	 Policy On Related Party Transaction	 Anti-Bribery and Anti-Corruption policy	 Ethics and Code policy	NGRBC
	 Principle-2 Sustainable Procurement Policy				ISO 14001:2015, ISO 50001:2018, ISO 9001:2015
Sustainable Environment	 Principle-3 Risk Management Policy	 Employee Safety Policy	 Health Safety and Environment Policy	 Equal Opportunities Policy Statement	ISO 18001:2007, ISO 45001:2018, GRI
	 Principle-4 Policy on Stakeholders Engagement and Inclusiveness				SA8000 ,GRI
Prosperous Social	 Principle-5 Vigil Mechanism Policy	 Nomination and Remuneration Policy	 POSH Policy	 Human rights Policy	SA8000,GRI
	 Principle-6 Environment Policy	 Biodiversity Policy	 Water Policy	 Energy Policy	ISO 14001:2015, ISO 50001:2018, GRI
Annexure & ESG Book	 Principle-7 Policy on Responsible Advocacy with Public and Regulatory Bodies				NGRBC
	 Principle-8 Corporate Social Responsibility (CSR) Policy	 Policy on Inclusive and Equitable Development			SA8000,GRI
	 Principle-9 IT security Policy	 Privacy policy			ISO 11119-3/ EN 12245/ EN14227 IS: 14611-2016, ISO/TS 16949



Regulatory and Statutory Compliance:

In compliance with applicable laws and regulations, The Supreme Industries Limited ensures that all mandatory information is accurately disclosed on product labels, packaging and accompanying documentation. This includes product specifications, usage guidelines, safety instructions and other disclosures prescribed by regulatory authorities. We emphasize transparency to enable customers to make informed decisions and to clearly understand the features, benefits and safe use of our products.

Remuneration and commission paid to managerial personnel are structured in strict accordance with the Nomination and Remuneration Policy of the Company and provisions of the Companies Act, 2013 and other applicable statutory regulations. The Company Secretary, in the role of Compliance Officer, supports and advises the Board on Compliance of statutory requirements. This includes guiding Directors, facilitating the convening of Board and Committee meetings and overseeing the conduct of periodic secretarial audits.

The Company has maintained full compliance with regulatory requirements governing capital markets, with no penalties, fines, or adverse actions reported during the year. There have also been no instances of non-compliance involving regulatory authorities, pollution control boards, courts, or allegations of anti-competitive practices.

As part of our proactive compliance and corrective action framework, statutory compliance checks form an integral part of supplier and vendor onboarding. Suppliers are subject to GST verification during the shortlisting process, including validation of online GST return filings to ensure accurate deduction and timely deposit of statutory dues. In addition, compliance with Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) requirements for contract workers is regularly monitored to ensure timely submission by contractors, thereby strengthening compliance across our value chain.

Role Of Company Secretary In Overall Governance Process

The Company Secretary plays a key role in ensuring that the Board and the respective Committees procedures are followed and regularly reviewed. The Company Secretary ensures that all relevant information, details and documents are made available to the Directors and Senior Management for effective decision making at the Meetings. The Company Secretary is primarily responsible for assisting and advising the Board in conducting the affairs of the Company, to ensure the compliances with applicable statutory requirements, to provide guidance to Directors and to facilitate convening of meetings. The Company Secretary interfaces between the Management and Regulatory Authorities for governance matters.

Business Ethics

The Supreme Industries Limited is committed to upholding exemplary corporate governance practices and fostering a culture that combines high standards of professionalism and sustainable growth with the enhancement of shareholder value, while firmly embedding the principles of fairness, ethics and sound corporate governance at the core of its operations.

Code of Conduct

The Board of Directors has adopted a **Code of Conduct** applicable to all Board Members and Senior Management Personnel of the company. The code sets out comprehensive standards of ethical conduct, integrity, professionalism and good governance, serving as a guiding framework for decision-making and behavior across the organization.

In compliance with the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, all Board Members and Senior Management Personnel have confirmed their adherence to the Code of Conduct for the financial year ended 31 March 2026.

This Code is designed to promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest and to support compliance with applicable laws, rules and regulations. It provides clear guidance on identifying and addressing ethical concerns, establishes mechanisms for reporting unethical or improper conduct and reinforces a culture of accountability, transparency and integrity throughout the Company.

Managing Conflict of Interest

A conflict of interest exists when a Director's personal, financial, or other interests interfere, or have the potential to interfere, with the interests of the Company. Such conflicts may arise where a Director holds a direct or indirect financial interest, occupies a position in a competing or related entity, or has personal or familial relationships that could compromise, or be perceived to compromise, independent judgment and decision-making that is not in the best interest of the company.

Directors are prohibited from using their position to obtain any undue personal advantage or benefit that is inconsistent with their fiduciary obligations to the Company. This includes instances where a Director or their relatives derive any compensation, privileges, or financial gains solely on account of the Director's office and not on an arm's-length basis.

Directors must promptly disclose any actual, potential, or perceived conflict of interest to the Company. Such disclosure enables the Board and its Committees to assess the matter objectively and to implement appropriate measures, including abstention from deliberations or decisions, to safeguard the integrity of governance processes and ensure that decisions are made in the best interests of the Company and its shareholders.

During the reporting period, there were no instances of corruption or conflicts of interest that required intervention or action by regulatory authorities, law enforcement agencies or judicial institutions. Accordingly, no corrective actions were required or undertaken.





Vigil Mechanism Policy

The Company is committed to conducting its affairs in accordance with the highest standards of professionalism, integrity, honesty and ethical conduct. In furtherance of this commitment, the Company has instituted a **Vigil Mechanism Policy** for Directors and employees to promote fairness, transparency and accountability across all levels of the organization.

The Vigil Mechanism Policy provides a structured and secure framework for Directors and employees to report concerns relating to actual or suspected violations of applicable laws and regulations, financial irregularities or misrepresentation, breaches of Company policies, or any other unethical or improper conduct. The Policy ensures adequate safeguards for whistleblowers acting in good faith and strictly prohibits any form of retaliation, victimization, or adverse action against individuals who raise concerns. Under the Vigil Mechanism, concerns may be raised with the relevant business or functional heads, or directly with the Managing Director or Executive Director in cases involving senior management. Matters of a serious or sensitive nature are placed before the Audit Committee for appropriate review and action. Whistleblowers may also approach the Chairman of the Audit Committee directly.

The Policy emphasizes confidentiality and protection of the whistleblower's identity and encourages reporting through written communication, including submissions via a dedicated email channel or direct communication with the Chief Financial Officer. Periodic reports on complaints received and actions taken are presented to the Audit Committee. The Chief Financial Officer, acting as the Compliance Officer, is responsible for the effective implementation and administration of the Vigil Mechanism Policy.

During the financial year FY26, no complaints or concerns were reported under the Vigil Mechanism.

Whistleblower mechanism

The Whistleblower Mechanism provides employees and Business Associates with a formal and structured framework for reporting concerns, in alignment with the Company's commitment to the highest standards of ethical, moral and lawful business conduct. The mechanism is designed to promote transparency, accountability and open communication across the organization. The Company does not tolerate unethical practices, misconduct, or irregularities involving its employees or Business Partners and strictly prohibits any form of retaliation, discrimination, or adverse action against individuals who report such concerns in good faith. The Company further encourages employees and Business Associates to report any suspected or actual instances of fraud, wrongdoing, or non-compliance.

Employees and Business Associates are encouraged to make Protected Disclosures promptly upon becoming aware of any improper, illegal, or unethical conduct, through the designated reporting channels and in accordance with the procedures prescribed under the Whistleblower Policy.

Anti-Corruption and Anti-Bribery

Recognizing the importance of preventing corruption and bribery, The Supreme Industries Limited regularly conducts awareness and training programmes for its employees and workers. Members of the Board of Directors and Senior Management also undergo structured training on the National Guidelines on Responsible Business Conduct (NGRBC), with specific emphasis on anti-corruption and anti-bribery principles.

The Company has adopted a comprehensive Anti-Bribery and Anti-Corruption Policy, aligned with its Code of Conduct, which reinforces its commitment to transparency, ethical conduct and integrity in all business dealings. The Policy clearly articulates the Company's zero-tolerance approach towards bribery, corruption and any form of unethical inducement and promotes responsible decision-making and strong governance practices.

The Policy is applicable to all stakeholders acting on behalf of the Company and defines the standards of conduct that must be always adhered to. Awareness of the Policy is disseminated through various communication channels, including emails, meetings and conference calls and is further reinforced through dedicated training sessions on anti-corruption and anti-bribery practices. During the reporting period, there were no reported instances of corruption or bribery.

The policy framework includes prohibitions on:

- All forms of bribery and corruption practices
- Gifts, Hospitality and Entertainment
- Charitable Donations



ESG Governance Framework

The ESG Governance Framework at The Supreme Industries Limited is structured around three core pillars: Guiding Principles, aligned with the United Nations Sustainable Development Goals (UN SDGs), Reporting Standards, based on the GRI and BRSR frameworks and a suite of robust policies. Together, these pillars provide a strong and integrated foundation for effective governance and systematic management of environmental, social and governance matters.

The Company’s policies articulate its commitment to responsible business conduct and outline how these commitments are embedded across business operations and stakeholder engagements. All policies are duly reviewed and approved at both the management and Board levels. These policies are also extended to value chain partners to ensure alignment with the Company’s ESG expectations.

To ensure effective implementation and awareness, the policies are communicated on a regular basis through multiple channels, including emails, conference calls, in-person meetings and video conferences. This multi-channel approach facilitates timely dissemination of information and promotes consistent understanding and engagement among all relevant stakeholders.



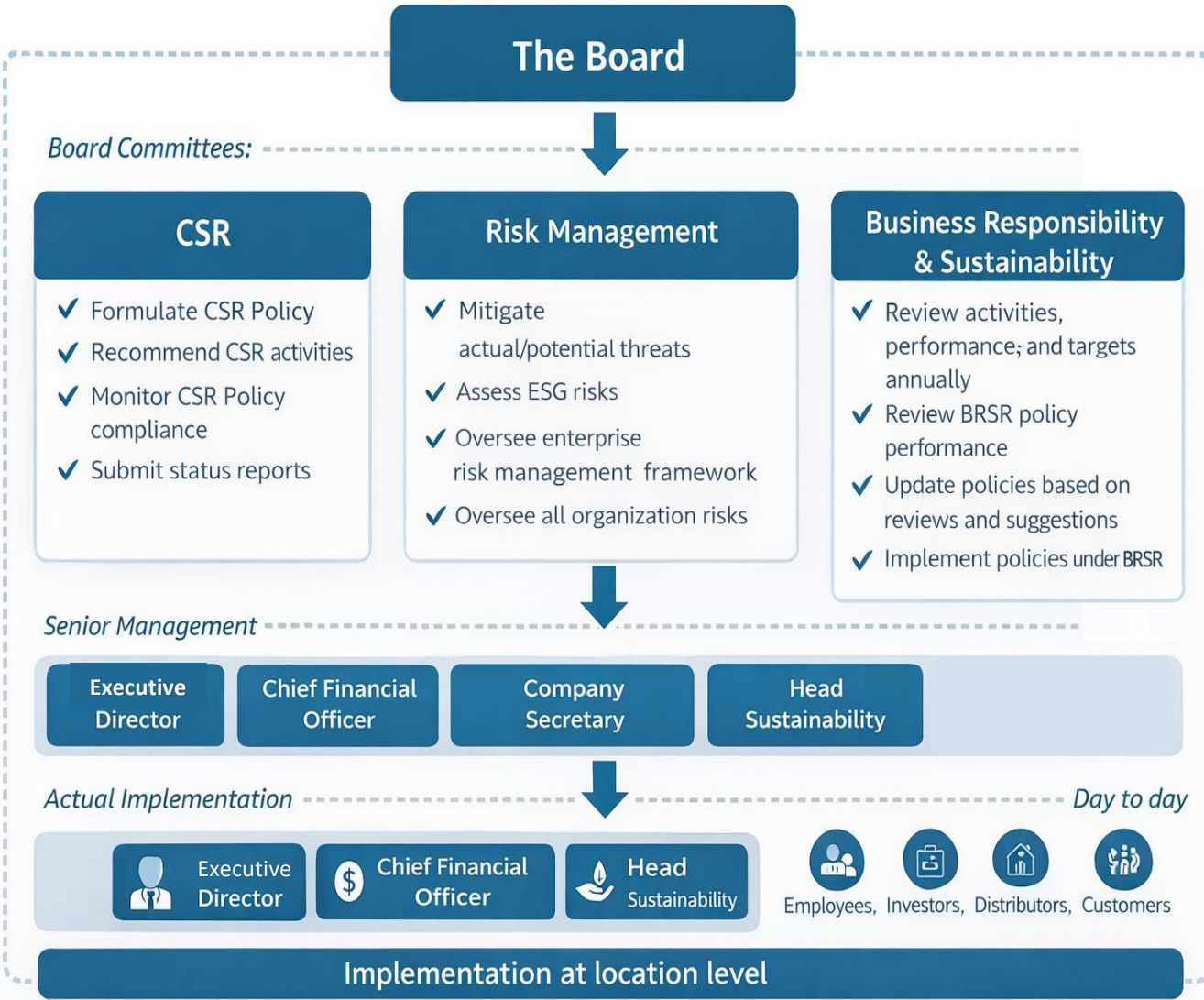


ESG Governance Structure

The ESG governance structure at company is overseen by the Business Responsibility and Sustainable Committee (BRSC Committee), comprising the Executive Director, Chief Financial Officer, Company Secretary, Associate Vice President – Energy & Environment . The BRSC Committee is responsible for reviewing, updating and setting targets on ESG-related matters across the organization. It also oversees the quality, accuracy and transparency of sustainability disclosures, including the review of the Business Responsibility and Sustainability Report (BRSR) and other sustainability reports at the organizational level.

The CSR Committee and the Risk Management Committee support the BRSC Committee in the formulation, approval and periodic review of strategies, policies and objectives related to sustainable development. The management team ensures the effective implementation of these strategies and policies across all locations by delegating responsibilities at the site level, thereby embedding ESG considerations into operational decision-making.

Meetings of the BRSC Committee are conducted on an annual basis, during which progress against ESG goals is reviewed, performance is monitored and key sustainability initiatives are discussed at the Board Committee level, together with senior executives responsible for overseeing and advancing the Company’s sustainable business practices.



The Board of Directors



SITTING FROM LEFT TO RIGHT

- Shri V.K. Taparia**
Executive Director
- Shri S.J. Taparia**
Executive Director
- Shri M.P. Taparia**
Chairman and Managing Director
- Shri Sarthak Behuria**
Independent Director

STANDING FROM LEFT TO RIGHT

- Shri Rajiv Jalota**
Independent Director
- Ms. Ameeta Parpia**
Independent Director
- Shri Pulak Prasad**
Non-Executive Director
- Shri Sriram Hariharan**
Independent Director
- Shri Vipul Shah**
Independent Director



Company’s Philosophy on Code of Governance

Good Governance ensures adoption of best business practices and accountability of the person’s in-charge of the Company’s operations. Your Directors are committed to good Governance practices, and the Company has been sharing all important information about its various business segments and operations of the Company through Quarterly Results, Press release, Investor Presentation Chairman’s Statement, Annual Reports, Investors’ meet with Management, TV interview of CMD and Telephonic Con calls with Investors by the Management. Further as required by the Listing Agreement.



Late Shri B. L. Taparia
**Promoter \ Non-Executive
Chairman(1934-2026)**

(up to 30th January 2026)
He assisted in the Board in formulation of broad policies at the Company. He was a member of CSR Committee. He was Non-Executive Chairman of the Company.



Shri S.J. Taparia
Executive Director

As Executive Director at the operational level he oversee Industrial Component Division, Plastic Piping Division (jointly with CMD), Material Handling Products and Composite Products. His functional responsibilities include

- (1) Business Strategy (2) all technical aspects of (i) operations plant automation (ii) new product identification, development and introduction (iii) Plant, Machinery, Moulds and Equipment's, including their selection, purchase, installation, running and maintenance, (3) marketing of industrial and Composite products.(4) Design Centre (5) Quality Management System Installation (6) Personnel.



Shri V.K. Taparia
Executive Director

As Executive Director he is responsible for Company’s business in all spheres of activities relating to Production, marketing, procurement, Working capital Management, Business Development, expansion and overall administration pertaining to Performance packing products which includes Multilayer Films for various applications and Protective Packaging products which includes Expanded Polyethylene foam, Cross-Link Foam, Air Bubble Film, net and tubes and products made thereof . He is driving force and leading the IT Team of the Company for upgrading its computerization, ERP implementation and other related areas.



Shri M.P. Taparia
Chairman & Managing Director

As Chairman and Managing Director at the operational level, he overseas directly Plastic Piping System division, Cross Laminated Films division and furniture Division.

He is a Chairman of Supreme Petrochem Limited (Associate Company)

- His functional responsibilities include
- 1. Business Strategy 2. Accounts, 3. Finance 4. Taxation, 5. Foreign Exchange 6. Raw Material procurement 7. Investor interactions 8. Personnel 9. Marketing of above three product division 10. Government 11. Capital Allocation 12. Industry Interaction 13. Brand building and 14. Risk Management



Ms. Ameeta Parpia
**Independent \ Non Executive
Director**

She is a Senior Solicitor and Advocate with long experience in legal field. She has also served as a director in various companies and brings rich experience and guidance to the Board.



Shri Sarthak Behuria
**Independent \ Non Executive
Director**

Former Chairman of IOCL, Chennai Petroleum Corporation Ltd, IOT Infrastructure & Leasing Ltd, Bharat Petroleum Corporation Ltd and Kochi Refineries Ltd. He is having rich experience in Business development.



Shri Vipul Shah
Independent\ Non-Executive
Director

He holds a Bachelor of Science in chemical engineering and a Master of Science in polymer science from the University of Texas, Austin, United States. He has vast experience in Petrochemicals, LPG /LNG business, marketing.



Shri Rajiv Jalota
Independent\ Non-Executive
Director

(w.e.f 13th September 2025)
Masters in international development policy from Duke University, an M.Sc. in Chemistry from Lucknow University and pursuing a Ph.D. in Sustainability (Resource Efficiency) at NEERI (AcSIR), IAS (Retd). He has over 35 years of experience and has led transformational reforms across governance, infrastructure, maritime, industry, urban affairs, e-Governance, taxation and public finance. Recognized for change management, ease of doing business and strategic vision, he has advanced transparency, efficiency and sustainability in large-scale social and economic development, PPPs and public procurement.



Shri Pulak Prasad
Non-Executive \
Non-Independent Director

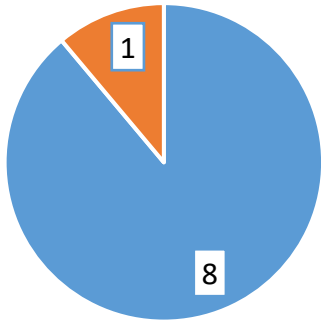
He is B.Tech, IIT, Post Graduate Diploma in Management from Indian Institute of Management, Ahmedabad. He also served as Director in various Companies and brings rich experience and guidance to the Board.



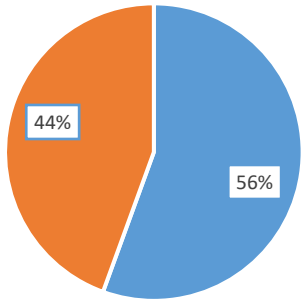
Shri Sriram Hari Haran
Independent\ Non-Executive
Director

(w.e.f 13th September 2025)
Honors graduate degree in Mechanical Engineering from the National Institute of Technology (NIT), Prayagraj and holds a Postgraduate Diploma in Management from the Indian Institute of Management, Bangalore. He is having nearly 30 years of experience in the domain of Financial Services. Mr. Sriram Hariharan has over two decades of experience shaping international banking, corporate governance and strategic growth. Recently, he was Chairman of the Board of both ICICI Bank's Canada and UK Subsidiaries.

Board Diversity

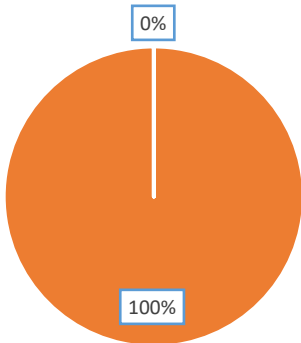


■ Male ■ Female
Board Independence



■ Independent Directors
■ Non-Independent Directors

Board Age Profile



■ 30-50 years ■ >50 years



The illustrative below reflects the responsibility of the Board of Directors with respect to the different committees stated below -

Shri. M.P. Taparia		
M	C	C
Shri. S.J.Taparia		
C	M	
Shri. V.K.Taparia		
M		
Shri. Vipul Shah		Shri. Pulak Prasad
M	M	
		Ms. Ameeta Parpia
		M M C C
Shri Mr. Rajiv Jalota		Shri Sriram Hari Haran
M	M	M M
		Shri.Sarthak Behuria
		C C M
M Member C Chairman		

- Audit Committee
- Nomination and Remuneration Committee
- Corporate Social Responsibility Committee
- Stakeholders Relationship Committee
- Risk Management Committee
- Operation Management Committee
- Business Responsibility and Sustainable Development Committee



Performance evaluation of the board

The annual performance evaluation of Independent Directors is conducted against a comprehensive set of criteria designed to assess their effectiveness and contribution to the Board. The evaluation considers the extent of their preparedness for Board and Committee meetings, their level of participation and the adequacy of their attendance. It also assesses their commitment to gaining a thorough understanding of the Company, its business model and operating environment.

The quality, depth and relevance of their contributions during deliberations—particularly in relation to strategic direction, risk management and governance matters—form a key component of the assessment. The evaluation further reviews their responsiveness in addressing concerns raised during meetings, their ability to engage constructively and the quality of their professional relationships with fellow Directors, the Company Secretary and senior management.

In addition, Independent Directors are evaluated on their understanding of corporate governance frameworks, financial reporting processes and industry dynamics, as well as their communication effectiveness. Participation in activities beyond formal meetings, including site visits and other engagement initiatives, is also considered. Overall, the evaluation focuses on whether their conduct, performance and contributions foster an environment of mutual trust, respect and effective governance within the Board.

Board Diversity

The Supreme Industries Limited acknowledges the importance of a diverse and well-balanced Board and has adopted a formal Board Diversity Policy that reflects an appropriate mix of skills, experience, expertise and perspectives aligned with the Company’s strategic objectives. The Company considers Board diversity to be a key enabler of effective decision-making and a source of long-term competitive advantage.

A diverse Board brings together directors with varied competencies, regional and industry experience, gender representation and other distinguishing attributes, which collectively enrich deliberations and enhance oversight. These dimensions of diversity are carefully considered while determining the optimal composition of the Board to ensure an appropriate balance. Board appointments are made strictly on the basis of merit, with the objective of strengthening and expanding the collective capabilities of the Board. In this process, due consideration is given to factors such as professional background, skills, qualifications, experience, gender, age, cultural and educational diversity, along with any other criteria deemed relevant by the Board, to support effective governance and sustainable growth.

Independent Directors:

Our independent directors meet the conditions specified in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and maintain independence from management.

Table 4 : Breakdown of BODs by Age			
Breakdown of BODs by Age	FY 26		
	Male	Female	Total
Below 30 years	-	-	-
30 to 50 years (including 30 and 50)	-	-	-
More than 50 years	8	1	9
Total BODs	8	1	9

Independent Directors Meeting:

In compliance with the Companies Act, 2013 and Regulation 25 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, During the Financial Year 2025-2026 the Independent Directors Meeting was held on 2 occasions i.e., on 6th June 2025, 21st January 2026. The meeting assessed the performance of non-independent directors, the board and the chairman, considering feedback from executive and non-executive directors. It also evaluated the quality, quantity and timeliness of information flow between the management and the Board.

- Shri Sarthak Behuria is the chairman of the Independent Director Meeting



Nomination & Remuneration of the Board

The appointment of Directors follows a well-defined and transparent process under the oversight of the Nomination and Remuneration Committee. The Committee establishes clear criteria to assess candidates’ qualifications, competencies, positive attributes, independence and suitability to effectively discharge their responsibilities. It also defines evaluation parameters for Independent Directors and the Board as a whole to ensure sustained effectiveness and robust governance. Based on these criteria and in accordance with the applicable policies, the Committee identifies and evaluates individuals qualified to serve as Directors or in senior management positions. Periodic performance evaluations of Directors further support informed decision-making regarding appointments, continuance, or removal. The Committee subsequently recommends the appointment or removal of Directors and senior management personnel to the Board, ensuring a capable, diverse and balanced leadership structure.

In addition, the Committee formulates and recommends remuneration policies for Directors, Key Managerial Personnel and Senior Management, ensuring that compensation practices are equitable and aligned with the Company’s strategic objectives. The Committee has also adopted a Board Diversity Policy to promote inclusivity and a broad mix of skills and perspectives. Any additional responsibilities assigned by the Board or required under applicable regulations are duly discharged.

The Nomination and Remuneration Policy, in compliance with Section 178 of the Companies Act, 2013, ensures that:

- ❖ Remuneration is fair and competitive to attract, retain and motivate high-caliber Directors and leadership talent.
- ❖ A clear linkage exists between remuneration and performance, aligned with appropriate benchmarks
- ❖ The remuneration structure for Directors, Key Managerial Personnel and Senior Management maintains an appropriate balance between fixed and variable pay, supporting both short- and long-term performance objectives and the Company’s overall goals.

Table 5 : Compensation details

Ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees	362.07 : 1
Percentage increase in annual total compensation for the organization’s highest-paid individual and the median percentage increase in annual total compensation for all employees	2.92%
Percentage increase /(decrease)in the median remuneration of employees in the financial year (2025-2026 vis-à-vis 2024-2025)	9.07%

Table 6 : Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	27,00,000	1	32,00,000
Key Managerial Personnel *	5	18,25,62,222	0	0
Employees other than BoD and KMP	5,339	4,90,314	155	5,24,637
Workers **	1,064	5,12,049	2	2,86,031

* MD and EDs are also considered KMP.
** We have considered Permanent workers only

Director Familiarization Programs

An appropriate induction programme for new Directors and ongoing familiarization with respect to the business working of the Company for all Directors is a major contributor for meaningful Board Level deliberations and sound business decisions.

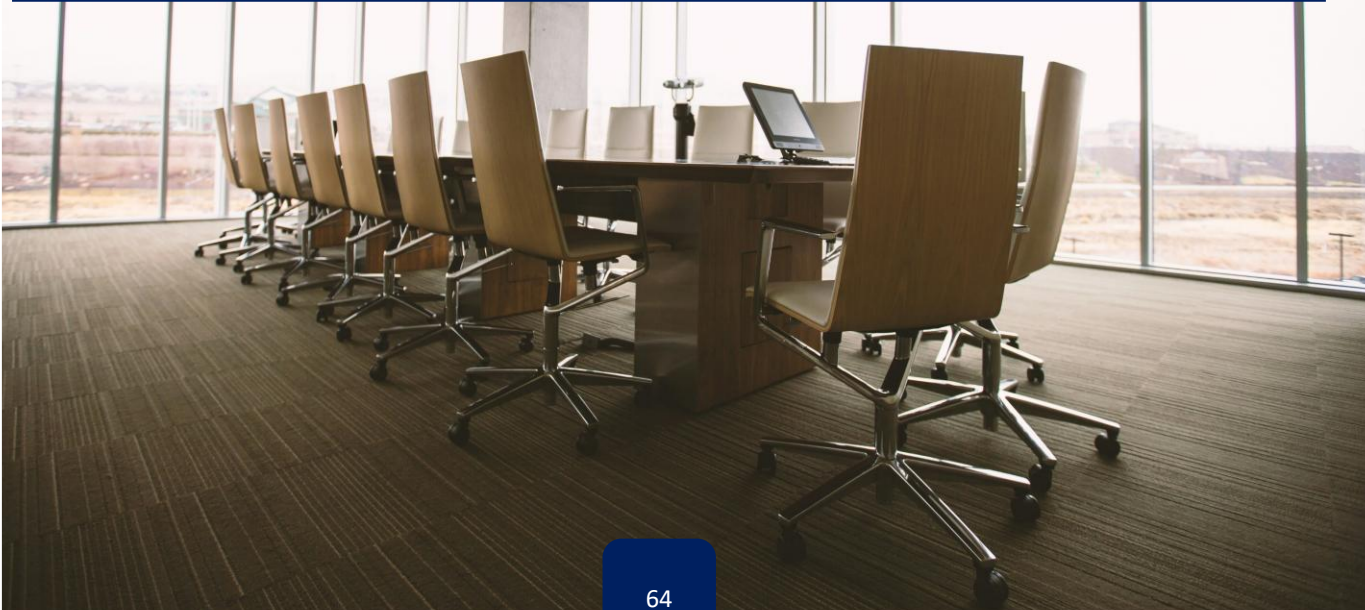
The Company has adopted a structured programme for orientation of Independent Directors at the time of their joining so as to familiarize them with the Company's operations, business, industry and environment in which it functions and the regulatory environment applicable to it. The Company updates the Board Members on a continuing basis on any significant changes therein and provides them an insight to their expected roles and the responsibilities so as to be in a position to take well-informed and timely decisions and contribute significantly to the Company.

The Company through its Chairman and Managing Director / Executive Directors / Senior Management Personnel makes presentations regularly to the Board, Audit Committee, Risk Management Committee or such other Committees, as may be required, covering, inter alia, business environmental, business strategies, operations review, quarterly and annual results, budgets, review of internal audit report and action taken report, statutory compliance, risk management.

The details of familiarization programmes held for the Independent Directors is provided on the Company's website also.

Familiarization Process:

- A familiarization pack (welcome kit) is given to the incoming director, which includes the Company's Memorandum & Articles of Association, Annual Reports, Code of Business Conduct & Ethics applicable to the Directors/employees of the Company, Code of Conduct of Insider Trading Prohibition Policy
- The Company, through its Executive Directors / Key Managerial Personnel, shall conduct programs / make presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company,
- Such programs / presentations shall provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company's strategy, business model, operations, product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time;
- New Directors have regular interaction with the Managing Director/ Executive Directors.
- A detailed appointment letter incorporating the roles, duties, and responsibilities, performance evaluation process, remuneration and obligation on disclosures is issued for his/her acceptance.
- Familiarization programme will be conducted on need basis during the Year.





Collective Knowledge of Highest Governance Body

The Board of Directors comprises individuals from diverse professional backgrounds, collectively bringing the knowledge, competencies, skills and experience required to effectively discharge their governance responsibilities. The Board's expertise spans key domains including plastics, petrochemicals, banking, finance and legal affairs, enabling well-rounded oversight and informed decision-making.

The Company has identified and classified the core skills, expertise and competencies considered essential for effective Board functioning. These have been mapped and consolidated into a competency matrix, which presents an overview of the collective strengths and capabilities of the Board of Directors as a whole.

Table 7 : Core Skills, Expertise and Competencies of the Board of Directors

Particulars	Detailed List of Core Skills, Expertise and Competencies	Name of Directors who have Skills, Expertise and Competence								
		Shri M.P. Taparia	Shri S.J. Taparia	Shri V.K. Taparia	Shri Sarthak Behuria	Ms. Ameeta Parpia	Shri Pulak Prasad	Shri Vipul Shah	Shri Rajiv Jalota	Shri Sriram Hariharan
Core Skills	Strategic policy formulation and advising	✓	✓	✓	✓		✓		✓	✓
	Regulatory framework knowledge	✓	✓	✓	✓	✓			✓	
	Financial performance	✓	✓	✓	✓		✓	✓		✓
	Advising on Risk mitigation and Compliance requirements	✓	✓	✓	✓	✓			✓	✓
Expertise	Knowledge of Petrochemicals	✓	✓	✓	✓			✓		
	Commercial acumen	✓	✓	✓	✓			✓		✓
	Able to guide in building the right environment for Human Assets Development	✓	✓	✓	✓	✓			✓	✓
Competencies	Strategic Leadership	✓	✓	✓	✓			✓	✓	✓
	Execution of policies framed by the Board	✓	✓	✓	✓	✓			✓	✓
	Identifying the growth areas for expanding the business in India and outside India	✓	✓	✓	✓			✓	✓	✓
	Advising on Business Risks & environment	✓	✓	✓	✓		✓	✓		✓

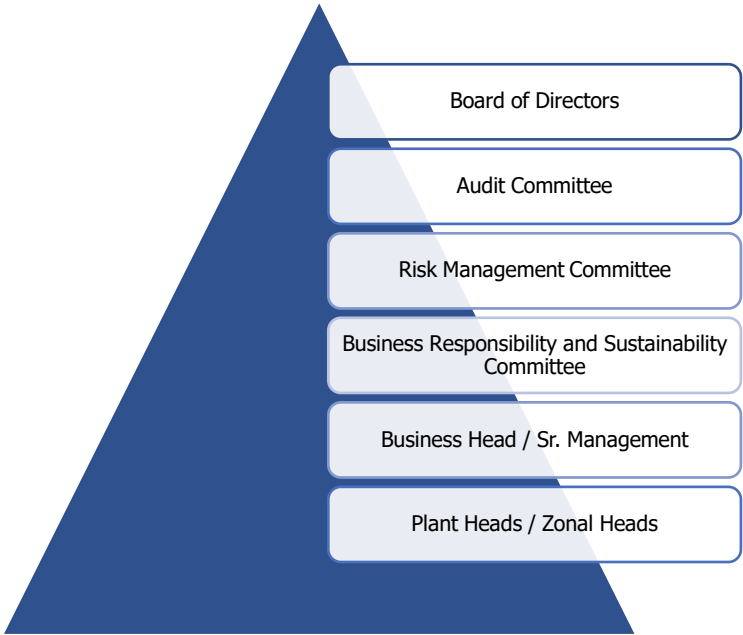
Risk Management

Enhanced Risk Management Framework

In an increasingly dynamic and competitive business environment, the effective identification and management of risks are critical to supporting the Company’s growth strategy. Supreme proactively identifies key risks across its operations, evaluates their potential impact and implements appropriate mitigation measures to minimize adverse effects and enhance business resilience.

Comprehensive and Systematic Risk Management Approach

Supreme has instituted a robust and structured risk management framework based on a systematic approach to risk identification, assessment, mitigation and monitoring. This framework encompasses risks related to Environmental, Social and Governance (ESG) factors, including climate-related risks, ensuring that emerging and material risks are addressed in a timely and effective manner. By integrating risk management into its strategic and operational decision-making processes, the Company strengthens its ability to respond to potential challenges while remaining aligned with its stated objectives. This proactive approach reinforces Supreme’s commitment to responsible, forward-looking business practices and supports long-term sustainability, operational continuity and responsible growth.





Risk Management Committee

The Company's Board of Directors has established a dedicated **Risk Management Committee** to support the Board in strengthening oversight and governance of enterprise-wide risks. The Committee is responsible for developing and recommending a comprehensive Risk Management Policy and ensuring that robust methodologies, processes and systems are in place to effectively identify, assess, monitor and mitigate risks arising from the Company's operations and strategic objectives.

The Board of Directors of the Company has constituted a Risk Management Committee; The Risk Management Committee is entrusted with the responsibility to assist the Board in the following areas:

- Formulating a detailed Risk Management Policy.
- Ensuring that appropriate methodologies, processes, and systems are in place to monitor and evaluate risks associated with the Company's business.
- Monitoring and overseeing the implementation of the risk management policy, including evaluating the adequacy of risk management systems.
- Keeping the Board of Directors informed about the nature and content of its discussions, recommendations, and actions to be taken.
- Assessing the risks pertaining to ESG factors.

Key risks identified along with corresponding mitigation measures are presented to the Audit Committee for review. Significant audit observations and follow-up actions are reported to the Audit Committee, which evaluates the effectiveness of the internal control environment and monitors the implementation of audit recommendations, including those aimed at further strengthening the Company's risk management policies and systems.

Through this proactive and structured approach, Supreme ensures that risk management remains comprehensive, strategic and closely aligned with its objective of achieving sustainable and responsible growth.

Risk Management Framework

Systematic approach

Objective Categories

- ✓ Strategic
- ✓ Operations
- ✓ Reporting
- ✓ Compliance

Organizational Levels

- ✓ Enterprise Level
- ✓ Division Level
- ✓ Business Unit Level
- ✓ Subsidiary Level

Elements

- ✓ Risk Assessment
- ✓ Risk Management
- ✓ Risk Monitoring

Risk Factors

- ✓ External Risk Factors
- ✓ Internal Risk Factor

Risk Management and Mitigation Strategy

(1) At The Supreme Industries Ltd., we recognize that a robust risk management framework is essential for sustainable value creation. Our proactive approach involves identifying, assessing and mitigating risks that could impact our strategic objectives and stakeholder interests. Below is an overview of the key risks identified during the year and our integrated mitigation strategies

1.1 Macro economic and Geopolitical Landscape

Risk Category	Impact Description	Mitigation Strategy
Tariff & Trade Policy	Shifts in US tariff policies may disrupt global trade flows and impact export competitiveness.	- Diversified procurement strategy (Including sourcing from China) - About 98% of Company sales are domestic.
Geopolitical Instability	Persistent conflicts and regional tensions affect supply chains and energy costs.	Maintaining a multi-vendor sourcing strategy for raw materials and keeping strategic safety stocks of critical items of raw materials.
Global Economic Slowdown	Slower growth in major economies may lead to reduced infrastructure spending.	Focusing on domestic high-growth sectors such as urban infrastructure, agriculture and water management (including participation in various Govt. initiatives) to offset global headwinds.

1.2 Financial and Operational Resilience

- Foreign Exchange Fluctuations:** As an importer of key raw materials, currency volatility impacts our margins. We maintain Consistent hedging policy & utilize forward contracts and natural hedging (to some extent) to manage exposure effectively. Company, being debt free, is not exposed to any currency interest rate risk on account of long term/ short term foreign currency loans.
- Treasury Management:** Company has a strong treasury management policy with well-defined checks and balances, duly approved by the board. The policy clearly lays down the institution & product wise eligibility criteria and monetary restrictions. Company avoids any direct exposure to equity, except to safe arbitrage products. Company has availed the services of an experienced advisor who maintain a strong research team.
- Project Execution & Management:** Delays in large-scale projects can lead to cost overruns. Before beginning any capex project, cost vis-à-vis benefit analysis is carried out & timeline within which it needs to be achieved is stipulated. Progress report is periodically prepared by the Project management team to track the actual spending against budget. Safety based inputs are incorporated at the design stage itself. Safety manuals containing detailed steps and precautions are prepared that may represent risk to personnel or equipment or prevent efficient operations being identified.

1.3 Sustainability, ESG and Climate Change.

- Our Commitment:** We view ESG not just as a mandate, but as a core pillar of our operational excellence.
- Policy Shifts (ESG):** To stay ahead of evolving ESG mandates, we have integrated sustainability metrics into our corporate governance and annual performance reviews.
- Climate Change:** We are investing in energy-efficient extruders and increasing our share of renewable energy in manufacturing to reduce our carbon footprint.
- Plastics Waste Management:** We are actively promoting the circular economy by enhancing our recycling capabilities and developing products that utilize post-consumer resin (PCR) without compromising structural integrity.

1.4 Information Technology and Intellectual Capital

Information Technology:

The Company's Information Technology initiatives continue to function as a strategic enabler of efficient, secure, scalable and sustainable operations, supporting the Company's Environmental, Social and Governance (ESG) objectives.

Sustained investments in digital infrastructure, enterprise applications and Industry 4.0-enabled platforms support operational excellence across manufacturing and business functions. The adoption of IoT and Artificial Intelligence (AI) enhances shop floor visibility, process efficiency and data driven decision making, reinforcing operational resilience and future ready digital capabilities.

- Digital Transformation through Artificial Intelligence (AI)**
The Company continues to advance its digital transformation journey through the strategic adoption of Artificial Intelligence (AI). AI driven initiatives are being leveraged to enhance decision making, improve operational efficiency and strengthen predictive capabilities across select business processes. Use cases focus on intelligent analytics, automation and proactive insights, enabling data driven outcomes while maintaining appropriate governance and control. These initiatives are guided through a structured framework to ensure alignment with business objectives, risk management practices and value realization.
- Internet of Things (IoT) for Operational Excellence**
The Internet of Things (IoT) is being utilized to improve operational visibility and asset monitoring across manufacturing and infrastructure environments. IoT enabled solutions provide real time data and insights that support process optimization, performance monitoring and timely decision making. By integrating connected devices and systems, the Company enhances operational efficiency, reliability and responsiveness while supporting continuous improvement initiatives.
- Cybersecurity, Risk Management and Technology Governance**

The Company has implemented a comprehensive cybersecurity and information security framework to safeguard its technology environment and information assets. The framework includes layered network security controls, secured communication systems, strong identity and access management and continuous monitoring capabilities. Advanced solutions, including AI enabled threat detection and behavior-based analytics, are used to proactively identify and respond to cyber risks, supported by periodic vulnerability assessments, security audits and control reviews to ensure the confidentiality, integrity and availability of critical systems.

Cybersecurity, technology and operational risks are integral to the Company's enterprise risk management framework. A structured approach is followed for risk identification, assessment, prioritization and mitigation across functions, supported by established business continuity and disaster recovery frameworks to enhance operational resilience. A well-defined technology governance framework oversees IT operations and digital initiatives, ensuring compliance with applicable laws, regulations and industry practices through clear accountability, control mechanisms and periodic internal and external audits.



- Recognizing the importance of people in strengthening cybersecurity and organizational resilience, Company conducts regular employee awareness and training initiatives. These programmes focus on responsible use of technology, cyber hygiene and risk awareness, fostering a culture of accountability and vigilance across the organization. Continuous capability development supports preparedness against evolving cyber threats and reinforces the Company's risk management and governance objectives.

• Talent Management:

Our "People First" approach focuses on continuous upskilling, leadership development programs and fostering a diverse work culture to attract and retain top-tier technical talent.

• Brand & IP Protection:

We rigorously defend our trademarks, designs and patents. Our legal team proactively monitors the market for infringements to protect our market share and premium brand positioning.

1.5 Safety, Quality and Reputation

• Environment , Health & Safety (EHS):

- Company has installed fire hydrant systems at all its manufacturing locations along with other apparatus like sprinkler systems, extinguishers filled with chemical foam etc.
- First aid training is given to safety personnel, engaging professional risk assessing advisors to conduct periodic audits, review & to suggest improvement measures.
- Location-wise Safety Committees conduct regular fire safety drills and train the employees for emergency evacuation plan etc.
- Appropriate illumination at shop floor, earmarked storage areas with safety measures, installation of safety guards & switches, open passages for people and material movements, fencing of high-risk zones etc.
- Occupational health and safety management systems at all its locations providing personal protective equipment, installation of CCTV cameras to enhance security and surveillance, well defined Safety & Health related SOP. It conducts regular Safety Audits and training programmes.
- Company is also taking appropriate insurance coverage to mitigate any financial impact due to any adverse impact of any of the above risks.
- Product Liability: To mitigate the risk of product failure, every batch undergoes stringent pressure and stress testing according to international standards (BIS/ISO).
- Reputation Management: We maintain transparent communication with all stakeholders. Our robust grievance redressal mechanism and ethical code of conduct ensure that our corporate brand remains synonymous with trust.

The Supreme Industries Ltd. remains vigilant and adaptive, ensuring that our risk mitigation efforts are dynamic enough to navigate the complexities of the global plastics piping industry while delivering consistent growth.

2.0 HUMAN RESOURCES

The Company continues to recognize Human Resources as a strategic enabler in driving sustainable growth and organizational excellence. During the year, focused efforts were made to strengthen people's practices through digital transformation, capability building and fostering an inclusive and collaborative work culture.

• HR Digitization

In line with the Company's vision to enhance operational efficiency and employee experience, significant progress was made in HR digitization initiatives. The implementation of integrated digital platforms has streamlined key HR processes including recruitment, onboarding, performance management, learning and compliance tracking. These initiatives have improved transparency, reduced turnaround time and enabled data-driven decision-making across all levels of the organization.

• Employee Development & Capability Building

The Company continued to invest in structured learning and development programs aimed at enhancing both functional and behavioral competencies. A range of initiatives including leadership development programs, technical upskilling workshops and cross-functional exposure opportunities were conducted during the year. Special emphasis was placed on nurturing future leaders through tailored development journeys and mentoring interventions.

In addition, employees were encouraged to participate in external seminars, certifications and industry forums to broaden their knowledge base and stay aligned with evolving industry practices.

• Diversity, Equity & Inclusion (DEI)

The Company remains committed to fostering a diverse and inclusive workplace that promotes equal opportunity and respect for all individuals. Continuous efforts were undertaken to build awareness, eliminate unconscious bias and create a culture where employees feel valued and empowered. Initiatives focused on gender diversity, inclusive hiring practices and sensitization programs contributed to strengthening the Company's DEI framework.

• Employee Engagement & Well-being

The Company continued to prioritize employee well-being through various initiatives including health and wellness programs, financial literacy sessions and engagement activities. These initiatives were aimed at fostering a positive workplace environment and enhancing overall employee satisfaction.

• Industrial Relations

Industrial relations across all manufacturing units remained harmonious and stable during the year. Continuous dialogue, proactive engagement with employees and unions and a transparent communication approach have contributed to maintaining a cordial and productive work environment.

• CAUTIONARY STATEMENT

Statements in the Management Discussion and Analysis describing the Company's objectives, expectations or predictions may be forward looking within the meaning of applicable securities, laws and regulations. Actual results may differ materially from those expressed in the statement. Important factors that would influence the Company's operations include cost of raw materials, tax laws, power cost and economic developments and such other factors within the Country and the international economic and financial developments.

Approach to Tax

As part of its tax strategy, Supreme ensures that all statutory tax obligations are discharged accurately and within the prescribed timelines. Robust compliance checks are embedded across the value chain, including thorough GST due-diligence of distributors and vendors during the onboarding and shortlisting process. Supreme verifies the GST return filing status of prospective distributors and vendors to ensure that applicable statutory dues are duly deducted and deposited.

Supreme’s tax approach is underpinned by prudent recognition and reporting of income tax expenses, encompassing both current and deferred taxes. Income tax expenses are determined after accounting for changes in deferred tax assets and liabilities arising from temporary differences and unutilized tax losses. Such expenses are recognized in the statement of profit and loss, except where they relate to items recorded directly in equity or other comprehensive income.

Current tax is calculated based on taxable income, which may differ from accounting profit due to timing differences and non-taxable or non-deductible items. Deferred tax is provided using the liability method on temporary differences between the tax base of assets and liabilities and their respective carrying amounts. Tax assets and liabilities are offset where a legally enforceable right exists and there is an intention to settle on a net basis.

Through this structured and compliant tax approach, Supreme reinforces transparency, regulatory adherence and responsible fiscal management across its operations.

Table 8 : Total monetary value of financial assistance received by the organization from any government (fig. in Crores)			
Particulars	2025-26	2024 – 2025	2023-2024
Government Grants/Subsidy	25.43	5.22	4.67
Export Incentives	8.76	9.54	6.04
Interest On Income Tax Refund	10.42	0.30	11.45
Refunds Due/Balances From/With Government Authorities	12.50	19.57	31.48
Total Monetary Value	57.11	34.63	53.64





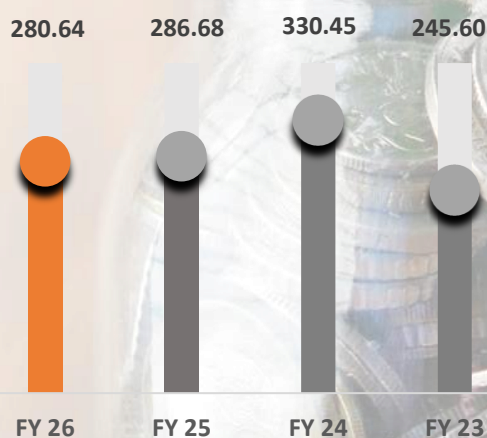
The assurance of the consolidated financial statements is carried out through an audit conducted in accordance with the Standards on Auditing prescribed under Section 143(10) of the Companies Act, 2013. The auditors perform their duties independently, in compliance with the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI). Audit evidence is gathered from various sources, including reports from branch auditors. The audit process involves assessing the adequacy and effectiveness of internal controls, reviewing accounting policies and evaluating the reasonableness of key judgments and estimates. Auditors also assess the appropriateness of the going concern assumption and communicate significant audit findings, including any material weaknesses in internal controls, to those charged with governance. Key audit matters identified during the audit are reported in the independent auditor's report. Further details are provided in the "Independent Auditors' Report on Consolidated Financial Statements" section of the FY 2025-26 Annual Report.

The organization's engagement with tax authorities is guided by a structured and compliant tax framework. Current tax is measured based on the amount expected to be paid in accordance with applicable tax laws, while deferred tax is determined using tax rates and legislation enacted or substantively enacted as of the reporting date. Deferred tax assets are reviewed at each reporting period to assess the availability of sufficient future taxable income for their realization.

Executive responsibility for tax strategy and compliance rests with the Chief Financial Officer (CFO). The CFO is accountable for the formulation, approval and implementation of the tax strategy, ensuring alignment with the Company's overall business objectives. This includes overseeing compliance with applicable tax regulations, establishing effective internal controls over tax processes, identifying and managing tax-related risks and handling interactions and disputes with tax authorities. Oversight at the Board level is provided by the Audit Committee, which reviews and approves the tax strategy, monitors its implementation and effectiveness, evaluates the Company's tax risk profile and oversees both internal and external audits relating to tax matters.

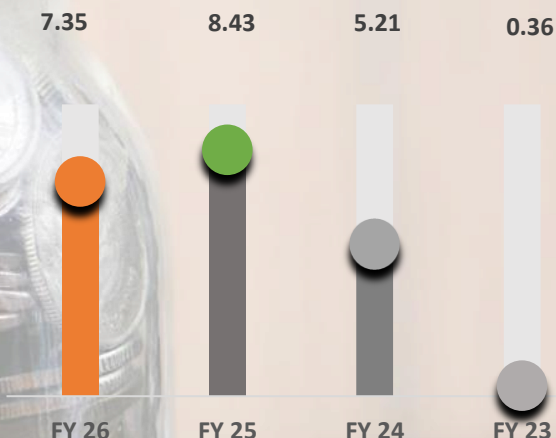
Current tax

(in Crores)



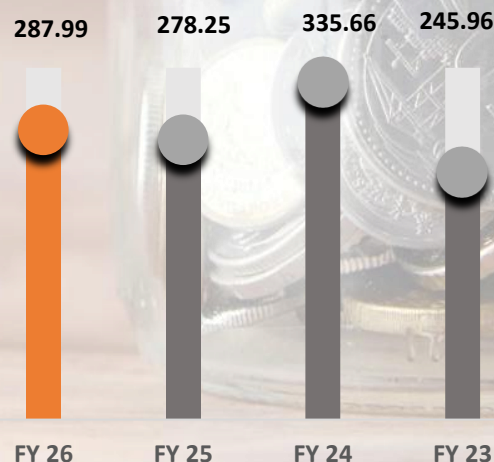
Deferred income tax expenses

(in Crores) (Green indicate credit amount)



Total income tax expenses

(in Crores)



Membership & Associations

We highly value the vital contributions made by industry associations to our success. At Supreme, we have established strong partnerships with numerous trade and industry chambers/associations.



 DECCAN CHAMBER OF COMMERCE INDUSTRIES & AGRICULTURE, PUNE.		 Confederation of Indian Industry	
 OPP Organization Of Plastics Processors Of India			
 FEDERATION OF INDIAN EXPORT ORGANISATIONS			 M. Visvesvaraya Industrial Research and Development Centre
			

These partnerships demonstrate our dedication to actively participating in industry discussions, keeping up with industry development and contributing to the growth and development of our industries. By aligning with these respected associations, we not only gain access to valuable industry insights and resources but also collaborate on initiatives that promote progress and innovation. A mutually beneficial relationship enables us to collectively raise industry standards and cultivate a culture of excellence.



Data Privacy & Cybersecurity

In an increasingly digital and data-driven environment, the protection of information assets and the assurance of data integrity, confidentiality and availability are critical to business continuity and stakeholder trust. As organizations generate and process large volumes of data, the risk of cyber threats has intensified, driven by evolving regulatory requirements and the growing value of information. Cybersecurity risks include unauthorized access, data theft, manipulation of sensitive information, extortion and disruption of business operations due to compromised IT infrastructure or security controls, which could lead to financial loss and operational downtime.

Zero instances of data breach Reported in FY 26

Mitigation Strategy

Recognizing the importance of safeguarding sensitive information, the Company has implemented comprehensive measures to prevent data loss, misuse and unauthorized disclosure. Our cybersecurity framework adopts a layered defense-in-depth approach, integrating people, processes and technology to proactively identify, prevent and respond to cyber threats. A robust information security policy governs the protection of IT infrastructure and data assets, ensuring alignment with business interests, regulatory requirements and industry best practices.

All critical applications, servers and endpoints are supported by automated backup mechanisms, while network security is reinforced through an enterprise-grade next-generation firewall. Advanced endpoint protection solutions are deployed, supported by stringent user access controls. High availability and resilience of the central database are ensured through disaster recovery systems and periodic ERP infrastructure drills. Real-time monitoring solutions, enabled by leading security technology partners, provide continuous oversight of the evolving cyber threat landscape.

The Company is in the process of implementing an AI- and ML-enabled Security Operations Centre (SOC), while the Network Operations Centre (NOC) is fully operational. Enhanced email security has been implemented through Advanced Threat Protection (ATP). Periodic third-party cybersecurity audits conducted by certified firms further strengthen defenses against external threats. Continuous improvements and technology upgrades remain a key focus to enhance data, network and infrastructure security.

The IT Policy ensures that technical infrastructure and asset management practices adhere to applicable regulatory standards and data protection requirements. A dedicated team actively monitors systems to detect vulnerabilities and implement timely corrective actions, reinforcing the Company’s commitment to information security and data privacy.

No instances of data breaches were reported or observed during FY 2025-26. The Company maintains strong data security protocols to protect the confidentiality, integrity and availability of information, thereby sustaining stakeholder trust and confidence.

Table 9: Data Security – Risk & Mitigation Framework

Risk Category	Key Risk Description	Potential Impact	Mitigation Measures	Governance & Monitoring
Cybersecurity Threats	Unauthorized access, cyber-attacks, malware, phishing and ransomware incidents	Data breaches, financial losses, reputational damage, operational disruption	Multi-layered cybersecurity architecture, next-generation firewall, endpoint protection, Email Advanced Threat Protection (ATP)	Continuous real-time monitoring by Network Operations Centre (NOC), periodic management reviews
Data Loss & Integrity Risks	Loss, corruption, or unauthorized modification of critical business data	Business interruption, regulatory non-compliance	Automated data backups, high availability systems, disaster recovery mechanisms for ERP infrastructure	Regular disaster recovery drills and system resilience testing
IT Infrastructure Failure	Failure of servers, networks, or critical applications	Downtime impacting operations and customer trust	Redundant infrastructure, centralized monitoring, real-time alerts	Infrastructure performance tracked through NOC and internal IT controls
Access Control Risks	Unauthorized user access or misuse of credentials	Confidential information leakage, internal security breaches	Robust user access management, role-based controls, periodic access reviews	Access rights reviewed periodically in line with IT policy
Emerging Cyber Risks	Advanced and evolving cyber threats	Increased vulnerability to sophisticated attacks	Implementation of AI/ML-based Security Operations Centre (SOC), continuous technology upgrades	Oversight by IT leadership, regular risk assessments
Third-Party & External Threats	Vulnerabilities arising from external systems or service providers	Exposure to external cyber incidents	Independent third-party cybersecurity audits by certified firms	Audit findings reviewed and corrective actions tracked
Regulatory & Compliance Risks	Non-compliance with data protection and information security regulations	Legal penalties, compliance risks	Comprehensive IT and Information Security Policy aligned with regulatory and industry standards	Compliance monitored through internal controls and governance mechanisms

Sustainable Environment

UN SDGs Mapping



Material Topics Covered

- Carbon Management
- Climate Risk Assessment
- GHG & Air Emission
- Energy Efficiency
- Renewable Energy Mix
- Water Management
- Waste Management
- Sustainable Procurement
- Innovation & Sustainable Product Design
- Life Cycle Assessment
- Biodiversity Conservation & Protection



Our Sustainable Environmental Practices

At Supreme, environmental stewardship is fundamental to our commitment to responsible growth and long-term value creation. As global environmental challenges such as climate change, resource depletion and waste generation continue to intensify, we recognize the critical role businesses must play in protecting natural ecosystems and enabling a more sustainable future. Our sustainable environmental practices are guided by a clear focus on efficiency, innovation and accountability, ensuring that environmental responsibility is integrated into every aspect of our operations.

We adopt a structured and holistic approach to environmental sustainability by embedding it into our governance frameworks, operational processes and strategic decision-making. Our initiatives are aligned with globally recognized sustainability frameworks including the United Nations Sustainable Development Goals, enabling us to contribute meaningfully to climate action, responsible consumption and production, clean energy and ecosystem protection. This alignment ensures that our environmental actions support both national priorities and global sustainability objectives.

Efficient resource utilization lies at the core of our environmental strategy. We continuously work to optimize the consumption of raw materials, water and energy across our facilities through process improvements, technology upgrades and best-practice adoption. Our water stewardship initiatives focus on conservation, reuse, recycling and rainwater harvesting, helping to reduce freshwater withdrawal and enhance resilience in water-stressed regions.

Addressing climate change is a key priority within our environmental agenda. We are committed to improving energy efficiency and reducing greenhouse gas emissions by adopting cleaner technologies, enhancing operational efficiencies and exploring renewable energy integration wherever feasible. By monitoring energy usage and emissions, we identify opportunities to reduce our carbon footprint while strengthening operational reliability and cost efficiency.

Waste management and circular economy principles are integral to our sustainable practices. We emphasize waste minimization at source, effective segregation, recycling and responsible disposal. We practice the principle of Circular economy in plastics by encouraging material reuse and recycling, thereby reducing dependence on virgin resources and minimizing environmental impact across the product life cycle.

Innovation plays a vital role in advancing environmental sustainability. Through focused research and development, we strive to design products that are durable, efficient and environmentally responsible. Our life-cycle approach considers environmental impacts from design and manufacturing to usage and end-of-life, enabling us to deliver sustainable solutions that create shared value for customers and society.

We also prioritize pollution prevention and environmental protection by implementing robust controls for air emissions, effluents and waste streams. Continuous monitoring and preventive measures help ensure compliance with regulatory requirements while safeguarding surrounding ecosystems.

Through continuous improvement, stakeholder engagement and a culture of environmental responsibility, Supreme remains committed to strengthening its environmental performance. By integrating sustainability with operational excellence, we aim to contribute positively to the environment while building a resilient and sustainable future.



Climate Adaptation & Mitigation Strategy

The Climate Risk Assessment for TSIL has been conducted in alignment with the International Financial Reporting Standards (IFRS S2-climate related disclosures) issued by the International Sustainability Standards Board. This report reflects our strategic commitment to proactively addressing the risks and opportunities associated with climate change, while embedding climate resilience into long-term business planning. IFRS S2 requires entities to disclose climate-related information on four core pillars:

- Governance
- Risk Management
- Strategy
- Metrics and Targets

Climate Governance

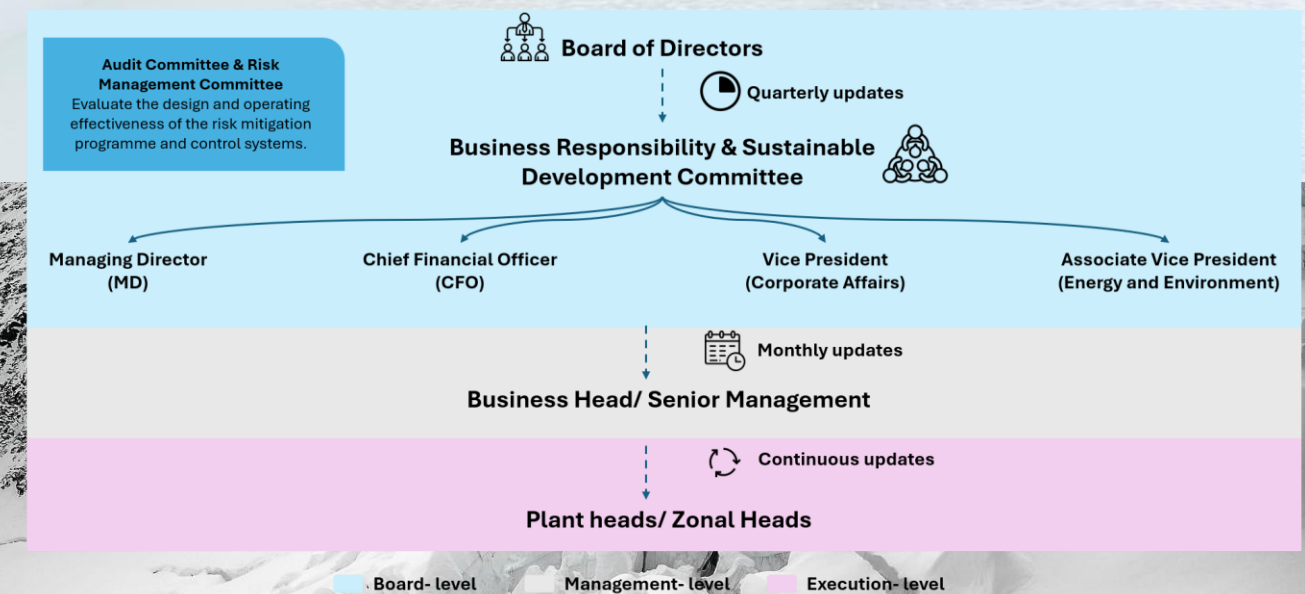
Supreme have established a strong governance structure to guide climate action and sustainability initiatives, ensuring accountability, risk management and effective implementation. At TSIL, our ESG and climate-related governance structure is a well-integrated combination of both top-down direction and bottom-up execution. The Board of Directors holds ultimate responsibility for overseeing climate-related risks and ensuring robust internal control systems. The Business Responsibility and Sustainable (BRSC) Committee, operating at the Board level, regularly reviews both climate and broader sustainability risks. Senior leadership, including the Managing Director, CFO, Company Secretary and AVP– Energy & Environment, are a part of this committee, which sets climate and ESG-related targets and monitors performance. At the Business Segment level, all Business heads are responsible to identify and review climate-related and other risks relevant to their respective businesses. The Business heads are responsible to inform the Managing Director/Executive Directors about the probability, impact and mitigation measures of risks identified by them. The Senior Management team and Plant Heads are responsible for identification, review, management and mitigation of physical and transition risks of their respective departments and plants. The management team and plant heads periodically review control measures to verify effectiveness of Risk Measures.

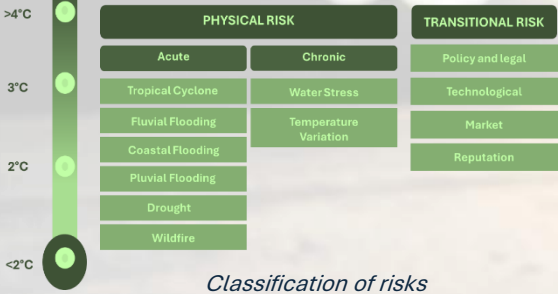
Climate Strategy at TSIL

We have adopted a proactive climate strategy that integrates emissions management, renewable energy, energy efficiency and operational efficiency to enable sustainable operations. To combat climate change and reduce our environmental impact, we have committed to a 1.5°C Net Zero Science Based Target Initiative (SBTi). To strengthen our commitment, we've established a dedicated vertical called 'Energy and Environment', focusing on climate change, energy efficiency and renewable energy initiatives. We take a proactive approach to addressing climate change and implement various policies to ensure effective management of critical risks.

Climate Risk Assessment

A comprehensive physical climate risk assessment has been undertaken for all our manufacturing facilities. The assessment draws upon the latest scientific insights from the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6) and leverages scenario analysis aligned with Shared Socioeconomic Pathways (SSPs)- SSP1-2.6, SSP2-4.5 and SSP5-8.5. The analysis covers short - medium - and long-term timeframes and evaluates both acute and chronic physical risks. Our climate risk assessment findings suggest that several TSIL sites may be exposed to risks - extreme temperatures and pluvial flooding, while facing minimal to no exposure from coastal flooding.





For transition risks, the assessment considered both current and emerging risks driven by evolving regulatory landscapes—such as carbon pricing mechanisms (PAT & CBAM). Additionally, the risk of non-compliance with regulatory requirements such as the Extended Producer Responsibility (EPR) guidelines mandated by the Central Pollution Control Board (CPCB) has also been assessed. Market dynamics also pose a challenge, particularly due to shifting customer preferences and expectations. We have integrated International Energy Agency (IEA) scenarios—Stated Policies Scenario (STEPS) and Net Zero Emissions (NZE) to evaluate transitional risks in accordance with 1.5-degree Celsius scenario (1.5DS) and Well-Below 2-degree Celsius (WB2C) scenario.

Financial impact (MAAL) in terms of % of asset value												
Physical Risk	Low (SSP 1 - 2.6)				Medium (SSP 2 - 4.5)				High (SSP 5 - 8.5)			
	2020	2030	2040	2050	2020	2030	2040	2050	2020	2030	2040	2050
Temperature Extremes												
Pluvial Flooding												
Water Stress												
Fluvial Flooding												
Tropical Cyclone												
Wildfire												
Drought												

The heatmap illustrates the financial impact on a relative basis.



IFRS S2 Risk Category	Risk description	Time horizon	Primary financial impact	Scenario	Annualized Financial impact	Annualized cost of response
Policy & Legal	Carbon pricing mechanisms- PAT scheme, CBAM	Long term	Increased compliance costs			
Policy & Legal	Extended Producer Responsibility	Medium term	Increased compliance costs			
Market	Changing customer behavior	Long term	Brand damage	Scenario 1: 1.5% impact on revenue (NZE scenario)		
				Scenario 1: 0.14% impact on revenue (STEPS scenario)		

In parallel, we also identified climate-related opportunities such as financial impacts of renewable energy adoption, exploring energy-efficient measures, & reducing water consumption to support sustainable growth.

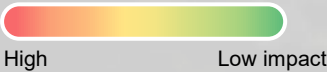
Climate Risk Management

Supreme identifies key risks - Climate and ESG risks through a comprehensive analysis of internal and external factors. The next step is risk assessment which involves evaluating the potential impact and likelihood of the identified risks. This enables prioritization of risks, based on criticality and helps decide on the appropriate risk management strategy. Post the prioritization of risks, the strategies for risk management are devised through appropriate mitigation measures identified for all the risk categories. Thereafter, the risks are monitored and reviewed on a periodic basis to minimize them to an acceptable level.

Climate-related Metrics and Targets

In our pursuit to tackle climate-change and achieve Net Zero Emissions, we are prioritizing reduction in GHG emissions by deploying energy-efficiency measures, renewable energy sources, designing sustainable products, etc. We have a well-defined roadmap and strategy in place to achieve our targets. Our ambitious goal of achieving net zero carbon emissions by 2050 serves as a driving force behind our organization-wide initiatives to minimize our environmental impact.

Opportunity category	Opportunity description	Time horizon	Primary financial impact	Annualized financial impact	Cost to realize the opportunity
Resource Efficiency	Implementation of Energy Efficiency measures	Short term	Reduced indirect (operating) cost		
Energy source	Use of renewable energy/ green tariff / RECs	Short term	Return on investment in low-emission technology		
Resource Efficiency	Reduced water usage and consumption	Short term	Reduced indirect (operating) cost		



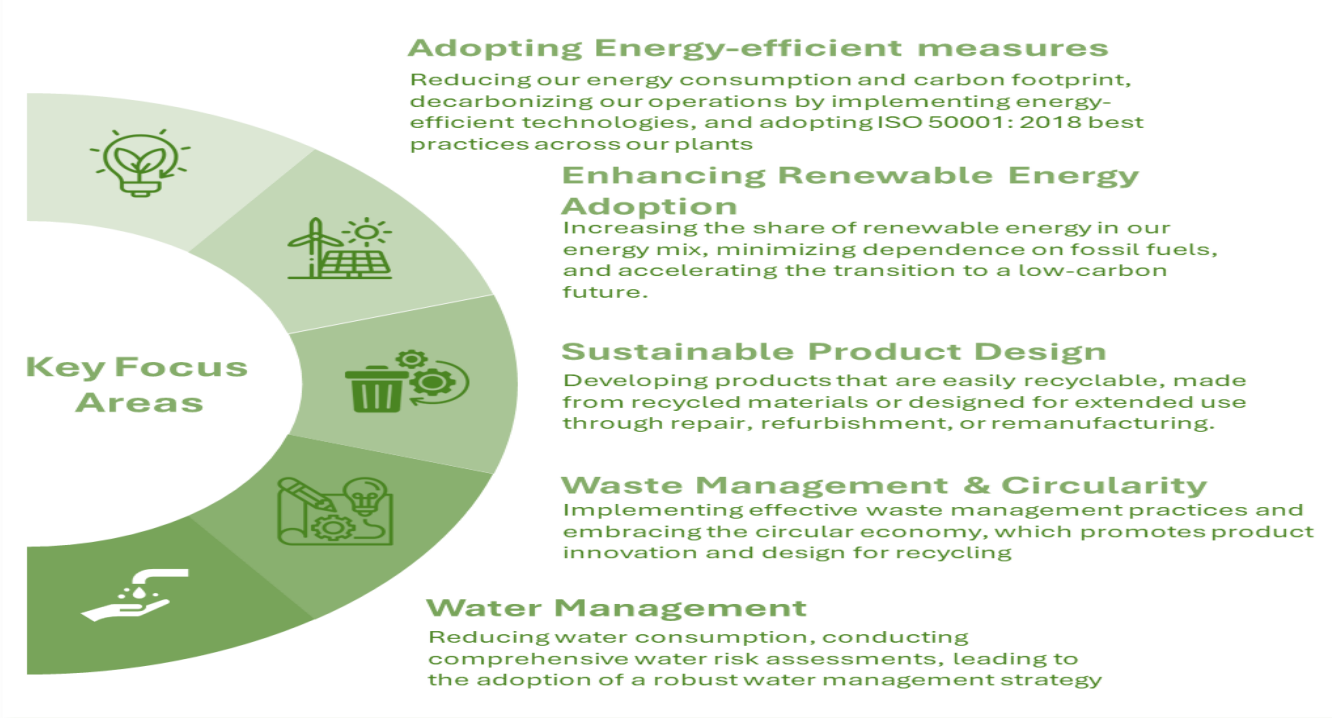
Note: The heatmap illustrates the financial impact on a relative basis

Climate Strategy at TSIL

As a prominent plastic manufacturer in India, we take our responsibility towards climate seriously and acknowledge the role our industry plays in contributing to climate change. The production and disposal of plastics result in substantial greenhouse gas emissions, which is why company has committed to achieve a 1.5°C Net Zero target, as outlined by the Science Based Target Initiative (SBTi).

By committing to this ambitious goal, we're aligning our business strategies with the global scientific consensus to limit global warming to 1.5 degrees Celsius above pre-industrial levels. As we work towards finalizing our long-term strategies, company is taking concrete steps to minimize our carbon footprint, enhance energy efficiency and transition to renewable energy sources. To strengthen our commitment, Supreme established a dedicated vertical called 'Energy and Environment', focusing on climate change, energy efficiency and renewable energy initiatives. Additionally, we're driving innovation in sustainable materials and manufacturing processes to reduce our environmental impact.

This commitment not only benefits our organization but also contributes to the global effort to combat climate change, creating a more sustainable future for generations to come. By prioritizing sustainability and reducing our environmental footprint, we're dedicated to making a positive impact on the planet while ensuring a prosperous future for our business and the communities we serve.



Focus areas for a climate action

Supreme is actively adopting emission-reduction strategies, deploying energy-efficient technologies and aligning operations with ISO 50001:2018 standards. We are also enhancing the adoption of renewable energy to reduce dependence on fossil fuels and transition toward a low-carbon future. Through sustainable product design, we promote circularity by developing products using recycled materials or enabling reuse through repair, refurbishment, or remanufacturing. Our approach to waste management emphasizes circular economy principles, supported by proactive steps such as registering Extended Producer Responsibility (EPR) targets and conducting Life Cycle Assessments (LCA) of our products. Additionally, Supreme is prioritizing water management by implementing efficient usage practices, conducting water risk assessments and deploying recycling systems, to minimize our water footprint across operations.



• Adopting energy- efficient measures

We're optimizing energy efficiency through cutting-edge technologies and best practices. Our IoT-based energy monitoring system and energy-efficient equipment enable real-time tracking and reduction of energy consumption. Additionally, implementing ISO 50001:2018 across 20 plants has resulted in significant annual energy savings annually, promoting sustainable operations and minimizing our environmental footprint.

We have installed Integrated Energy and Water Monitoring Systems across various plants to ensure efficient resource utilization.
We have replaced E-1 and IE-2 motors with high efficiency (E-4 motors in extruder machines and installed servomotors in injection molding machines
In injection molding plants, optimized cooling circuits have been implemented: high-pressure, low water circuits for mold and low-pressure, high-volume circuits for heat exchangers to ensure efficient use of chilled water.
Screw barrel insulation has been added to injection molding machines and extruders to minimize radiation heat loss
We have introduced centralized barrel vacuum system in extrusion plants.
We emphasize on reactive energy management through the installation of 3rd-level (GBT inverter harmonic filters, enhancing power quality and active energy usage.

Fig: Our energy efficiency interventions

• Enhancing Renewable Energy Adoption

We have demonstrated a strong commitment to solar energy by significantly expanding our own solar capacity. As of FY 26, we have scaled up our solar capacity to 43.30 MWp. This means that we are now able to generate solar power at this capacity. However, we have set a target to further increase our solar capacity to 10 MWp by FY 27. This expansion will enable us to harness even more renewable solar energy, reducing our carbon footprint and contributing to a more sustainable future. We are proactively boosting the utilization of renewable energy by implementing rooftop solar installations and other non-renewable energy projects at various locations.

Company has signed 9 Million hybrid power supply for Tamil Nadu Plants, which will reduce the GHG emission by 6,300 tCO₂e. During FY 26, our Chennai Hosur and Erode facilities made significant contributions to green energy, accounting for 57%, 91% & 68% respectively, of their total energy consumption. These figures demonstrate our ongoing progress towards achieving our goal of utilizing 100% renewable energy across our operations. By prioritizing renewable energy sources and minimizing our reliance on non-renewable resources, we aim to drive sustainable practices and reduce our environmental impact.

These initiatives reduced our dependence on non-renewable energy sources and optimized overall energy use across all plants, demonstrating our ongoing commitment to sustainable practices. We have achieved significant success in avoiding emissions. Over the course of FY 26, our efforts resulted in a notable increase in avoided emission levels. Specifically, we reduced emissions of 89,350 tCO₂e during the reporting period FY 25-26 this marks a significant improvement compared to the previous FY 25, wherein we have reduced 61,603 tCO₂ emissions. Our commitment to emission reduction and sustainability remains steadfast as we continue to prioritize measures that contribute to a greener and more environmentally responsible future.

In FY26 , 28.45% of our total energy consumed was procured from renewable energy sources, as compared to 18% in FY25.

Sustainability Report 2025-26

Overview

• Sustainable Product Design

We're implementing Cradle to Gate Life Cycle Assessment (LCA) across our product segments to evaluate environmental performance. In FY26, we conducted LCA for 1 (one) of our products LPG Composite Cylinder contributing 0.77% to our overall revenue, examining their entire life cycle from raw material extraction, transportation, raw material processing & packaging. This initiative helps identify areas for improvement to reduce environmental footprint. We plan to extend LCA to other product segments, demonstrating our commitment to environmental accountability and sustainability. By adopting eco-friendly practices, we aim to exceed stakeholder expectations and contribute to a more sustainable future, prioritizing environmental stewardship in our operations. This reinforces our responsible business practices.

Till date, we have completed LCA for 12 of our products, contributing a significant portion of overall revenue.

Resilient Governance

• Waste Management & Circularity

At TSIL, we recognize the crucial role of effective waste management in minimizing environmental impact and promoting sustainability. We are committed to implementing responsible practices across our operations to enhance recyclability, reduce waste generation and support a circular economy. Our focus is on reimagining waste as a resource, continuously working to eliminate waste and extend the lifecycle of materials through reuse, recycling and responsible disposal. We have adopted a systematic approach to waste management, aligned with our Extended Producer Responsibility (EPR) strategy. This involves ensuring that post-consumer waste is managed responsibly and sustainably, with a focus on packaging waste. By collaborating with key stakeholders and waste management partners, we aim to drive positive environmental outcomes and contribute to national and global sustainability goals. Our EPR plan integrates several key components to promote a circular economy:



Figure : Waste Management strategy

Prosperous Social

• Water Management

Supreme is continuously working to enhance operational water efficiency to ensure operational sustainability and support smaller suppliers and MSMEs in managing embedded virtual water through value chain interventions. These strategic and proactive measures drive our vision for a holistic water stewardship approach as a response to Climate change. These initiatives align with SDG 6 (Clean Water and Sanitation) and SDG 12 (Responsible Consumption and Production), demonstrating measurable progress in reducing environmental impact while creating shared value

In FY26 , our specific water intensity (kL/MT production) has reduced by 8.2% as compared to FY25.

Annexure & ESG Book



Biodiversity Conservation

Supreme recognize the critical link between biodiversity and the climate crisis. In line with SDG 15, the company committed to protecting natural habitats and preserving biodiversity. While we do not have any offices or plants located in buffer zones of ecologically sensitive areas, our 'Environment Policy' emphasizes tree plantation, green surroundings and biodiversity protection across various locations to achieve harmony with nature. This reflects our commitment to minimizing our ecological footprint and maintaining a responsible approach to biodiversity management. We are dedicated to minimizing the environmental impacts of raw material extraction and production, committed to nature conservation and improving biodiversity through sustainable procurement measures. Additionally, we strive to manufacture environmentally friendly products that are easily recyclable, made from recycled materials, or designed for extended use through repair, refurbishment or remanufacturing

Commitments to Climate Action

Alliances and partnerships	Description
 SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION	Science-based targets provide a clearly defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth. Company SBTi Net Zero target Validated
	The Carbon Disclosure Project runs the global environmental disclosure system. Each year CDP supports thousands of companies, cities, states and regions to measure and manage their risks and opportunities on climate change, water security and deforestation. The company does so at the request of their investors, purchasers and city stakeholders. From 2025 , Company has reported our climate change & water related performance in CDP
	The S&P Global Corporate Sustainability Assessment (CSA) leads the field in helping companies make the link between sustainability and their business strategies. From 2025, Company has reported ESG performance in DJSI CSA
	GRI (Global Reporting Initiative) is the independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts. Company Sustainability Report is aligned with GRI Standards

Impact of Climate-related Risks and Opportunities on Business, Strategy and Financial Planning

As the global economy shifts toward a low-carbon future, TSIL is at the forefront of this transition by setting ambitious decarbonization targets and actively implementing a balanced mix of mitigation and adaptation measures. Climate-related risks and opportunities have played a pivotal role in shaping our business strategy and influencing our financial planning approach. To proactively manage both physical and transition-related climate risks, we have adopted a comprehensive and resilient business strategy. Our emphasis on enhancing energy efficiency and accelerating the deployment of renewable energy solutions has helped embed sustainability into our long-term financial planning. We have strategically allocated capital expenditure toward emission reduction technologies and climate-resilient infrastructure, particularly in vulnerable regions. These investments not only mitigate risk but also improve operational continuity and cost efficiency. As we transition to greener technologies, we anticipate stronger demand and enhanced revenue potential. Additionally, our growing investments in renewable energy via rooftop installations and power purchase agreements position us to meet future energy demands sustainably. These efforts reaffirm our commitment to driving long-term value creation while supporting the global climate agenda.

For physical risks, we have identified adaptive measures against physical risks for our sites. Based on the outcomes of climate risk assessment exercises, future strategies will be developed. This ensures that the climate risks and associated mitigation/adaptive controls are embedded at the inception stage itself. In addition, we have a Business Continuity plan (BCP) in place that creates a system of preparedness, response and recovery from potential threats/ disasters to the company. We're also taking steps to protect our manufacturing sites from threats and costly repairs associated through by having a business continuity and disaster management plan in place.



With regards to **transitional risk**, we have prepared a long-term decarbonization roadmap (aligned with SBTi requirements) with year-wise strategy and financial planning needed to meet our targets. The roadmap includes strategy for abatement of emissions considering our business expansions and future growth.

By implementing proactive risk management strategies, we have fortified our business to withstand the potential impacts of climate change, ensuring long-term sustainability and resilience.



Climate-related opportunities are a key enabler of our business strategy. We have identified the use of lower emission sources of energy (solar energy sources, biodiesel and biogas adoption), venturing into bio-resin markets and development of low emission goods (CII certified products) as key opportunities relevant to our business.

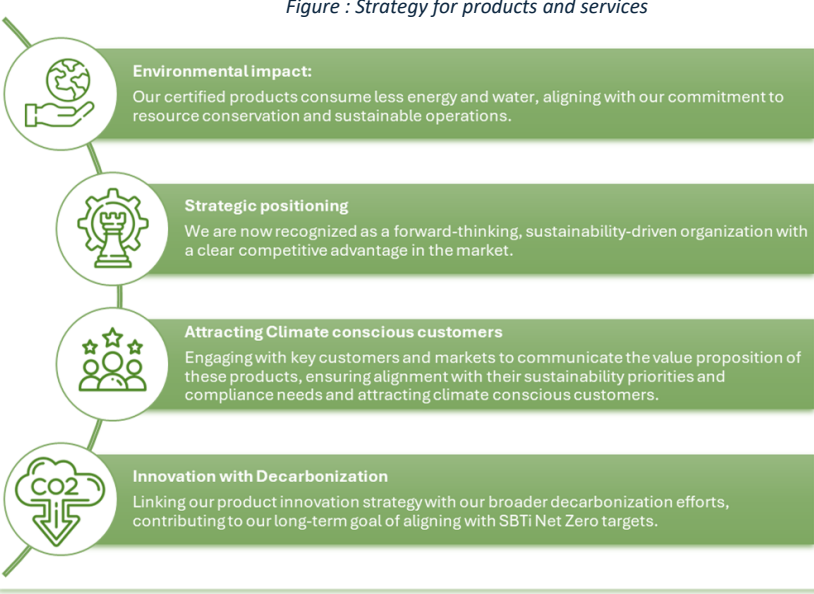
Climate-related risks and opportunities have influenced our strategy in the following areas:

• **Products & Services**

At TSIL, sustainability is central to our long-term growth strategy. With increasing regulatory requirements, stakeholder expectations and a clear global shift towards eco-friendly solutions, it has become essential for us to innovate and reduce the environmental footprint of our operations and products. Our industry traditionally has high energy and water intensity, making resource optimization a critical priority. To address these challenges, we identified an opportunity to develop low-impact products validated through the CII Green Product Certification. This certification ensures that products are designed and manufactured to consume less energy and water, while supporting circularity and responsible resource use. Our key objectives are to strategically embed sustainability into the core of our business by expanding a portfolio of CII Green Certified Products that align with our ESG commitments and growth targets.

We also aim to educate stakeholders internally and externally, ensuring widespread understanding and adoption of sustainable products. The introduction of CII Green Certified Products has generated tangible benefits for TSIL

Figure : Strategy for products and services



Building on this success, we plan to increase the share of green products in our revenue by scaling production capacity, expanding certification coverage and continuously innovating to deliver even lower-impact solutions

Integrating Climate Strategy across Supply Chain

In recent years, shifts in customer expectations, regulatory landscapes and voluntary climate frameworks have moved from peripheral concerns to core drivers of our strategic decisions. Key among these is the increasing number of customers who require strong environmental credentials (including net-zero pathways), growing demand for renewable energy usage and compliance requirements under Extended Producer Responsibility (EPR).

Key Drivers of this transition:

Figure: Key drivers

Customer and Market Demands for Sustainability & Climate Action	Climate Commitments (SBTi, Net-Zero) as a Strategic Imperative	Renewable Energy & Energy Cost / Risk Reduction	Regulations & Compliance
Many of our customers now expect suppliers and partners to have credible decarbonization pathways, transparent emissions reporting, and renewable energy usage.	Committing to SBTi net-zero by 2050 is no longer just about climate responsibility; it's a competitive necessity.	Customers increasingly prefer products made with lower carbon footprints. At the same time, energy price volatility, regulatory incentives, carbon pricing/norms push us to ensure more of our electricity demand comes from clean sources.	As laws tighten around product lifecycle, packaging waste, plastic waste, etc., customers increasingly consider the supply chain's compliance with EPR. Non-compliance can result in environmental compensation and damage brand trust.

Sustainability Report 2025-26

Overview

In response to these changing behaviors and regulatory/voluntary expectations, TSIL has made the following strategic shifts and investments:

Operations

As a forward-looking organization, we at TSIL have witnessed a dynamic shift in the business landscape, where sustainability and operational excellence have become key drivers of growth. Increasing global focus on decarbonization, rising customer preference for sustainable solutions and advancements in technology presented us with an opportunity to transform our operations. Alongside this, our commitment to SBTi Net Zero by 2050, adoption of renewable energy and EPR compliance have guided us to integrate environmental stewardship into our core operations.

Till date, the organization has invested INR 140 crores in renewable energy, and we plan to invest further INR 38 crores in the next reporting year to increase the captive solar generation. Our goal is to future-proof our operations by enhancing energy efficiency, reducing our environmental footprint, strengthening climate resilience and innovating our product portfolio. This has led to scaling up renewable energy integration, improving energy performance across all facilities, driving process improvements to optimize resource usage, building resilience against climate-related risks and expanding production of CII Green Certified Products. To deliver on these priorities, we implemented a comprehensive strategy:

Resilient Governance

Sustainable Environment

Prosperous Social

Annexure & ESG Book

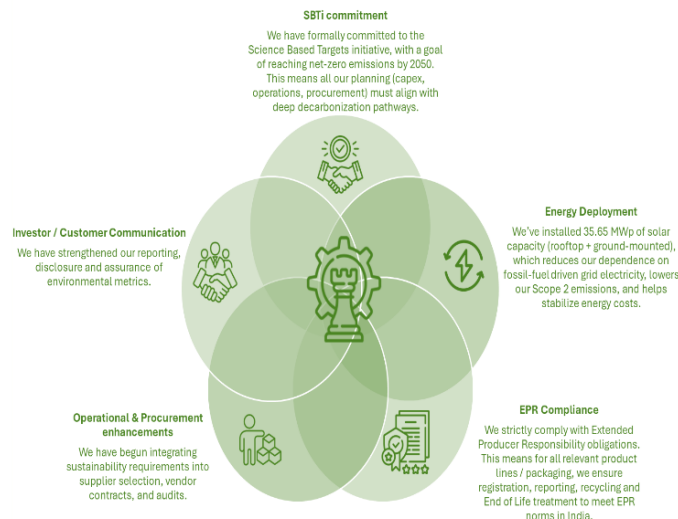
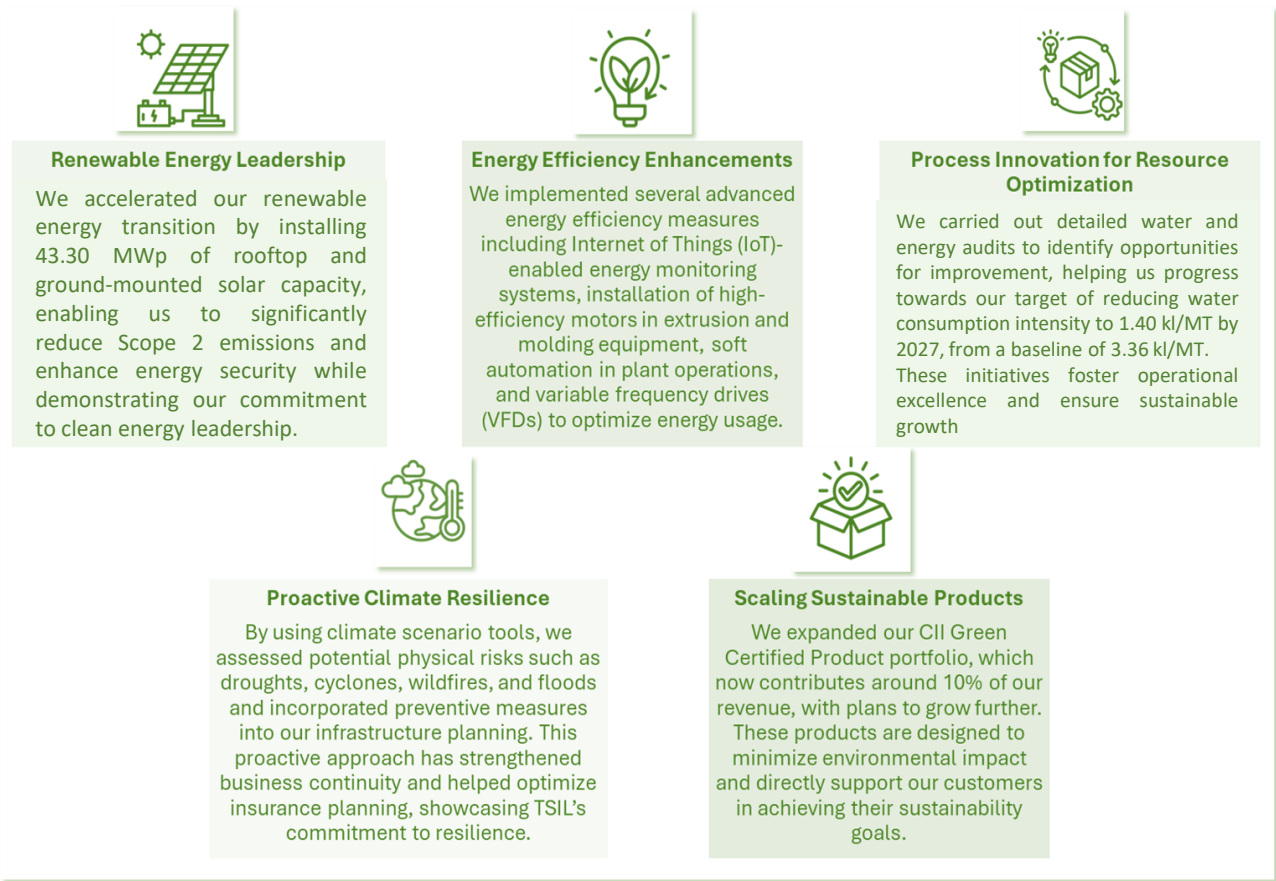


Figure : Value chain interventions

Figure : Incorporating sustainable strategies in our operations





Ozone Depleting Substances

In FY 26 the emissions from Ozone Depleting Substances (ODS), it is reported to be 26.98 kg CFC11 equivalent. This metric serves as a significant indicator of the environmental impact of ODS within our operational context

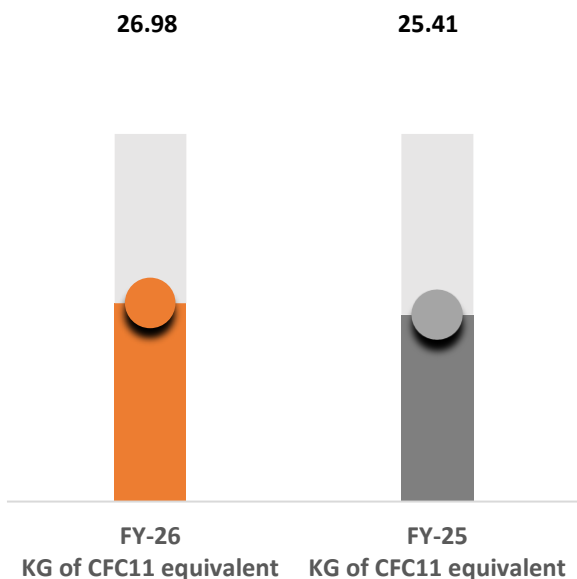


Table 10 : Ozone Depleting Substances				
	FY 26		FY 25	
ODS	Consumption in KG	KG of CFC11 equivalent	Consumption in KG	KG of CFC11 equivalent
R-22	490.48	26.98	462.01	25.41
R-32	20.70	0	6.15	0
R-134a	455.63	0	485.8	0
R-407a	0	0	0	0
R-407c	45	0	16	0
R-410a	78.32	0	21.9	0

NOTE –
1)GWP OF R407-C, R410-A, R134-A,R-407A IS ZERO
2) ODP of R22 is 0.055 (US EPA 2024).

Air Emissions

We take substantial measures to preserve air quality in and around our plant facilities, ensuring that levels of dust (particulate matter), NO_x and SO_x remain well within permissible limits . Continuous monitoring of emissions from stacks and diesel generator sets is carried out across all facilities and monitored by the 3rd party competent NABL Lab. The resource fuel efficiency and the reduced fuel consumption has led to the reduced air emissions in FY 26 (10 % reduction in absolute weight for NO_x and SO_x)

Table 11 : Air Emissions			
Type of Air Emissions	Unit	FY 26	FY 25
NO _x	MT	42.09	47.00
SO _x	MT	2.78	3.11
Particulate matter (PM)	MT	3.22	3.54

GHG Emissions

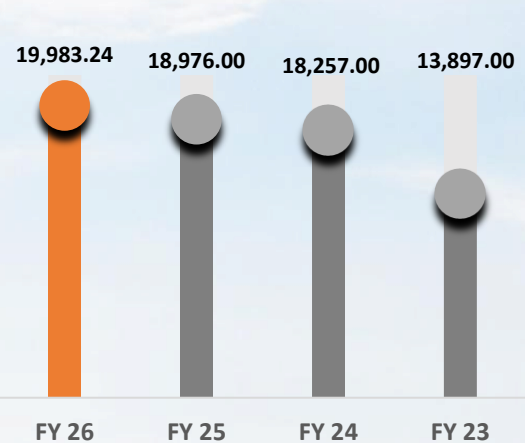
At Supreme, we are dedicated to reduce GHG emissions which demonstrate our commitment to sustainability to strengthen our relationships with stakeholders. We understand that customers, employees, investors and community members value companies that take responsibility for their environmental impact and we strive to meet their expectations.

We have made a detailed GHG emission inventory for Scope 1, 2& 3 to monitor our emissions. Operational control approach was used to compute our emissions footprint. Our objectives are to minimize GHG emissions and increase the proportion of renewable energy in our total energy mix. We aim to cut carbon emissions in our operations by expanding the use of renewable energy and low-carbon fuels. We have taken concrete steps toward sustainable development by installing rooftop solar power plants totaling 43.30 MWp at various locations across India and by sourcing green energy from the market.

This has resulted in a reduction of Scope 2 Emission by 2.64 % and overall reduction of 2.04 % of Scope 1 and 2 emissions combined together. This is further indicative in the reduction of Scope 1 & 2 Intensity – approx. 12.99 % (wrt to Production) and 8.62 % (wrt to turnover)

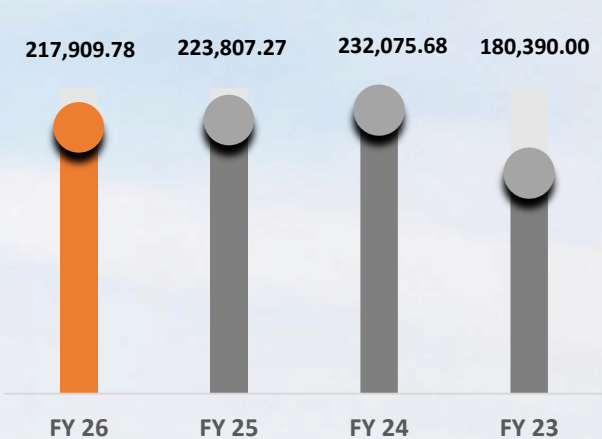
Scope-1 Emission

(in tCO₂e)



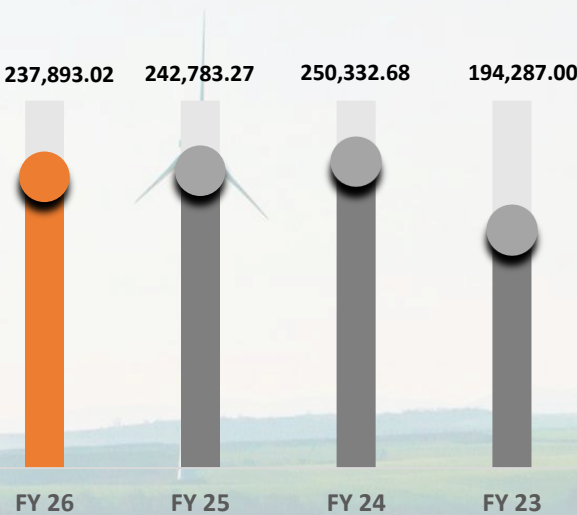
Scope-2 Emission

(in tCO₂e)



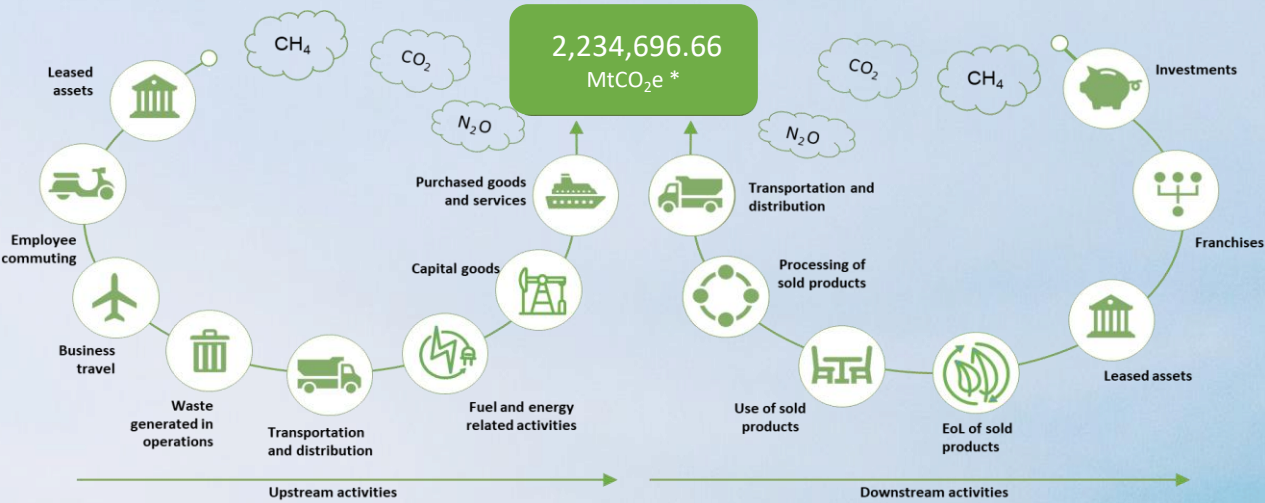
Total Scope 1 & 2 Emissions

(in tCO₂e)





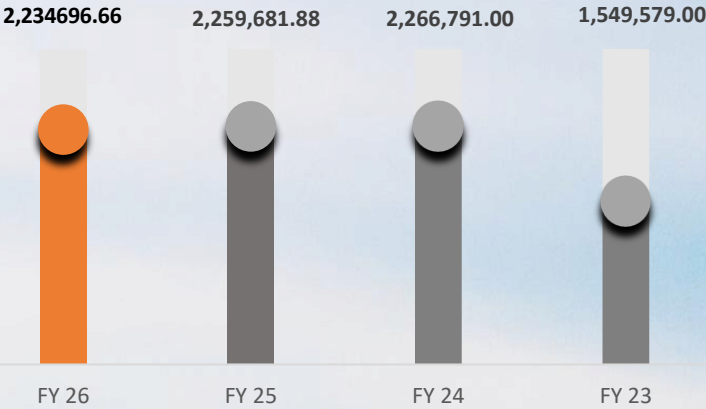
As we progress on our sustainability journey, we have conducted a comprehensive assessment of our Scope 3 greenhouse gas (GHG) emissions for the reporting period, following the GHG Protocol. This initiative aims to identify areas in our supply chain where emissions are highest and gain valuable insights to implement targeted reduction strategies. We have assessed eleven out of fifteen Scope 3 GHG Emissions categories relevant to us. Purchased goods and services contribute the most to our Scope 3 GHG emissions, followed by emissions from upstream and downstream transportation. Our Scope 3 GHG emissions intensity stands at 2.89 MtCO₂e / MT for FY26 emissions.



Total Scope 3 Emissions

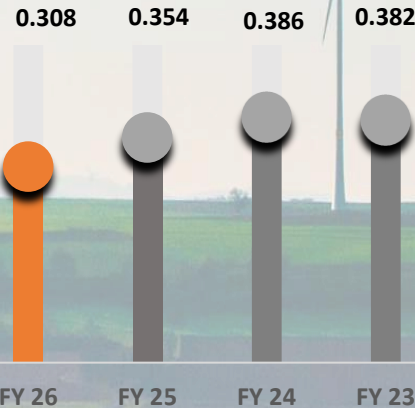
* For Category Wise Disclosure Refer Annexure

(in tCO₂e)



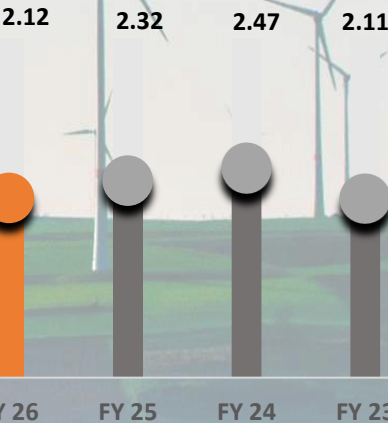
Total Scope 1 & 2 Emission Intensity in terms of physical output

(in MtCO₂e /Metric Tonnes Production)



Total Scope 1 & 2 Emission Intensity per millions rupee of turnover

(in MtCO₂e/Million INR)



The Supreme Industries Commits Net Zero by 2050

India's First Company In The Building Product Category
Committed For Net Zero

We are here





Supreme Carbon footprint

Emission we cause as compared to FY 2024-25



5%

Increase in Scope-1 Emission

6 %

Increase emissions from Ozone Depleting Substances (ODS)

Supreme Carbon Handprint

Positive impact we create as compared to FY 2024-25



3%

Reduction In Energy Intensity(GJ) With respect to production

13%

Reduction In Overall Scope 1 & Scope-2 Emission Intensity With respect to Production

49%

Increase In Green Unit Consumption From FY 2025

3%

Reduction In Scope-2 Emission From FY 2025

10%

Reduction in absolute weight for NOx and Sox From FY 2025

23,500⁺ GJ

Energy Saved through Energy Saving Projects

8 %

Reduction in Scope -3 emissions intensity (turnover) from FY 2025

SUPREME - Our Net Zero Target & Goal Timeline

We are proud to have our GHG emission reduction targets validated by the Science Based Targets initiative (SBTi). With this milestone, The Supreme Industries Limited becomes the first Indian plastic product producer company to receive SBTi validation for its Net Zero goals. This recognition reinforces our dedication to responsible growth and our vision to lead India's plastic product producing industry towards a more sustainable future. Through operational excellence, innovation and collaboration with our stakeholders, we are committed to reducing our GHG emissions footprint while supporting the nation's development goals.

We've had our
NET-ZERO TARGETS
approved

To achieve Net Zero by 2050 Supreme needs to reduce the overall emission by **90% in Scope-1&2 and Scope-3**
97% from the base year FY 24

2050

Net Zero



Near Term Target Year

2034

Supreme need to reduce the overall emission by **58.8% reduction in Scope-1 & 2 & 63.8% in scope -3 emission**
from base year FY 24

Target Setting and Emission Reduction Plan & Roadmap For the Future Goal.

2025

Validation



Base year

2024

Company commitment for SBTi

Supreme Started its Journey By Publishing The First BRSR Report A Step Toward Sustainability .

2022

Initiation



APPROVED NEAR-TERM SCIENCE-BASED TARGETS

SBTi Services has validated that the science-based greenhouse gas emissions reductions target(s) submitted by The Supreme Industries Limited conform with the SBTi Standards and Guidance (Criteria version 5.2).

SBTi Services has classified your company's scope 1 and 2 target ambition in conformance with the SBTi Standards and Guidance

The official near-term science-based target language:

The Supreme Industries Limited commits to reduce absolute scope 1 and 2 GHG emissions 58.8% by FY2034 from a FY2024 base year. The Supreme Industries Limited also commits to reduce scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution and downstream transportation and distribution 63.8% per metric tonne of plastic product produced within the same timeframe.

DATE OF APPROVAL
28 July 2025



APPROVED NET-ZERO SCIENCE-BASED TARGETS

SBTi Services has validated that the science-based greenhouse gas emissions reductions target(s) submitted by The Supreme Industries Limited conform with the SBTi Corporate Net Zero Standards and Guidance.

SBTi Services has classified your company's scope 1 and 2 target ambition in conformance with the SBTi Standards and Guidance.

The official net-zero science-based target language:

Overall Net-Zero Target: The Supreme Industries Limited commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

Near-Term Targets: The Supreme Industries Limited commits to reduce absolute scope 1 and 2 GHG emissions 58.8% by FY2034 from a FY2024 base year. The Supreme Industries Limited also commits to reduce scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution and downstream transportation and distribution 63.8% per metric tonne of plastic product produced within the same timeframe.

Long-Term Targets: The Supreme Industries Limited commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2050 from a FY2024 base year. The Supreme Industries Limited also commits to reduce scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, business travel, downstream transportation and distribution and end-of-life treatment of sold products 97% per metric tonne of plastic product produced within the same timeframe.

DATE OF APPROVAL
28 July 2025

SUPREME INDUSTRIES LIMITED NET ZERO 2050 ROADMAP

Our Pathway. Our Commitment. Our Planet.

Committed to the Science Based Targets initiative (SBTi) and aligned with the Paris Agreement goal of limiting global warming to 1.5°C.

SBTi APPROVED TARGETS

Overall Net Zero Target

Supreme Industries Limited commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

Near-Term Targets (by FY2034 from FY2024 base year)

- Reduce absolute Scope 1 & 2 GHG emissions by **58.8%**
- Reduce Scope 3 GHG emissions (purchased goods & services, capital goods, fuel- and energy-related activities, upstream & downstream transportation and distribution) by **63.8%** per metric tonne of plastic product produced

Long-Term Targets (by FY2050 from FY2024 base year)

- Reduce absolute Scope 1 & 2 GHG emissions by **90%**
- Reduce Scope 3 GHG emissions (purchased goods & services, capital goods, fuel- and energy-related activities, upstream & downstream transportation & distribution, business travel, end-of-life treatment of sold products) by **97%** per metric tonne of plastic product produced

CARBON REDUCTION PATHWAY



OUR PROGRESS FY 2026

5%
Reduction in Scope 1 & 2 emissions (From FY2024 base year)

29%
Renewable energy share achieved

SBTi VALIDATED TARGETS
Leadership commitment for Scope 1, 2 & 3 near-term targets

OUR AMBITION

To be a responsible leader in the plastic products industry by decarbonizing our operations and value chain, creating long-term value for our stakeholders and the planet.

OUR DECARBONIZATION LEVERS

Energy Efficiency	Renewable Energy	Fuel Transition	Sustainable Logistics	Circular Economy	Low Carbon Products	Supplier Engagement	Data, Reporting & Governance
- Process optimization & digital monitoring - High efficiency equipment & motors	- Increase on-site solar capacity - Procure green power & RECs	- Shift to cleaner fuels - Electrification of processes & fleet	- Shift from air to ocean shipments - Optimize routes & modal shift	- Increase recycled content - Product take-back & EoL solutions	- Scale up low GWP solutions - Sustainable product design	- Supplier capability building - ESG assessments & collaboration	- Accurate data, transparent reporting - Science-based governance

SCOPE-WISE FOCUS

SCOPE 1 DIRECT EMISSIONS	SCOPE 2 INDIRECT EMISSIONS	SCOPE 3 VALUE CHAIN EMISSIONS
- Fuel switching & electrification - Process efficiency & leak management - Low GWP refrigerants - Fleet decarbonization	- On-site solar expansion - Renewable power procurement - Energy efficiency & demand management	- Sustainable raw materials - Responsible logistics - Supplier engagement - Circularity & end-of-life solutions

KEY MILESTONES



Sustainability Report 2025-26

ENABLING GOVERNANCE

- Board oversight & climate governance
- Integrated ESG strategy & targets
- Stakeholder engagement & collaboration
- Innovation & technology leadership
- Transparent reporting (BRSR, TCFD aligned)

TOGETHER FOR A SUSTAINABLE FUTURE

Building a cleaner, greener tomorrow through innovation, responsible actions and collective progress.

Supreme Industries Limited is committed to a resilient, low-carbon future and to making a lasting positive impact on the environment and society.

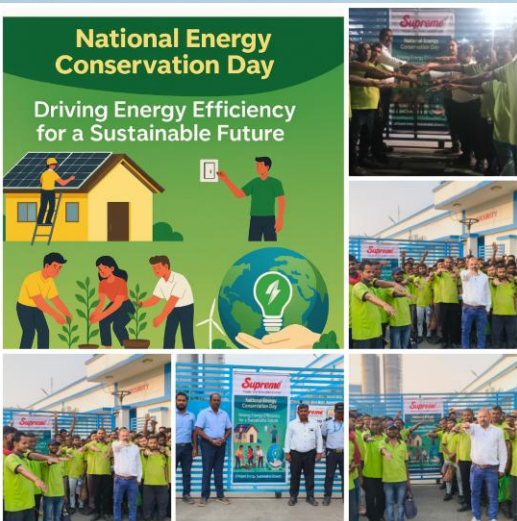
Sustainable Energy Management

At Supreme, we are committed to the well-being of both society and the environment in which we operate. Our vision is to foster a safe, clean and sustainable environment that supports long-term development while delivering value to all our stakeholders.

Environmental protection has been a core pillar of our journey, and we have consistently prioritized the nurturing and preservation of natural resources across our operations. In alignment with our sustainability objectives, we have established a dedicated business vertical—"Energy and Environment" focusing on climate change, energy efficiency and renewable energy initiatives. We take a proactive approach to address climate change by implementing various policies to ensure effective management of these critical issues.

21 of our facilities are certified for ISO 50001 Energy Management System (EnMS) and 20 facilities have ISO 14001 certification, displaying our dedication to robust energy and environmental management practices.

Our commitment extends to advancing Sustainable Development Goal 7, focusing on 'Affordable and Clean Energy' and Goal 13, centered on 'Climate Action'. Currently, Supreme has integrated ESG (Environmental, Social and Governance) policies into our operations, addressing climate risk, water crisis and natural disaster preparedness. Our overarching objective is to implement proactive mitigation measures to effectively manage ESG-related risks in the long term.



Energy Consumption

Our energy requirements are primarily fulfilled by electricity, renewable energy and fuel usage.

In FY 26, there was a notable rise in our consumption of renewable energy, showing a significant increase of around 49% compared to the previous FY 25. This increase is a result from our commitment towards the scaling up of solar capacity as well as increasing clean energy procurement from the open market. It also shows a proactive stance in aligning with environmental conservation objectives and adopting cleaner energy options.

During the FY 26, the total production increases by approx. 12% , the total electricity consumption increased by 10% in kwh , total energy consumption (including fuel) increased by approx. 4.36% in GJ . These key indicators reflect our efforts towards the effective resource utilization to reduce the carbon footprints. This resulted in the reduction in Energy Intensity per unit of production by approx. 3 %. This achievement displays our firm commitment to building a greener and more sustainable future.

23,500 GJ

Energy Saving
Reduction Activity
Done In FY 25-26



Energy Efficiency: A Requirement Of Future

At TSIL, energy efficiency is treated as a strategic priority and a core element of our sustainability framework. We are firmly committed to optimizing energy utilization and reducing overall consumption, with a focused approach toward minimizing Specific Energy Consumption (SEC) across all operations. This commitment aligns closely with the United Nations Sustainable Development Goals (SDGs), particularly SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action), reinforcing our responsibility toward environmental stewardship and climate resilience.

One of key initiatives in this direction is the institutionalization of a robust energy management and audit system. We conduct comprehensive energy audits once every three years through accredited third-party auditors at energy intensive units , ensuring transparency, compliance and benchmarking against industry best practices. These audits serve as a critical tool for identifying inefficiencies, optimizing processes and implementing corrective measures

Complementing this, TSIL has established a centralized energy management department, which plays a pivotal role in driving continuous improvement. This department is led by a Bureau of Energy Efficiency (BEE) Certified Energy Auditor and a BEE Certified Energy Manager, who are responsible for ongoing monitoring, internal audits and implementation of energy-saving projects. Their expertise enables real-time tracking of performance indicators, identification of optimization opportunities and deployment of innovative solutions such as process modifications, equipment upgrades and adoption of energy-efficient technologies.

Through this integrated approach—combining periodic third-party validation with continuous internal oversight - TSIL ensures sustained progress in energy performance. Our efforts not only contribute to cost optimization and operational excellence but also significantly reduce our environmental footprint, supporting our long-term vision of sustainable and responsible manufacturing.

Key Initiatives Undertaken:

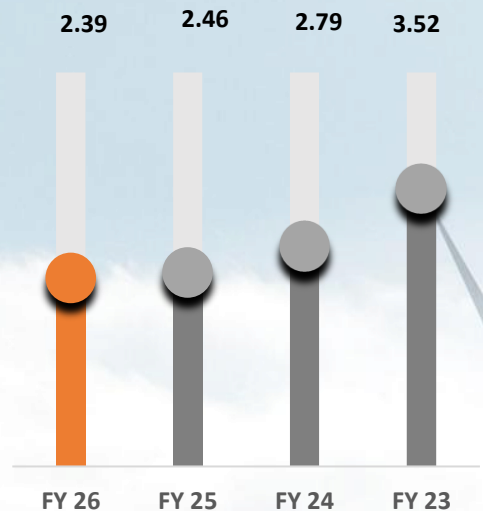
- Conducting capacity-building sessions and energy audits to identify saving opportunities.
- Deploying IoT-integrated energy and water monitoring systems for efficient resource utilization.
- Continuous investment in advanced energy-efficient equipment, replacing outdated technologies.
- Upgrading IE 2 induction motors with high-efficiency IE-4 motors continually
- Optimizing water cooling system & compressed air system for Energy efficiency
- Installing Screw Barrel Insulation Injection and Extruder machines
- Centralized barrel vacuum systems to minimize heat loss.
- Implementing centralized material conveying systems across extrusion plants.
- Synchronizing captive solar power systems to reduce diesel generator fuel consumption.
- Promoting dual-fuel DG sets to lower carbon emissions and operational costs.
- Enhancing power quality through HT compensation units.
- Implemented ISO 50001:2018 certification for Energy Management Systems across 20 plants and 1 fabrication unit.
- Procuring green energy through open access, group captive and captive models.

Measurable Impact- Energy efficiency & Renewable Energy

- SEC reduced from 0.67 unit/kg in FY 2021-22 to 0.56 unit/kg in FY 2025-26.
- Solar capacity scaled up from 8 MW in FY 2021-22 to 43 MW in FY 2025-26, contributing to a renewable energy mix of ~29%.
- Renewable energy consumption increased from 84.74 million kWh in FY 2024-25 to 125.84 million kWh in FY 2025-26. Targeting 140 million kWh renewable energy usage by FY 2026-27.
- Emission reductions improved from 61,603 tCO₂e in FY 2024-25 to 89,350 tCO₂e in FY 2025-26 from the usage of green units.

Energy Intensity in terms of Physical output

(in Giga Joules/ Metric Tonnes)



Energy Awareness Activities:-

To foster awareness on energy conservation, adoption of renewable energy and their impact on the environment and climate change, the Company regularly publishes and circulates "Energy Nuggets & Booklets." These are shared with employees via email and focus on key energy and environmental topics, encouraging informed and responsible practices across the organization.

Sustainability Report 2025-26

Renewable Energy mix

- ❖ The Company has invested INR 140 crore in renewable energy to increase the captive Solar generation
- ❖ On-site Solar Capacity: Rooftop and ground-mounted solar installations now total 43.30 MWp.
- ❖ 3rd-Party Power Purchase Agreement (PPA): Company has signed 9 Million hybrid power supply for Tamil Nadu Plants, which will reduce the GHG emission by 6,390 tCO2e.
- ❖ Captive Solar Supply from O2 Renewable Energy (a subsidiary of JSW Neo Energy Limited) started from Feb-25 for our six locations in Maharashtra.
- ❖ Green Energy Use: Our year-on-year increase in green energy consumption contributes to a notable reduction in Scope 2 emissions.
- ❖ 33 Plants equipped with Renewable Energy Mix
- ❖ Company targeting to achieve the group RE MIX – 35%



Jadcherla



Gadegaon



Cuttack

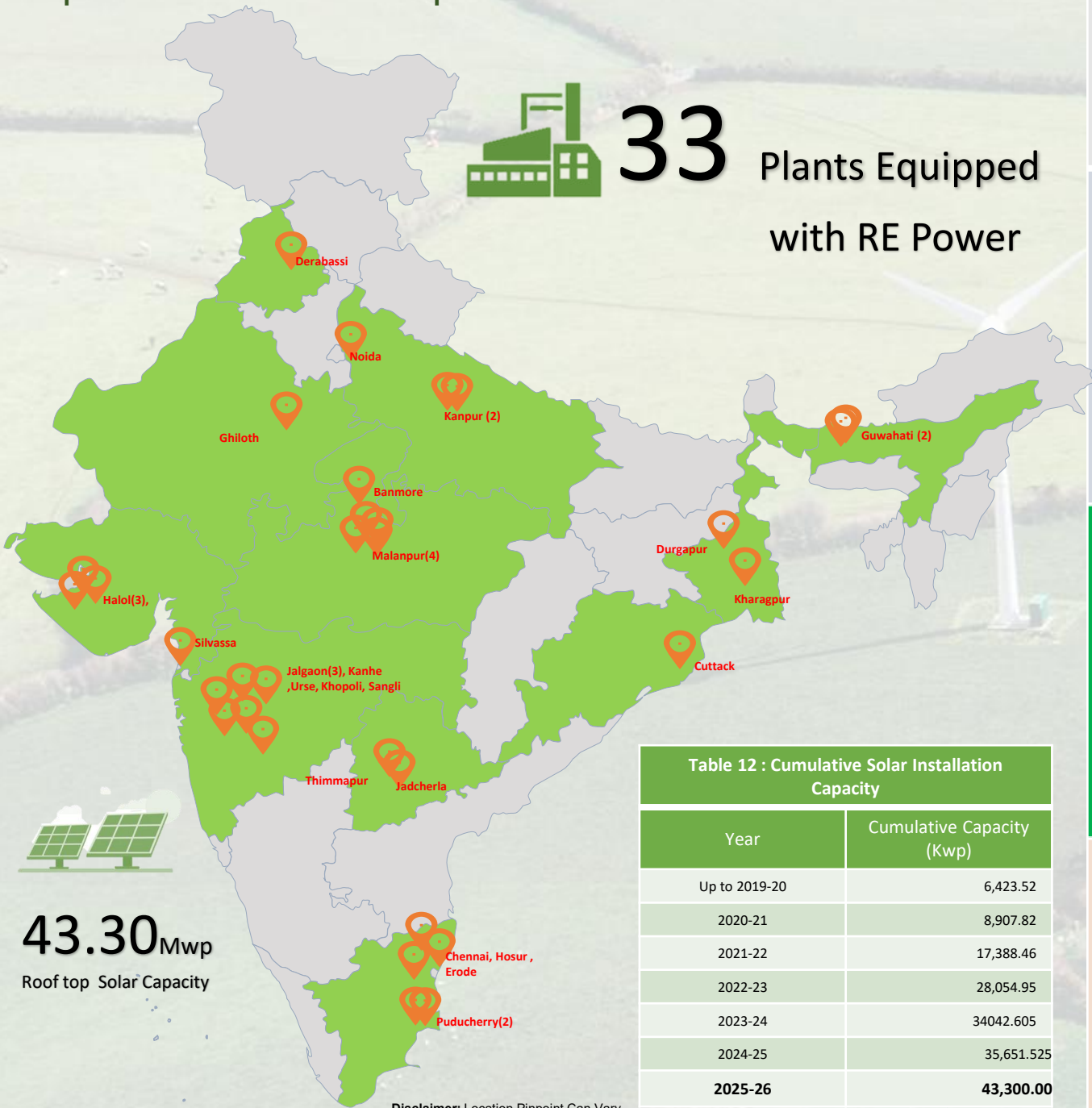




Supreme Renewable Map



33 Plants Equipped with RE Power



43.30Mwp
Roof top Solar Capacity

Table 12 : Cumulative Solar Installation Capacity	
Year	Cumulative Capacity (Kwp)
Up to 2019-20	6,423.52
2020-21	8,907.82
2021-22	17,388.46
2022-23	28,054.95
2023-24	34042.605
2024-25	35,651.525
2025-26	43,300.00

Disclaimer: Location Pinpoint Can Vary



5

Plant powered by Open Access Hybrid Power & Roof top solar



17

Plant powered by Roof top Solar plant



11

Plant powered by Open Access Solar plant & Roof top solar

Expanding Horizons in Water Management

Water is of utmost importance for our industry for plastic processing. However, water scarcity is an escalating global concern that requires robust water and wastewater management. At Supreme Industries Limited, we recognize the critical importance of conserving water and managing this resource responsibly to ensure operational sustainability. To address this issue, we have taken proactive and strategic measures to build resilience and address water risks across our manufacturing locations.

Water is a material topic for our operations, acknowledging that sustainable industrial growth is inseparable from responsible water management. Comprehensive water risk assessments have been conducted, leading to the development and implementation of robust water management strategies and plans for the group.

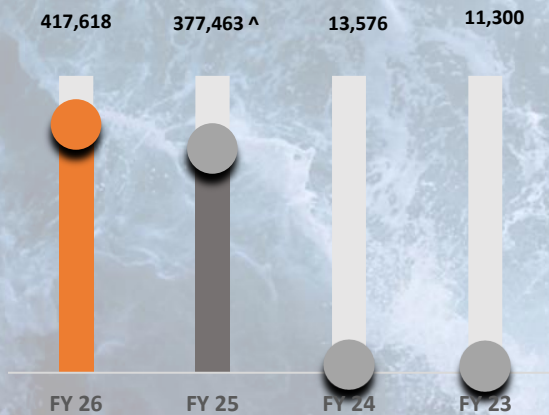
In accordance with GRI 303, our strategy covers the entire water cycle — withdrawal, consumption, wastewater treatment and reuse and natural restoration — ensuring compliance, efficiency and shared value creation across our manufacturing spectrum. The Water Stewardship Policy provides overarching guidance, complemented by plant-specific targets.

Our governance framework is anchored in dedicated water teams at each site, centrally coordinated to ensure accountability and leadership oversight. This is monitored by digital platforms, dashboards and regular water and wastewater quality monitoring. Continuous tracking of water consumption is enabled through telemetry-based Water flowmeters, piezometers and sensors, while internal and external party audits, including those by on-role CGWA-certified auditor, provide continuous checks and balances. Detailed water audits have been carried out at Puducherry, Gadegaon, Jadcherla, Kanpur, Durgapur, Talegaon, Noida, Lalru, Malanpur Ball Valve, Malanpur Piping Unit, Malanpur Roto Unit, Malanpur PPD Unit and Thimapur.

Water Withdrawal and Consumption

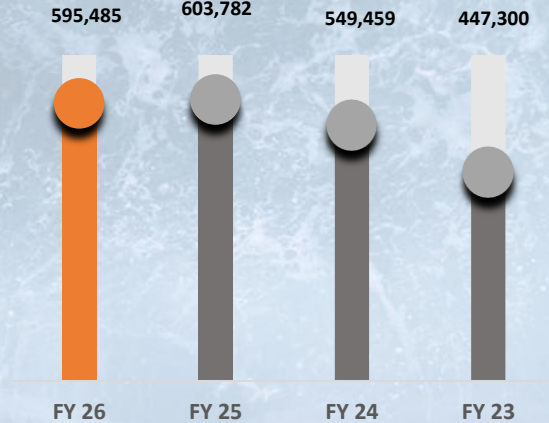
Surface Water Withdrawal

(in Kilolitres) ^ (Figures Restated)



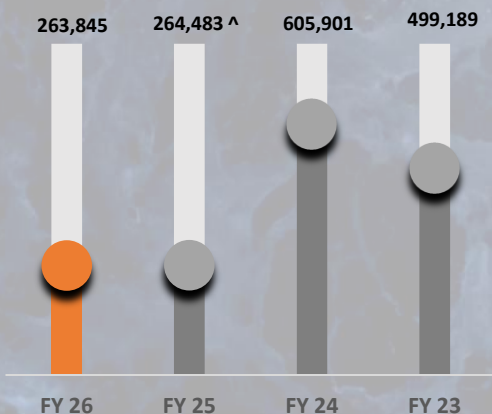
Ground Water Withdrawal

(in Kilolitres)



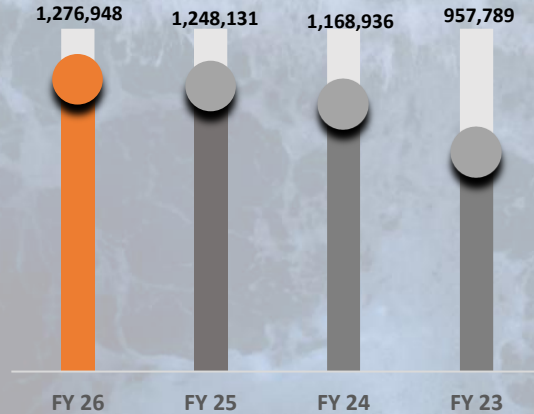
Third Party Water

(in Kilolitres) ^ (Figures Restated)



Total Water Withdrawal

(in Kilolitres)



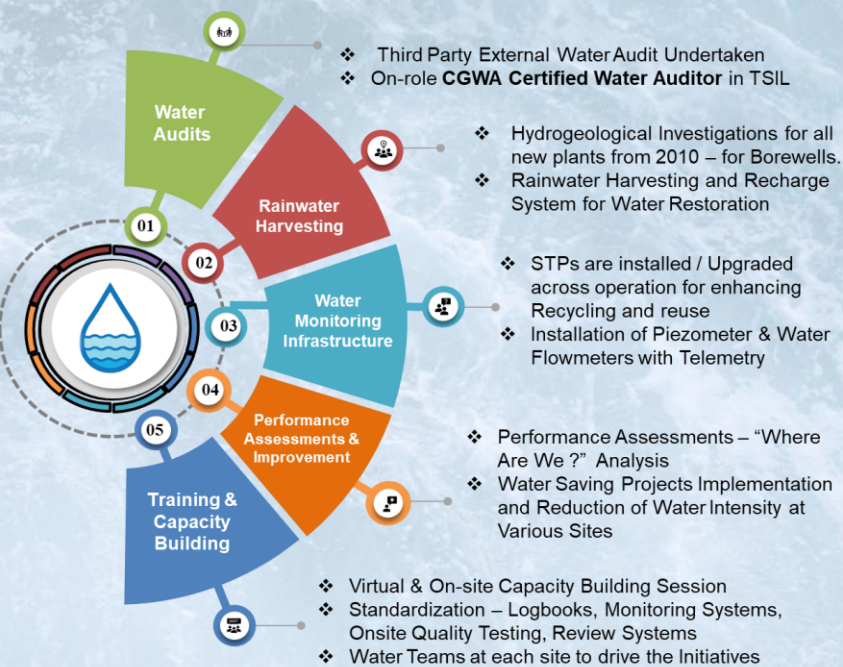


The strategy is aligned with NITI Aayog's 3M-7R approach (Map, Monitor, Measure and Reduce, Recycle, Recover, Replenish, Recharge, Rejuvenate, Recognise/Respect), designed to improve operational efficiency, maximize reuse and replenish water sources within the same watershed or supply chain. We have adopted the strategy of Hydrogeological investigations in all new projects to safeguard groundwater sustainability.

Water efficiency measures include optimization of water treatment plants and cooling towers, installation of low-flow fixtures, leak arresting, waterless urinals and conversion of conventional irrigation to drip and sprinkler systems.

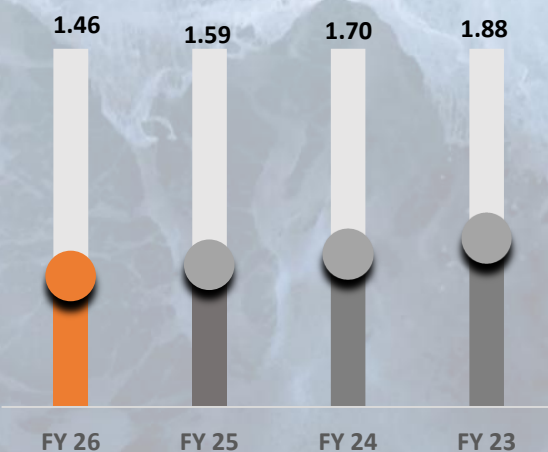
Wastewater treatment and recycling are integral to our operations, with STPs installed across plants to treat wastewater for reuse in high-end applications such as flushing and low-end applications such as gardening. Rainwater harvesting systems have been adopted across sites, reinforcing our commitment to watershed care.

Our measures are aligned with all regulatory compliance and in line with the principles of ISO 46001 which we will be adopting for our plants.



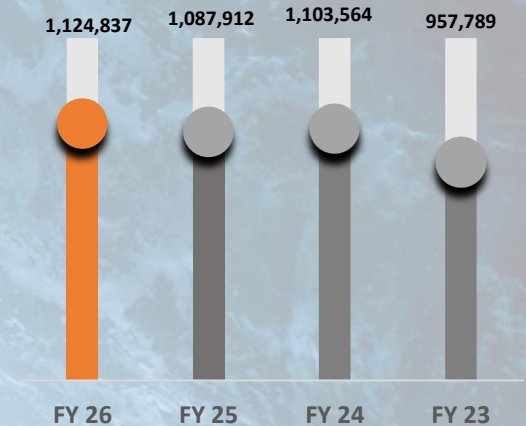
Water consumption Intensity in term of physical output

(in Kilolitres /Metric Tonnes)



Total Water Consumption

(in Kilolitres)

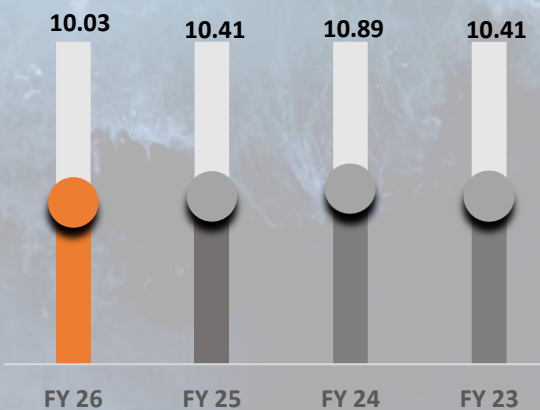


Beyond operations, we extend stewardship to communities in FY 2025- 2026 – **21,380.69** KL of fresh water was supplied to Gadegaon village under our CSR program.

We also integrate water management into our supply chains, by annually assessing value chain partner assessments through digital platform accounting for their water consumption across Tiers, fostering collective action for responsible water use. Looking ahead, we aim to evaluate value-chain partners on parameters of water management to expand reuse applications for treated water and continue reducing water intensity in supply chains.

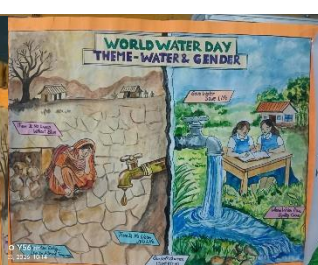
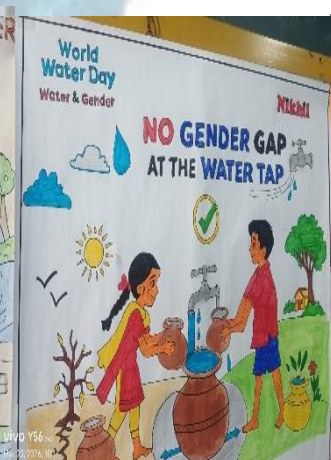
Water Intensity per rupee of turnover in millions

(in Kilolitres/Million INR)



Capacity building Programme on Water management

We recognize that our people are central to this effort. Continuous training and capacity building are undertaken through events, conclaves and sessions organized by CII, FICCI, PHDCC and ASSOCHAM. Participation in forums such as the ASSOCHAM India Water Leadership Conclave 2025, FICCI's Technical Meet on Sustainable Wastewater Treatment and ZLD Systems and the India Industry Water Conclave has enriched our knowledge base and amplified our advocacy for water policy and action planning.



Water and Wastewater Quality Management

At The Supreme Industries Limited, water quality monitoring is an integral part of responsible water stewardship and operational excellence. Water quality is routinely monitored across all manufacturing locations to ensure compliance with applicable regulatory standards and support efficient water treatment processes. The quality of withdrawn water is assessed based on its source. Groundwater and other applicable water sources are periodically tested through NABL-accredited laboratories in accordance with relevant Indian Standards, including IS 10500:2012, as applicable. We also have a setup of dedicated water & wastewater quality testing laboratory within our plant premises. In addition to laboratory analysis, key operational water quality parameters such as pH, Total Dissolved Solids (TDS) and other site-specific indicators are routinely monitored using portable water quality testers.

TSIL also maintains stringent monitoring of treated wastewater with samples of treated wastewater being periodically analysed through NABL-accredited third-party laboratories. Regular monitoring verifies the effectiveness of Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) and supports responsible wastewater management and environmental protection.





Waste Management and Circularity

Effective waste management is a critical component of our environmental stewardship strategy. We recognize the importance of minimizing environmental impacts arising from our operations and continuously work to enhance the recyclability and sustainability of our products. Our approach emphasizes responsible resource use, regulatory compliance and circular economy principles across the value chain.

While managing waste, we strictly adhere to state or national regulatory complainant . Waste generated from operations is systematically segregated and responsibly managed through sale to registered vendors or transfer to authorized recyclers. Internally generated waste materials are carefully processed and reintegrated into the production cycle, ensuring material efficiency while maintaining stringent quality standards. This closed-loop approach enables us to reduce dependence on virgin materials and lower overall waste generation.

To strengthen our waste management infrastructure, we have established partnerships with accredited and authorized agencies across all operational locations. These agencies support the efficient collection, recycling, reuse and environmentally sound disposal of waste materials, ensuring compliance with regulatory norms and best industry practices. Regular monitoring and engagement with these partners further enhance traceability, accountability and continuous improvement in waste handling processes.

Demonstrating a proactive commitment to extended environmental responsibility, Supreme Industries Limited has registered under the Extended Producer Responsibility (EPR) framework. Through this initiative, we are reinforcing our accountability for the entire lifecycle of our packaging products, including post-consumer collection, recycling and safe disposal. EPR registration reflects our dedication to mitigating environmental risks associated with plastic waste and contributing to a more sustainable materials ecosystem.

By integrating responsible waste management practices, regulatory compliance and lifecycle accountability into our operations, we aim to reduce our environmental footprint, support circularity and contribute meaningfully to long-term environmental sustainability and stakeholder value creation.

Waste Collection Plan : Extended Producer Responsibility

Our waste management strategy is closely integrated with our Extended Producer Responsibility (EPR) framework and is designed to ensure regulatory compliance, promote circularity and minimize environmental impact across the plastic packaging lifecycle. EPR requirements are applicable to both the production and consumption of plastic packaging, and our waste collection plan is fully aligned with these obligations.

Key components of the strategy include:

a) Collection Infrastructure: We have established an effective waste collection mechanism through dedicated collection centers, drop-off points and strategic partnerships with authorized waste management agencies. This infrastructure ensures convenient, accessible and systematic collection of products and post-consumer packaging waste.

b) Consumer Awareness and Education: To promote responsible disposal and recycling, we educate consumers by incorporating plastic recycling symbols—also known as resin identification codes—on select products. These symbols help identify the type of plastic resin used and provide guidance on its recyclability.

c) Partnerships with Authorized Agencies: We collaborate with government-authorized waste management agencies for the collection, transportation, recycling and environmentally sound disposal of plastic waste. These partnerships ensure that waste is managed in accordance with prescribed environmental standards and regulatory requirements.

d) Reporting and Regulatory Compliance: We submit periodic reports to regulatory authorities detailing the quantity of waste collected and the measures undertaken for its responsible management. In addition, Supreme Industries Limited has proactively completed its annual EPR filings on the Central Pollution Control Board (CPCB) portal, including the establishment of defined waste reduction targets. This reflects our accountability for the entire lifecycle of our packaging products, from production to post-consumer recycling and disposal.

e) Recycling and Use of Recycled Materials: We recycle both pre-consumer and post-consumer plastic waste and incorporate Recycled Plastic Granules (RPG) into our products, supporting resource efficiency and advancing circular economy principles.



Waste management process

Our manufacturing operations utilize a range of key inputs, including PVC and CPVC resins, HDPE granules and master batches, which are essential for producing our diverse portfolio of products. Alongside production, various waste streams are generated, including plastic waste, e-waste, battery waste, used oil and other non-hazardous waste.

To ensure responsible waste management, these waste streams are either recycled within our facilities or disposed of through government-authorized waste processors and recyclers. This structured approach enables effective diversion of waste from landfills and minimizes potential environmental impacts, while ensuring full compliance with applicable regulatory requirements. Recycling of plastic waste within our manufacturing units is a key element of sustainable waste management at **Supreme Industries Limited**. Plastic scrap generated during production is processed using grinders and shredders and reused in the manufacturing process, thereby reducing dependence on virgin raw materials and supporting circular economy practices. This initiative contributes to resource efficiency and lowers the overall environmental footprint of our operations.

We also place strong emphasis on the safe and compliant management of other waste categories, including e-waste, battery waste, spent oil and metal or process scrap. These waste streams may contain hazardous constituents and therefore require specialized handling, treatment and disposal to prevent adverse impacts on the environment and human health. By engaging authorized and accredited vendors, we ensure that such waste is managed in accordance with regulatory standards and recognized best practices. Through robust waste management systems, internal recycling initiatives and partnerships with authorized recyclers, we continue to strengthen our commitment to environmental protection, regulatory compliance and long-term sustainability.

In addition to industrial waste management, we actively manage horticultural and biodegradable waste within our premises through sustainable on-site practices. Horticultural waste is processed through vermicomposting and converted into nutrient-rich compost, which is subsequently used for the development and maintenance of green areas across our facilities. In a similar manner, sludge generated from our Sewage Treatment Plant (STP) is recycled and utilized as organic manure, supporting soil enrichment and landscaping activities. Food waste generated from our canteen facilities is responsibly managed by diverting it to nearby animal farms for beneficial use, thereby reducing landfill disposal and associated environmental impacts. These initiatives support waste valorization, resource efficiency and circular economy principles by transforming waste streams into productive inputs. Through the implementation of these practices, **Supreme Industries Limited** aims to minimize its environmental footprint, promote sustainable resource management and encourage the reuse of waste materials wherever feasible. During the reporting period, recycled plastic waste accounted for more than 90% of the total waste generated across our operations, underscoring the effectiveness of our waste segregation, recycling and recovery initiatives.





Waste diverted from disposal

Within our operations, we have implemented a robust waste recovery system, within our premises on-site. Recycling in-house plastic waste involves reprocessing of plastic scraps, offcuts and standard rejections generated during the manufacturing process. This recycling process aims to reduce waste, minimize environmental impact and lower production costs by reintroducing plastic material into the manufacturing cycle

Table 11 : Waste diverted from disposal

Particular	Unit	FY 26	FY 25	FY 24	FY 23
Recycled	MT	11.56	8.73	54,205.00	31,286.00
Re-used	MT	-	-	5.00	372.00
Other recovery operations	MT	-	-	-	-
Total Waste Diverted From Disposal	MT	11.56	8.73	54,210.00	31,658.00

Waste directed to disposal

We ensure responsible disposal of 100% unrecovered waste offsite, which includes sending it to government-authorized waste processors and recyclers. By adhering to this method, we contribute to a sustainable waste management ecosystem, aligning with legal requirements and supporting recycling efforts.

Table 12 : Waste directed to disposal

Particular	Unit	FY 26	FY 25	FY 24	FY 23
Incineration	MT	-	-	-	-
Landfilling	MT	-	-	-	-
Other disposal operations	MT	15,553.39	14,757.00	11,255.00	7,786.00
Total waste directed to disposal	MT	15,553.39	14,757.00	11,255.00	7,786.00

16.53 %

Of the Recycled Input Material to Total Material (By Value) Used in the Production

Waste Intensity in term of Physical Output

(in Metric Tonnes /Metric Tonnes Production)

Waste Intensity Per Rupee Of Turnover In Millions

(in Metric Tonnes /Million INR Turnover)

0.020 0.022 0.101 0.077

0.140 0.141 0.646 0.429

FY 26

FY 25

FY 24

FY 23

FY 26

FY 25

FY 24

FY 23

Sustainable Procurement Practices

To advance our sustainability objectives, we integrate responsible and resource-efficient practices across our manufacturing and procurement processes. Plastic waste generated from end trimmings and other production activities is systematically collected, ground and converted into reusable plastic granules, which are reintroduced as raw material within the manufacturing cycle. This in-house recycling process covers plastic scraps, offcuts and standard production rejections, enabling us to reduce waste generation, minimize environmental impact and optimize material efficiency while lowering production costs.

During the reporting period, none of our products or packaging materials were reclaimed. Nevertheless, we remain committed to promoting responsible waste management throughout the product life cycle. In line with this commitment, several of our products display plastic recycling symbols, also known as resin identification codes, which indicate the specific type of plastic resin used and provide guidance on recyclability. These markings are intended to support informed segregation, appropriate disposal and recycling at end of life.

Through these initiatives, we seek to strengthen a sustainable and circular supply chain that reflects our responsible procurement philosophy and contributes meaningfully to the organization’s long-term sustainability goals.

Through this policy, our objectives are to:

-  Comply with all applicable laws and regulations
-  Promote the highest standards of economic, social, ethical, and environmental practices.
-  Identify and mitigate risks associated with our procurement processes
-  Communicate the policy to our stakeholders, both internal and external, and raise awareness among our suppliers.

“ At Supreme we are committed to manufacturing our products responsibly, ensuring that our procurement process is conducted ethically, safely and with environmental consciousness. ”



As a leading manufacturer of plastic products, we understand the critical importance of long-term sustainable development for our success. We highly value our relationships with suppliers who share our commitment to responsible business practices. In line with this commitment, we have established our [Sustainable Procurement Policy](#) that reflects our core values.

Supreme Industries integrates recycled and internally reprocessed materials across its manufacturing operations as part of its sustainable materials management strategy. During the reporting period, a total of 125.74 million kg of inhouse recycled and reprocessed material were utilized in production, representing 16.73% of the total material input in kg.

During the reporting period, total material consumed is 751,652 MT, comprising predominantly non-renewable (virgin polymer-based) materials, along with recycled and internally reprocessed materials used as secondary raw materials.

The Company continuously works to increase the proportion of recycled content without compromising product quality, safety, or performance. Through improved material recovery, in-house reprocessing of production scrap, and responsible sourcing of recycled polymers, Supreme aims to reduce dependence on virgin fossil-based raw materials, conserve natural resources, and lower the environmental footprint associated with its products.

This approach supports the Company's broader sustainability objectives by:

- Enhancing material circularity across manufacturing operations.
- Reducing waste generation through internal reprocessing.
- Conserving finite natural resources by substituting virgin materials with recycled inputs.
- Supporting climate change mitigation through lower embodied carbon in material consumption.
- Advancing the Company's commitment to a circular economy and responsible resource management.



Innovation and Sustainable Product Design

Sustainable Product Design

At Supreme Industries Limited, we integrate sustainability considerations into product design by adopting Life Cycle Assessment (LCA) as a key decision-making tool. LCA enables a comprehensive evaluation of environmental impacts across the entire life cycle of a product—from raw material extraction and manufacturing to use and end-of-life management—thereby supporting informed, responsible design choices.

During FY26, we completed independent , External third-party LCA studies for One key products across diverse segments, namely LPG Composite Cylinder .

These assessments were conducted using a cradle-to-gate methodology, covering critical stages such as raw material sourcing, manufacturing processes, transportation . The objective of these studies was to identify environmental hotspots, reduce carbon and ecological footprints and embed sustainability improvements across the value chain.

Insights derived from LCA are actively guiding enhancements in our plastic piping and furniture product lines through the increased use of eco-friendly materials, improved energy efficiency and optimized manufacturing processes. These measures support the development of durable, resource-efficient products aligned with responsible consumption and production principles.

Looking ahead, we plan to extend LCA studies to two additional product segments in the coming year, further strengthening our commitment to designing products for the environment. This includes initiatives such as reducing or substituting hazardous substances, implementing extended producer responsibility (EPR) and take-back mechanisms for used products and raising consumer awareness on responsible use and disposal practices.

The continued adoption of Life Cycle Assessment reinforces our commitment to environmental stewardship, strengthens alignment with global sustainability goals and demonstrates a proactive approach to responsible product innovation. Through these efforts, Supreme Industries aims to contribute meaningfully to a sustainable and circular economy while delivering long-term value to stakeholders and the environment.

Supreme is committed to advancing the principles of a circular economy by driving product innovation and designing solutions with recyclability at their core. We focus on developing products that are recyclable, incorporate recycled materials, or support extended lifecycles through repair, refurbishment and remanufacturing. Our portfolio of eco-friendly products contributes to the conservation of natural resources and aligns with Sustainable Development Goal 12: Responsible Consumption and Production. Additionally, our insulation products are recognized for their environmental performance and are certified by the Confederation of Indian Industry (CII) Green Products and Services Council.

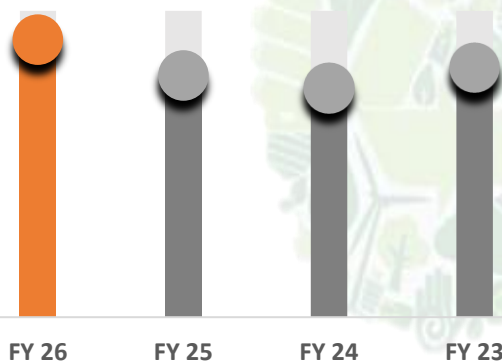
The following products have been qualified:

- INSU Sound XLO
- INSU Sound BN
- INSU Sound B CAP
- INSU BXL
- INSU Tape
- INSU Flex Hose & Sheet
- INSU Reflector
- INSU Shield
- INSU Shield Tubing
- INSU MELA foam
- CPVC Lifeline Pipes & Fittings
- CPVC Lifeline plus Pipes & Fittings
- Supreme Serene
- Supreme Serene Plus

Green Product Revenue

(in % turnover)

18.10% 15.77% 14.95% 16.27%



Green Product - Our Future

At Supreme Industries, it is our policy to design and manufacture products that are both socially responsible and environmentally sustainable. Our selective foam products used for thermal and acoustic insulation are GreenPro Certified, reflecting our commitment to green innovation.

GreenPro Certification is a recognized ecolabel awarded by the Confederation of Indian Industry – Green Business Centre (CII–GBC). The certification validates products that demonstrate environmental sustainability throughout their entire life cycle—from responsible raw material sourcing to end-of-life management. This certification requires verified product performance through testing in accordance with prescribed standards, along with the implementation of environmental safeguards at every stage of the product life cycle, resulting in measurable environmental benefits.

The Supreme GreenPro–certified products demonstrate that:

- Our products are environmentally friendly and responsibly manufactured.
- They enable stakeholders to make informed and sustainable environmental choices.
- They are suitable for promotion as green building materials and technologies aligned with LEED, IGBC and GRIHA standards.
- Our thermal and acoustic insulation foam products are rigorously evaluated at every stage of their life cycle, including:
 1. Raw material sourcing
 2. Manufacturing processes
 3. Product performance
 4. Packaging and logistics
 5. Use phase and end-of-life management

Through these practices, we reaffirm our commitment to sustainability, transparency and responsible product stewardship.



INSU Sound XLO

HVAC equipment for a building is one of the major sources of interior noise and its effect on the acoustical environment is important. Operation of HVAC equipment can also induce mechanical vibration that propagates into occupied spaces through structure borne paths such as piping, ductwork and mounts. These vibrations can cause direct discomfort and create secondary radiation of noise from vibrating walls, floors, piping, etc.



INSU Sound BN

INSU sound-Bn is a highly flexible open cell engineered high performance, elastomeric noise control product with an excellent sound absorption quality. It has sound insulation (barrier) and inherent vibration damping properties due to high density. It h's super complex pore geometry results into optimal airflow resistivity value, making it an efHive product for acoustic insulation.



INSU Sound B CAP

INSUSound-B CAP is a versatile acoustic insulator designed for noise control in the outdoors. Manufactured by special bonding technique of engineered open cell cross-linked microcellular hydrophobic polyethylene. It provides better noise control and weathering resistance, which is ideal for outdoor conditions. INSU sound-Bcap has inherent self-stiffness and hardness required to last long in adverse environment.



INSU BXL

INSUSound-BXL is an engineered, high-performance acoustic foam designed for effective noise control. It is manufactured using specially developed high-tech machinery, with precise selection and bonding of lightweight, engineered open-cell hydrophobic polyethylene to ensure consistent quality and performance.

**INSU Tape**

INSU Tape is an inherently flame-retardant (FR) NBR-based foam tape, designed to enhance thermal insulation by preventing temperature loss through gaps. It is widely used for sealing joints between rubber-based insulation sheets, closing gaps and joining insulation surfaces in HVAC and refrigeration systems.

**INSU Flex Hose & Sheet**

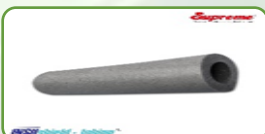
Nitrile Foam Sheet for Insulation INSUflex is a flexible closed cell elastomeric nitrile insulation foamed rubber designed to control condensation. It effectively prevents heat energy gain & loss.

**INSU Reflector**

Reflective Insulation **INSUreflector** is a radiant heat insulation material manufactured from polyethylene air bubble film (ABF) laminated with aluminum foil on one or both sides. With its low emissivity and low mass-to-air ratio, it effectively reduces and blocks radiant heat transfer.

**INSU Shield**

INSUshield is a non-fibrous, fire-retardant, closed-cell, tri-dimensional chemically cross-linked polyethylene foam. It complies with **Class O** fire propagation and **Class 1** surface spread of flame standards. Environment friendly and durable, it offers a comprehensive and reliable solution for a wide range of insulation requirements.

**INSU Shield Tubing**

INSUshield-tubing is a non-fibrous, flame-retardant, closed-cell, tri-dimensionally cross-linked polyethylene foam supplied in pre-formed tubing for thermal insulation. It complies with Class O fire propagation and Class 1 surface spread of flame as per BS 476 Part 6 & Part 7 and also meets UL-94 HF-1 requirements. Environment friendly and durable, it provides an effective solution for insulating piping systems by minimizing heat gain or loss during operation.

**INSU MELA Foam**

INSUmel foam is a unique, flexible, non-fibrous open-cell foam that combines low weight, **Class 0** non-flammable fire performance and excellent sound absorption. Manufactured from melamine resin—a thermoset polymer—it offers superior resistance to fire, high temperatures and chemicals.

**Lifeline CPVC Pipes & Fittings**

Lifeline C-PVC and CPVC fittings are engineered for hot and cold water distribution across residential, commercial and public infrastructure projects. They are suitable for high- and low-rise buildings, corporate offices, academic institutions and applications such as solar water heating systems.

**Lifeline plus CPVC Pipes & Fittings**

Manufactured using world-class Japanese material and advanced technology, Supreme Lifeline Plus C-PVC is an ideal solution for both hot and cold water applications. It serves as an excellent alternative to GI and other metal piping systems for water supply, distribution and various industrial applications..

**Serene - PP Low Noise Building Drainage Systems**

As urban infrastructure continues to evolve, the demand for advanced building drainage systems that ensure efficient wastewater management while maintaining a peaceful living environment has become essential. Recognizing this need, Supreme is proud to introduce the most advanced and hi-tech three-layer Serene and Serene Plus, PP silent pipe systems

**Serene Plus - PP Low Noise Building Drainage Systems**

Supreme Serene and Serene Plus are high-performance silent drainage systems engineered for high-rise and premium projects, combining superior strength with excellent sound insulation and unique features—making them ideal wherever noise control is essential.

Lifecycle Assessment (LCA)

Objective

In alignment with Supreme's commitment to sustainable product design and environmental stewardship, the company has conducted a Lifecycle Assessment (LCA) for 1 products. This initiative aims to evaluate the environmental impacts associated with the lifecycle of these products, following the guidelines prescribed by ISO 14040 and ISO 14044 standards.

The assessment included 11 key environmental impact categories: Abiotic depletion, Abiotic depletion (Fossil fuels), Global Warming Potential (GWP 100a), Ozone layer depletion (ODP), Human Toxicity, Freshwater aquatic Eco toxicity, Marine aquatic Eco toxicity, Terrestrial Eco toxicity, Photochemical oxidation, Acidification and Eutrophication.

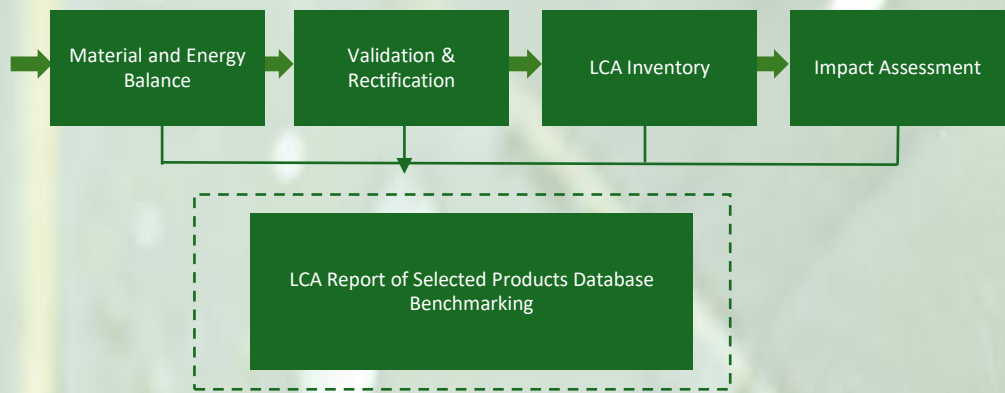
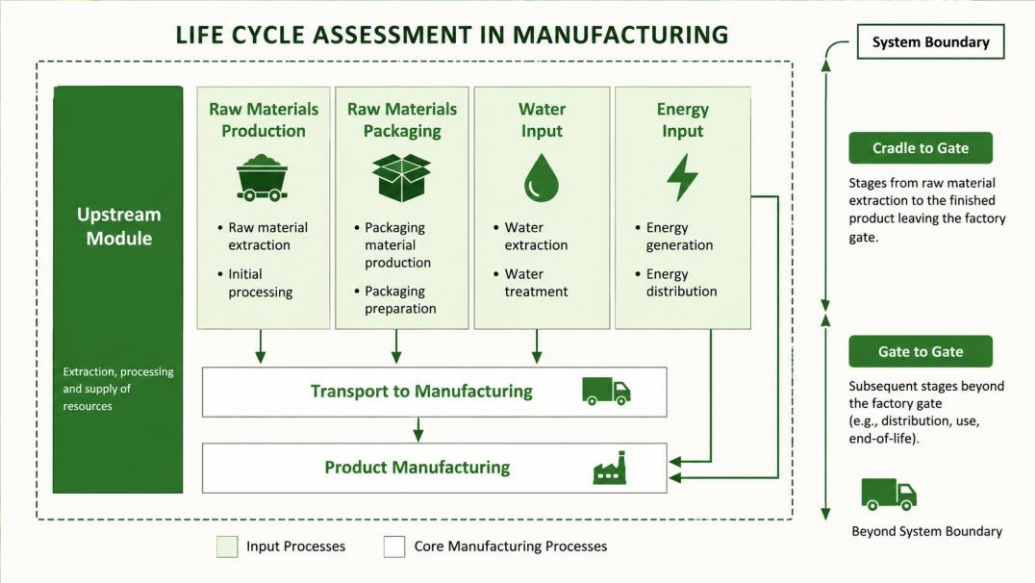


Table 13 :LCA Product Assessed		
Product Assessed	Product Segment	Assessment Scope
Composite Cylinder	Industrial Storage	Cradle-to-Gate

Boundary

The product system analyzed includes processes from the 'Cradle-to-Gate' phase, covering the extraction of raw materials to the manufacturing of products. The boundary encompasses the extraction, processing and production of raw materials and packaging materials at the supplier's plant, followed by transportation to Supreme's plant





Lifecycle Assessment (LCA)

To identify and evaluate the significance of potential environmental impacts arising from the lifecycle inventory (LCI), inputs and outputs are assigned to impact categories. The LCA study was simulated using SimaPro v.9.5.0 software, incorporating the Eco invent v3.9.1 database for analysis. Primary data was sourced directly from the plant, while secondary data was obtained from the database.

Table 14 : Details of Contribution & Contributors for the impact factors

Factors	Potential Contribution	Contributors
Abiotic depletion	Evaluates the potential of a product to contribute to extraction of non-living and non-renewable elements and minerals	The Abiotic Depletion Factor (ADF)
Abiotic depletion (Fossil fuels)	Evaluates the potential of a product to contribute to extraction of non-living and non-renewable fossil fuels	Lower Heating Value (LHV)
Global Warming Potential (GWP 100a)	Evaluates the potential of a product to contribute to climate change by releasing Greenhouse Gases (GHGs)	CO ₂ and methane
Ozone layer depletion (ODP)	Evaluates the potential of a product to contribute to air emissions that contribute to the depletion of the stratospheric ozone layer.	ozone depletion potential
Human Toxicity	Evaluates the potential contribution of a product towards emission of some substances (such as heavy metals) which can have impacts on human health	1,4-dichlorobenzene equivalents
Freshwater aquatic Eco toxicity	Evaluates the potential of a product towards impact on freshwater ecosystems	1,4-dichlorobenzene equivalents
Marine aquatic Eco toxicity	Evaluates the potential of a product towards impact on marine water ecosystems	1,4-dichlorobenzene equivalents
Terrestrial Eco toxicity	Evaluates the potential of a product towards impact on land-dependent organisms and their environment	1,4-dichlorobenzene equivalents
Photochemical oxidation	Evaluates the potential of a product to contribute to emissions of precursors that contribute to ground level smog formation (ozone O ₃)	C ₂ H ₄ equivalents
Acidification	Evaluates the potential of a product towards the contribution in acidifying effects to the environment	SO ₂ equivalents
Eutrophication	Evaluates the potential of a product to contribute to all potential impacts of excessively high levels of macronutrients, the most important of which nitrogen (N) and phosphorus (P).	kPO ₄ equivalents

Result LCA Summary:

No significant social or environmental concerns or risks arising from production or disposal of our products were identified during the Cradle to Gate – Life Cycle Assessment study of 1 products mentioned in the table.

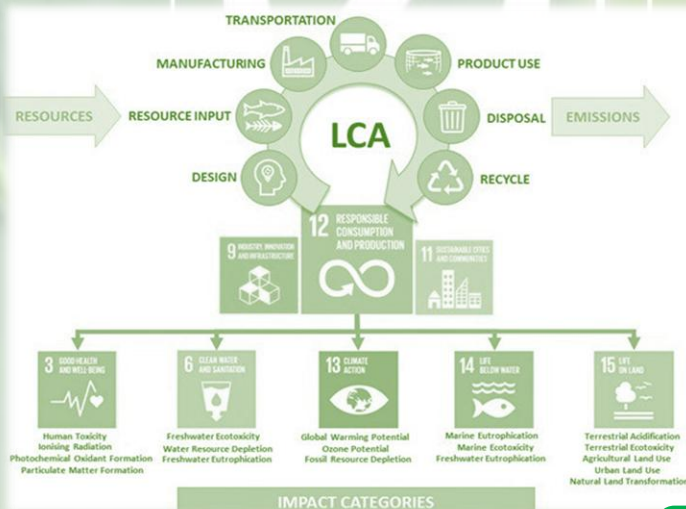


Table 15 : % of total Turnover contributed by the products

NIC Code	Name of Product /Service	% of total Turnover contributed
22209	Composite LPG Cylinder	0.77%

Biodiversity Conservation

Company focussing on protecting Biodiversity is not only environmental responsibility but also a strategic imperative for long term value creation .As Biodiversity is the foundation of the resilient ecosystem and sustainable development of the organization recognize the Health of the Terrestrial ecosystems forest ,grasslands ,wetlands and agriculture land scapes-It, s directly linked to the well being of the communities ,economics and the planet.

Biodiversity played a important role on the ecosystem of land & community live hoods & climate resilience ,healthy ecosystem act as natural buffers against the climate change impacts ,including floods ,droughts and extreme weather events.

During the reporting period, no habitat restoration activities were undertaken, and no species were adversely affected by our operations. This reflects our continued focus on minimizing ecological impacts and maintaining responsible biodiversity management practices. We are committed to reducing the environmental impacts associated with raw material extraction and production, supporting nature conservation and enhancing biodiversity through sustainable procurement practices.

In line with circular economy principles, we strive to manufacture environmentally responsible products that are recyclable, incorporate recycled content, or are designed for extended use through repair, refurbishment, or remanufacturing. Additionally, as part of our tree plantation initiatives, we have planted trees across a substantial area, contributing to ecosystem enhancement and long-term environmental resilience.

Zero: Fine & Penalty & Number of incidents of non-compliance with environmental laws and regulations resulting in fines



1,00,000+ Reasons To Stay Hopeful.

Across facilities, villages, and communities, our afforestation initiatives continue to grow through plantation drives supported by **employees, NGO partnerships, and Volunteer Teachers.**



Employees
Driving Change



NGO Partnerships
Multiplying Impact



Volunteer Teachers
Inspiring Generations

Every sapling we plant today, *builds a greener, stronger tomorrow.*

Biodiversity Conservation

TSIL organized a Mega Plantation Drive

“एक पेड़, माँ के नाम ”

TSIL MP-ROTO



TSIL-GHILOTH



TSIL-URSE



TSIL-HALOL



TSIL-CUTTACK



TSIL-SANGLI



TSIL-MP-PVC



TSIL-NOIDA



Environment Wall

Celebration of World Environment Day



TSIL-MP-PVC



TSIL-HALOL COMPOSITE



1,00,000+ Trees Planted



TSIL-NOIDA



TSIL - JADCHERLA



Sustainability in Action



TSIL-DURGAPUR



TSIL-ERODE



TSIL-TALEGAON



KAIZEN
GOLD AWARD

TSIL-PUDUCHERRY



PCQCC 2025

Our QCC Team won the Gold



Prosperous Social

UN SDGs Mapping



Material Topics Covered

- Occupational Health & Safety
- Employee Well Being
- Diversity ,Equity & Inclusion
- Supplier Chain Sustainability
- Workspace Management
- Local Sourcing
- Learning & development
- Product Quality & Safety
- Human Rights
- Corporate Social Responsibility
- Talent Management
- Disaster Management



Prosperous Social System

As one of India’s leading plastic manufacturers, Supreme Industries recognizes that the health, safety, well-being and equitable treatment of its employees and stakeholders are central to long-term business sustainability. In alignment with **UN Sustainable Development Goal (SDG) 3 – Good Health and Well-being**, the Company prioritizes robust occupational health and safety systems, preventive safety practices and a safe working environment across all operations to safeguard employees, contract workers and other stakeholders.

Aligned with **SDG 5 – Gender Equality**, the Company is committed to creating a diverse, equitable and inclusive workplace by promoting equal employment opportunities, eliminating discrimination and harassment, encouraging women's participation in the workforce and leadership roles, and providing a safe, respectful and empowering work environment for all employees.

In support of **SDG 2 – Zero Hunger**, Supreme Industries contributes to food security and hunger through the corporate social responsibility and through the implementation of economic canteen in the plants to make the accessibility of food to all

Supporting **SDG 4 – Quality Education**, Supreme Industries fosters a culture of continuous learning and capability development through structured training, skill enhancement and leadership development initiatives. These efforts aim to build a future-ready workforce while enhancing employee engagement and career progression.

In line with **SDG 8 – Decent Work and Economic Growth**, the Company upholds fair employment practices, safe working conditions and ethical labour standards across its operations and supply chain. Product quality, customer safety, service excellence and environmental protection are embedded within the Company’s governance framework and extended to suppliers through responsible sourcing and compliance expectations.

Aligned with **SDG 10 – Reduced Inequalities**, Supreme Industries is committed to inclusive growth by ensuring non-discrimination, equal opportunity and respect for human rights across all aspects of its business. The Company actively supports community development initiatives and social upliftment programs, contributing to broader socio-economic development. Through these integrated actions, Supreme Industries demonstrates its commitment to **BRSR Principle 3** by enhancing employee well-being and to **BRSR Principle 5** by promoting human rights, inclusivity and equitable value creation across its ecosystem.

“Our commitment to people, products and the planet drives everything at Supreme Industries. Sustainability is woven into every action we take.”



Our People



Plast India -2026

6,560

Total Permanent ,Non-permanent Employee & Worker

6,403

Male Employees & Workers

157

Women Employees & Workers

15,356

Total number of Temporary Worker

14,672

Number of Male Temporary Workers

684

Number of Female Temporary Workers

8

Differently Abled Permanent Employees & Workers

Supreme Industries is deeply committed to cultivating an inclusive and equitable workplace that celebrates individuals from diverse cultural, socio-economic and professional backgrounds. Our objective is to create an environment where every employee feels welcomed, valued and empowered to contribute their unique perspectives and skills. This aligns with SDG 5 – Gender Equality, SDG 8 – Decent Work and Economic Growth and SDG 10 – Reduced Inequalities.

To achieve this, we have implemented a comprehensive strategy promoting diversity at all organizational levels, fostering a culture of mutual respect and inclusivity. Central to our approach is the well-being and empowerment of employees, supported through robust human resource frameworks, structured training programs and ongoing support initiatives. These efforts ensure that our workforce has the tools and resources needed to thrive both personally and professionally.

Our commitment to fairness and transparency is embedded in our operational practices. Employees and their representatives receive at least 90 days’ notice prior to significant organizational changes (such as closures, expansions, mergers, new openings, outsourcing of operations, restructuring, sale of all or part of the organization, takeovers) , allowing them adequate time to prepare and adapt. This reinforces trust, collaboration and shared responsibility across the organization.

By prioritizing diversity, inclusion and employee well-being, Supreme Industries not only strengthens its internal culture but also drives long-term sustainable growth. We believe that empowering our workforce and fostering equitable practices creates lasting value, contributing to a more inclusive, resilient and sustainable future for our organization and the communities we serve.



Diversity, Equity & Inclusion



"We recognize the immense value of a diverse workforce at Supreme Industries. Our commitment is to provide equal opportunities in employment and to cultivate an inclusive workplace where every employee is treated with respect and dignity."



Table 16 : Breakdown of employees & workers by gender

Particulars	FY 26			FY 25		
	Male	Female	Total	Male	Female	Total
Employees						
Number of Permanent Employees	4,887	128	5,015	4,148	121	4,269
Temporary/Contractual Employees	452	27	479	589	30	619
Total Employees	5,339	155	5,494	4,737	151	4,888
Workers						
Number of Permanent Workers	1,064	2	1,066	1103	2	1,105
Number Other than Permanent Workers	14,672	684	15,356	15,028	883	15,911
Total Workers	15,736	686	16,422	16,131	885	17,016

#Women's Power

"International Women's Day was celebrated on 8 March 2026 with a series of engaging activities and inspiring talks, showcasing women's achievements in the workplace and fostering a culture of empowerment and recognition among employees."



TSIL- Head Office



TSIL- Jadcherla

Employee Well being

At Supreme Industries, the safety, health and overall, well being of our employees and workers are our highest priorities. We are committed to creating a secure and supportive work environment through a comprehensive Employee Wellness strategy.

Our approach includes robust health and financial protection measures. All permanent employees are covered under Group Medical Insurance/ESIC and Group Personal Accident Insurance, ensuring access to quality healthcare and financial security in the event of medical emergencies or accidents. Preventive care is a key focus, with Annual Health Check-ups conducted to identify potential health concerns early and promote long-term wellbeing.



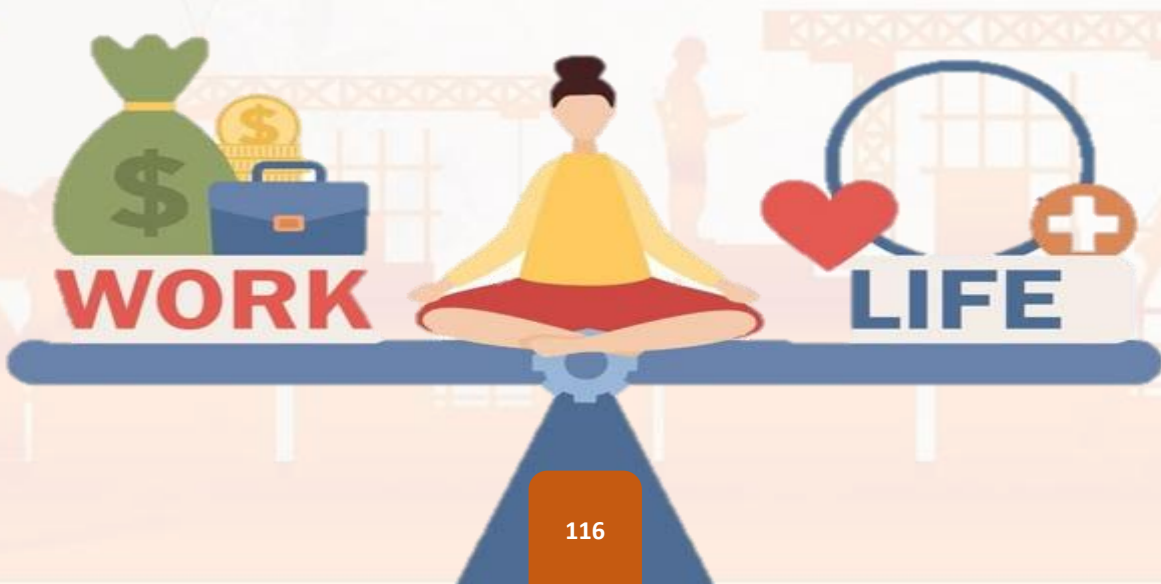
Beyond health coverage, our benefits program reflects our commitment to supporting employees throughout different stages of life. This includes maternity and paternity benefits, enabling employees to balance professional responsibilities with important personal milestones. By offering these benefits, we aim to reduce stress and provide assurance that employees are valued and cared for.

At Supreme, we are committed to creating a truly inclusive and accessible workplace that empowers every individual to thrive, regardless of their abilities. Guided by the Rights of Persons with Disabilities Act, 2016, we proactively ensure that our offices, manufacturing plants and operational facilities are designed and maintained to accommodate the needs of differently-abled employees and workers. Accessibility is integrated into our workplace infrastructure, including thoughtfully designed ramps, handrails and other modifications to facilitate ease of movement and enable full participation in work activities.

Beyond physical accessibility, we foster a culture that celebrates diversity, equity and inclusion at all levels of our organization. We actively promote awareness and sensitivity through regular training, workshops and engagement programs, encouraging colleagues to embrace differences and recognize the unique contributions of every team member. Recruitment, career development and workplace policies are structured to provide equal opportunities for individuals with disabilities, ensuring fair representation across roles and functions.

Through these initiatives, Supreme Industries cultivates a workplace culture that places employee health, safety and well-being at its core while encouraging preventive healthcare practices and building workforce resilience. Our integrated approach to occupational safety, healthcare, employee assistance and life-event support ensures that every employee feels valued, protected and empowered to achieve both personal and professional success.

By continuously investing in employee well-being and development, the Company strengthens workforce engagement, productivity and organizational resilience, contributing to sustainable long-term growth. Beyond compliance with statutory requirements, Supreme Industries is committed to fostering an inclusive, supportive and empowering work environment where every individual has equal opportunities to learn, contribute and advance. This holistic approach reinforces the Company's broader ESG commitments to social responsibility, diversity, equity, inclusion and sustainable human capital development, creating lasting value for employees, communities and the business.





We have extended these essential benefits to our employees, guaranteeing that every member of our workforce has access to critical healthcare and financial security, irrespective of their employment status. This inclusive approach underscores our commitment to valuing and respecting all members equally.



Table 17 : Measures For The Well-being

Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	4887	4887	100.00%	4887	100.00%	0	0.00%	4887	100.00%	97	1.98%
Female	128	128	100.00%	128	100.00%	128	100.00%	0	0.00%	2	1.56%
Total	5015	5015	100.00%	5015	100.00%	128	100.00%	4887	100.00%	99	1.97%
Other than permanent employees											
Male	452	438	96.90%	438	96.90%	0	0.00%	0	0.00%	11	2.43%
Female	27	22	81.48%	22	81.48%	0	0.00%	0	0.00%	1	3.70%
Total	479	460	96.03%	460	96.03%	0	0.00%	0	0.00%	12	2.51%
Details of measures for the well-being of workers:											
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1064	1064	100.00%	1064	100.00%	0	0.00%	297	27.91%	43	4.04%
Female	2	2	100.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
Total	1066	1066	100.00%	1066	100.00%	2	100.00%	297	27.91%	43	4.03%
Other than permanent workers											
Male	14672	14520	98.96%	14520	98.96%		0.00%	100	0.68%	243	1.66%
Female	684	641	93.71%	641	93.71%	384	56.14%		0.00%	113	16.52%
Total	15356	15161	98.73%	15161	98.73%	384	56.14%	100	0.68%	356	2.32%

"Job creation in smaller towns is a key pillar of our sustainable social contribution, with approximately 46% of our opportunities based in these regions. This reflects our commitment to driving local economic growth, curbing urban migration and fostering community development. By generating employment in smaller towns, we not only boost local economies but also promote inclusivity and strengthen the social fabric of these communities."

Table 18: Job creation in smaller towns

Location*	FY 2025-26	FY 2024-25	FY 2023-24
RURAL	46.92%	46.44%	44.06%
SEMI URBAN	24.57%	25.34%	22.55%
URBAN	9.69%	9.74%	8.46%
METROPOLITAN	18.83%	18.48%	24.93%

(Place to be categorized as per RBI Classification System – Rural / Semi-urban / Urban / Metropolitan)

* For employees (marketing), their cost center is considered in job creation identification.

Retirement benefits

To assist employees in managing career transitions due to retirement, we provide transition assistance programs and consider them for advisory roles based on management discretion. Additionally, employees are eligible for gratuity based on length of service and age.

Table 19 : Retirement benefits						
Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	98.13%	98.31%	Yes	100%	97.39%	Yes
Gratuity*	100.00%	100.00%	Yes	87.34%	31.62%	Yes
ESI	17.02%	83.98%	Yes	20.32%	88.04%	Yes
Others-Group Medicaid	82.96%	11.80%	N.A.	79.68%	6.96%	N.A.
*Company is maintaining Gratuity trust						

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

At Supreme, we prioritize fostering a healthy and inclusive workplace environment. We offer parental leaves to all our employees, recognizing the importance of supporting them during significant life events. We also place a strong emphasis on the financial and physical well-being of our employees, ensuring their overall welfare is taken care of.

We are proud to report a remarkable 90% + return-to-work rate for employees after any period of absence. We are committed to providing the necessary support for successful workforce reintegration. Furthermore, we have maintained a perfect record of accomplishment with an 84.50 % retention rate for employees, indicating high job satisfaction and contentment with their roles.

These outstanding rates not only reflect the effectiveness of our employee support and development programs but also the positive work environment and organizational culture we have fostered. It underscores our dedication to nurture an engaged, motivated and invested workforce, driving the success and growth of our company.

Table 20 : Return to work and Retention rates				
Gender	Permanent employees		Permanent workers	
	Return to Work Rate	Retention rate	Return to work. rate	Retention rate
Male	93.53%	85.06%	100.00%	100.00%
Female	80.00%	0.00%	NA	NA
Total	93.20%	84.52%	100.00%	100.00%

Freedom of Association and Collective Bargaining

We recognize the worker’s right to form association(s) or Unions across all our locations and we have almost 80 % of our workers exercising their right by being a part of an association or a union.

However, Supreme acknowledges the right of workers to form unions.

Table 21 : Membership and Association of Workers						
Category	FY 2025-26			FY 2024-25		
	Total workers in respective category	No. of workers in respective category, who are part of association(s) or union	%	Total workers in respective category	No. of workers in respective category, who are part of association(s) or union	%
Total Permanent Workers	1,066	847	79.45%	1,105	1,008	91.22%
Male	1,064	847	79.61%	1,103	1,007	91.30%
Female	2	0	0.00%	2	1	50.00%



Workspace Management

Our organization follows a structured and disciplined approach to workplace management to enhance operational efficiency, anchored in the widely recognized 5S methodology—Sort, Set in Order, Shine, Standardize and Sustain. Systematic implementation of these principles has led to measurable improvements in productivity, workplace safety and waste reduction.

In Sort, non-essential items are identified and removed to ensure optimal utilization of space and resources. Set in Order focuses on logical arrangement of tools and materials, enabling quick access and minimizing time losses. Shine emphasizes regular cleaning and maintenance, fostering a safe, hygienic and efficient working environment. Standardize establishes uniform procedures and visual controls to maintain consistency, while Sustain reinforces discipline and accountability, embedding continuous improvement into daily operations.

This comprehensive 5S framework has enabled streamlined workflows, operational optimization and a culture of efficiency and continual improvement across the organization.



Learning and Development

Supreme is committed to fostering a culture of continuous learning by integrating best practices into our systems and processes. Regular training and skill development initiatives are conducted for employees and workers to ensure they are equipped with current and future-ready capabilities. Training programs are designed based on systematic training needs assessments and are tailored according to specific roles and levels.

As part of our holistic employee development strategy, we deliver structured training sessions on key areas including occupational health and safety, anti-corruption and anti-bribery awareness, prevention of sexual harassment, human rights, energy efficiency and other sustainability-related topics. These initiatives strengthen employee competence, promote ethical conduct and support long-term organizational resilience.

Table 22 : Training Program

	Total number of trainings imparted	Topics covered under the training	Percentage of persons in respective category covered
Employees	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Human Rights, Code of Conduct, Energy efficiency, Water Conservation, Waste Management, etc.	100%
Workers	Multiple	Health and Safety trainings, Anti-corruption and bribery topics, Prevention of Sexual Harassment topics, Energy efficiency, etc.	50%

Strategic Leadership Programme

Supreme successfully concluded the first workshop of its Leadership Development Program, Supreme Aarohan, marking an important milestone in our leadership journey.

The workshop focused on:

- Building self-awareness and leadership capability in a changing organizational context.
- Encouraging reflection, dialogue and peer learning.
- Strengthening the mindset and behaviors required for future-ready leadership.

The openness, engagement and commitment demonstrated by our leaders made the sessions truly impactful. Supreme Aarohan is designed as a journey and this first step has laid a strong foundation for what lies ahead.



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Additionally, we are pleased to highlight the progress made in our employee development initiatives. In FY 2026, we successfully trained our workforce on critical health and safety practices, reinforcing our commitment to job skill enhancement and workplace safety. This focus is central to our objective of nurturing a safe, inclusive and ethically responsible work environment. Our emphasis on continuous learning, coupled with adherence to industry best practices, strengthens employee capabilities while supporting organizational resilience. By prioritizing employee well-being, integrity and sustainability, we strive to build a workplace culture that empowers individuals, enhances skills and enables our organization to perform effectively in an increasingly dynamic and competitive landscape.

Supreme Industries has established Knowledge Centers across the country to extend product and application-based training to its broader value chain. These centers act as focal points for skill development among plumbers and facilitate meaningful engagement with farmers, architects and plumbing consultants within their respective regions. Currently open and al in Gadegaon, Kochi, Erode, Malanpur and Kharagpur with plans to expand to Jadcherla, the Knowledge Centers play a vital role in disseminating technical expertise, strengthening professional skills and fostering collaboration within the plumbing and agriculture ecosystem. Through these initiatives, Supreme continues to support capacity building, knowledge sharing and professional empowerment, contributing to industry advancement and sustainable growth.

Table 23: Breakdown of Average hours trained by Roles

Breakdown of Average hours trained. by Roles	FY 2025-26			FY 2024-25		
	Male	Female	Overall	Male	Female	Total
Senior Management	1.25	2.50	1.28	1.12	2.00	1.14
Middle Management	5.85	2.35	5.75	4.22	1.57	4.13
Junior Management	1.76	1.99	1.77	5.14	6.39	5.18
Staff & Workmen	1.93	1.54	1.92	2.63	10.45	2.76

Table 24 : Training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	5,339	2,946	55.18%	3,315	62.09%	4,737	4,737	100%	3,313	100%
Female	155	105	67.74%	71	45.81%	151	151	100%	62	100%
Total	5,494	3,051	55.53%	3,386	61.63%	4,888	4,888	100%	3,375	100%
Workers										
Male	15,736	7,425	47.18%	8,261	52.50%	16,131	7,443	46.14%	3,125	19.37%
Female	686	545	79.45%	370	53.94%	885	212	23.95%	190	21.47%
Total	16,422	7,970	48.53%	8,631	52.56%	17,016	7,655	44.99%	3,315	19.48%





Talent Acquisition and Retention

Talent Development

Supreme is committed to promoting equitable and fair compensation practices by ensuring pay parity between male and female employees at the entry level. Recognizing human capital as a key driver of sustainable growth, we priorities the attraction, development and retention of talent to achieve our long-term business objectives.

Dedicated human resources teams stationed at each of TSIL's plants ensure that all employees receive wages that meet or exceed statutory minimum wage requirements, reinforcing compliance with labour regulations and advancing BRSR Principle 3 on fair wages and dignified working conditions.

Institutionalizing a structured succession planning framework remains a critical focus area, as it enables continuity in leadership and critical roles. Through the identification of succession gaps, mitigation of knowledge loss and implementation of targeted development and knowledge-transfer initiatives, we aim to strengthen organizational resilience and minimize operational disruptions.

Table 25 : Ratio Of Salary/Remuneration For Women To Men

Employees other than BoD and KMP	1.07 : 1
Permanent Workers	0.56 : 1

New Employee Hiring and Talent Management

Talent-related risks are mitigated through a structured and strategic talent management framework that focuses on critical roles and key job levels across the organization. We systematically identify mission-critical positions and design targeted development strategies based on detailed training needs assessments, well-defined competency frameworks and forward-looking insights into future skills aligned with our business strategy.

Table 26 : New Employee hire by Gender *

	Male	Female
Employees	1,240	25

Age Band	Total
Below 30 years	469
30 to 50 years	774
More than 50 years	22
Total Employees	1,265

* Employee Transitioning From Wavin To Supreme Are Considered as New Employee

The design and delivery of our talent programmes are strengthened through external benchmarking and strategic partnerships, ensuring alignment with industry best practices. Our learning and development approach follows a balanced and integrated model, combining classroom-based training, coaching and mentoring, action learning projects and digital learning modules. To ensure relevance and long-term impact, we apply a 60:40 learning principle, with 60% of interventions addressing current skill requirements and 40% focused on building capabilities for future organizational needs.

During FY26, comprehensive performance and career development assessments were conducted for all employees. These structured reviews reinforce our commitment to continuous learning, career progression and professional development across the workforce. By investing consistently in talent development and performance management, we aim to create a supportive and inclusive work environment where employees feel valued, engaged and motivated to build long-term careers with the organization. This sustained focus on people development strengthens employee retention, fosters organizational capability and contributes to long-term business success.

Grievance Redressal Mechanism for Internal Stakeholders

Supreme has established a robust and well-defined mechanism to effectively address grievances related to human rights across its operations. This framework is supported by appropriate institutional structures, including a dedicated Grievances Committee. Any individual who believes they have experienced discrimination in violation of company policy may raise a grievance with the HR Manager, either in writing or in person. Upon receipt of a complaint, a committee is constituted within 48 hours, and the grievance is reviewed and resolved within 96 hours of filling the complaint .

Labour at our manufacturing plants is engaged through authorized manpower contractors and we confirm that there are no instances of forced or compulsory labour across any of our PAN-India operations. We acknowledge potential human rights risks such as child labour, forced or involuntary labour, discrimination, harassment and wage-related issues within our operations and value chain as part of our risk mitigation strategy, we conduct online assessments of our value chain partners falling within our operational boundary. This reflects our commitment to the elimination of child labour, forced or involuntary labour, sexual harassment, workplace discrimination and unfair wage practices.

Table 27 : Number of Complaints

	FY 2025- 26		FY 2024-25	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	0	0	0
Discrimination at workplace	0	0	0	0
Child Labor	0	0	0	0
Forced Labor/ Involuntary Labor	0	0	0	0
Wages	0	0	0	0
Human Rights Issues	0	0	0	0

Wherever required, we implement corrective measures in line with applicable laws and regulatory requirements. Continuous monitoring mechanisms and internal checks and balances are maintained to ensure compliance. During the FY 2025-26 , We have sent the ESG assessment to our 462 VCPs to fill ESG details, out of which 15 VCPs have filled the response which consist of 6.06% by value of business done with such partner .

Further, all our manufacturing plants are located in designated industrial zones and operate with requisite government and statutory approvals related to land acquisition and operations, ensuring that the rights of indigenous and local communities are respected across our PAN-India footprint.

Table 28 : Assessments during the year

	% of plants and offices that were assessed
Child labour	100% *
Forced/involuntary labour	100% *
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

* While joining, Security check Aadhar card of person at gate and check age is more than 18 year so no child labor join. Same again verified by HR Team to ensure no child labour enter in the factory.





Our grievance redressal process is structured to respect, protect and uphold human rights across our operations and value chain. It enables the identification and timely resolution of adverse human rights impacts, promotes responsible business conduct and supports the protection and promotion of human rights.

Our Vigil Mechanism provides a secure and confidential channel for raising concerns, ensuring that complainants can report issues without fear of retaliation, discrimination, or unfair treatment. Human rights expectations are embedded within our business agreements and contract arrangements, reinforcing accountability and responsible practices across the value chain.

We are progressively working towards establishing a structured monitoring mechanism to ensure that our business partners adhere to human rights requirements. In parallel, we plan to implement a comprehensive Human Rights Due Diligence framework to proactively identify, assess and manage human rights risks.

At Supreme, we are committed to promote a safe, transparent, and ethical work environment. To uphold this commitment, the company has implemented robust mechanisms to ensure the protection of complainants and to prevent any adverse consequences arising from the act of reporting a grievance or violation. The key measures include:

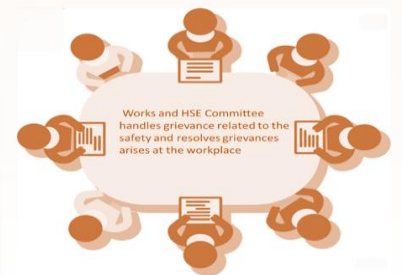
- The establishment of dedicated platforms such as the Works Committee and the Health and Safety Committee, providing a secure and supportive framework for individuals to report concerns without apprehensions.
- Adherence to a strict zero-tolerance policy towards retaliation or victimization of any complainant. All complaints are handled with utmost confidentiality, and the identity of the complainant is protected throughout the process.
- A well-defined Vigil Mechanism, which encourages employees and stakeholders to report any concerns related to human rights violations, ethical misconduct, or other grievances. Complaints can be raised through designated email addresses and contact points made available by the company. The policy can be accessed here at the link [Vigil Mechanism Policy](#)
- An independent Whistle blower Officer, appointed by the Audit Committee, is responsible for reviewing and addressing concerns raised through the Whistle blower Mechanism. The policy can be accessed here at the link [Vigil Mechanism Policy](#)

By institutionalizing these practices, Supreme prevent adverse consequences to the complainant in discrimination and harassment cases, empowers employees and stakeholders to speak up, and protect the rights of every individual and.

This framework will include the following key steps:



By undertaking these steps, we aim to align our operations with human rights principles and standards, proactively addressing any potential risks or impacts on human rights.



Grievance Committee

At Supreme, we are firmly committed to safeguarding the occupational health, safety and well-being of all employees and workers. To support this commitment, we have established structured grievance redressal mechanisms, including a Works Committee and a Health and Safety Committee, which serve as formal platforms for addressing and resolving employee concerns in a fair, transparent and timely manner.

During the reporting year, no complaints related to working conditions, occupational health, or workplace safety were recorded across our operations. This outcome reflects the effectiveness of our safety management systems, robust operating procedures, comprehensive training programmes and continuous workplace improvement initiatives. It also demonstrates the trust employees place in our systems and our proactive approach to risk prevention and employee engagement.

The grievance committees play a vital role in fostering open dialogue by encouraging employees to raise concerns and share feedback without fear of retaliation. Inputs received through these forums are actively reviewed and used to strengthen workplace practices, improve employee satisfaction and enhance overall operational performance.

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The key measures include:

- The establishment of dedicated platforms such as the Works Committee and the Health and Safety Committee, providing a secure and supportive framework for individuals to report concerns without apprehensions.
- Adherence to a strict zero-tolerance policy towards retaliation or victimization of any complainant. All complaints are handled with utmost confidentiality, and the identity of the complainant is protected throughout the process.
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- An independent Whistleblower Officer, appointed by the Audit Committee, is responsible for reviewing and addressing concerns raised through the Whistleblower Mechanism. The policy can be accesses here at the link [Vigil Mechanism Policy](#)

By institutionalizing these practices, Supreme prevents adverse consequences to the complainant in discrimination and harassment cases, empowers employees and stakeholders to speaks up and protect the rights of every individual.

Table 29 : Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:							
Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (If yes, then provide web link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes Supreme Industries Ltd.	0	0	No grievance received	0	0	No grievance received
Investors (other than shareholders)	Yes Investor Information	0	0	No grievance received	0	0	No grievance received
Shareholders	Yes Shareholders	27	2	Satisfactory redressal done for shareholder's grievance / complaints.	56	1	Satisfactory redressal done for shareholder's grievance / complaints.
Employees and workers	Yes Supreme Industries Ltd.	0	0	No grievance received	0	0	No grievance received
Customers	Yes Supreme Industries Ltd.	308	0	Related to process & quality issue	47	0	Related to process & quality issue
Value Chain Partners	Yes Supreme Industries Ltd.	0	0	No grievance received	5	0	General Complaints



Commitment To Human Rights

At Supreme Industries, respect for human rights is a core value that underpins our business strategy and long-term sustainability objectives. Our approach to human rights is closely aligned with the United Nations Sustainable Development Goals, particularly those promoting decent work, reduced inequalities and inclusive social development. We are committed to fostering a workplace and value chain that upholds dignity, fairness and equal opportunity for all.

We maintain a zero-tolerance policy toward child labor, forced or bonded labor and any form of discrimination based on gender, caste, creed, religion, pregnancy, culture, or other personal characteristics. By embedding these principles into our operational framework, we strive to create a safe, inclusive and respectful environment for employees, workers communities impacted by our operations.

Our commitment is formalized through a standalone Human Rights Policy, which provides clear guidance for ethical conduct and responsible decision-making across the organization. This policy is aligned with the United Nations Guiding Principles on Business and Human Rights, ensuring that we proactively identify, prevent, mitigate and address potential human rights risks linked to our business activities. Regular communication of these principles to senior management reinforces accountability and strengthens governance across all levels of the organization. In FY26, NO incident of human rights violations involving indigenous peoples, reflecting the robustness of our systems and controls.

Our responsibility extends beyond internal operations. We actively encourage our business associates, suppliers and partners to adopt responsible human rights practices consistent. Through continuous training, awareness programs and process integration, we seek to embed best-in-class human rights practices throughout our value chain.

By aligning our human rights commitments with the UN SDGs, we aim to contribute meaningfully to inclusive growth, social equity and sustainable development, while creating long-term value for all stakeholders. Human right related issues can be raised to HR Managers/Grievance Committee.

Training and Awareness

To strengthen our commitment to human rights, we conduct regular training sessions and awareness programs for employees across the organization. These initiatives are designed to build understanding and sensitivity around key human rights issues, ensuring that our values are embedded not only in policy but also in everyday practices. Comprehensive human rights training is delivered through corporate and site-level HR teams, reinforcing consistent standards across all locations. By extending this focus throughout our workforce and engaging associates and partners, we cultivate an inclusive, respectful and responsible business environment that safeguards the dignity and rights of every individual connected with our operations.

694 - Security personnel have received formal training in the organization's human rights policies and procedures.

Table 30 : Coverage of Human Rights training

Category	FY 2025-26			FY 2024-25		
	Total	No. of employees / workers covered	%	Total	No. of employees / workers covered	%
Employees						
Permanent	5015	2853	56.89%	4,269	3,510	82.22%
Other than permanent	479	294	61.38%	619	619	100.00%
Total	5494	3147	57.28%	4,888	4,129	84.47%
Workers						
Permanent	1066	897	84.15%	1,105	1,105	100.00%
Other than permanent	15356	7092	46.18%	15,911	9,344	58.73%
Total	16422	7989	48.65%	17,016	10,449	61.41%

Occupational Health and Safety

At Supreme, we have successfully implemented a comprehensive safety management framework by integrating Hazard Identification and Risk Assessment (HIRA), Permit to Work (PTW) and Job Hazard Analysis (JHA), accident reporting, investigation and corrective actions, safety training as per the level wise/function wise training need identification. A safety gap assessment of all sites has been conducted to determine areas for improvement and prepare a comprehensive safety management system and safety policies/procedures are revised accordingly and implemented after training of all concerned. This proactive approach enables us to identify potential hazards, assess and control risks and ensure regulatory compliance, while fostering a culture of continuous safety improvement across our operations.

This integrated safety approach leads to the key benefits such as :

- **Proactive Risk Management** : Through the systematic application of HIRA, Supreme identifies and mitigates risks before they lead to incidents, helping to prevent accidents, injuries and property damage and improving overall safety performance.
- **Safer Work Environment** : The combined application of HIRA, PTW and JHA has contributed to creating a safer, more secure work environment, significantly reducing the likelihood of incidents and reinforcing a safety-first mindset among employees.
- **Standardized Safety Procedures** : We have developed clear, standardized procedures for hazardous tasks, ensuring consistency across all locations. This reduces the risk of errors, enhances operational clarity and streamlines work processes.
- **Regulatory Compliance** : The Company adopts a proactive approach to regulatory compliance by identifying and adhering to all applicable occupational health and safety (OHS) legal requirements. It strives to go beyond mere compliance by aligning its practices with industry standards and best practices, thereby minimizing legal risks and reinforcing its commitment to safe and responsible operations. A dedicated compliance management software has been implemented to systematically track, monitor and ensure timely compliance with all applicable legal requirements.
- **Targeted Safety Training** : A level wise and function wise training need identification is done, and we provide tailored safety training programs that focus on job-specific hazards, equipping employees with the knowledge and skills needed to perform their tasks safely and responsibly.
- **Safety governance system:** A structured safety governance system has been established and implemented across all sites. Safety performance is periodically reviewed to drive continuous improvement and strengthen overall safety standards. Incidents, learnings and best practices are systematically shared across locations to ensure consistent implementation and enhancement of safety performance.

By integrating HIRA, PTW and JHA into our daily operations, Supreme has built a robust and dynamic safety framework that encourages continuous improvement in safety performance and workplace culture.

Occupational health programmes include periodic medical examinations, occupational exposure monitoring, fitness assessments, first-aid facilities, trained responders and employee wellness programmes.



Provision of personal protective equipment



Accessible Utilities



Defined Safety and Health SOPs



Availability of Safe Emergency assembly area



Enhanced Physical Security





Safe And Healthy Workplace Measure

At Supreme, we are committed to providing a safe, healthy, and risk-free workplace for all employees, contractors, and visitors. A structured Environment, Health & Safety (EHS) management system is implemented across all operations, aligned with applicable legal requirements and global best practices.

Key measures include:

- Robust Safety Governance:** A well-defined safety governance framework with clear roles, responsibilities, and accountability at all levels. Periodic leadership reviews are conducted to monitor safety performance and drive continuous improvement.
- Compliance Management:** Systematic identification and compliance with all applicable occupational health and safety (OHS) legal requirements, supported by a digital compliance tracking system to ensure timely adherence.
- Risk Assessment and Control:** Comprehensive risk assessments (HIRA/JSA) are conducted for all critical activities. Identified risks are mitigated through engineering controls, administrative measures, and use of appropriate PPE.
- Safe Design and Engineering Controls:** Integration of safety in design and procurement processes, ensuring machines, equipment, and processes meet safety standards, including necessary guarding, interlocks, and fail-safe mechanisms.
- Incident Reporting and Learning System:** All incidents, near misses, and unsafe conditions are reported, investigated, and analyzed. Corrective and preventive actions (CAPA) are implemented, and learnings are shared across sites to prevent recurrence.
- Training and Competency Development:** Regular safety training programs, including induction, refresher, and job-specific training, are conducted to ensure competency of employees and contractors.
- Emergency Preparedness and Response:** Site-specific emergency response plans are established, including mock drills, trained emergency response teams, and availability of firefighting and first aid facilities.
- Occupational Health Management:** Periodic health check-ups, medical surveillance, and wellness programs are conducted to monitor and promote employee health, especially for those exposed to occupational hazards.
- Employee Engagement and Participation:** Active involvement of employees through safety committees, toolbox talks, safety observations, and suggestion schemes to foster a strong safety culture.
- Contractor Safety Management:** Strict contractor safety management systems including pre-qualification, training, supervision, and performance monitoring to ensure compliance with safety standards.
- Continuous Monitoring and Improvement:** Regular safety audits, inspections, and performance tracking using KPIs (e.g., LTIFR) to drive continual improvement in safety performance.

Our approach to workplace safety goes beyond regulatory compliance and focuses on embedding safety as a core organizational value. We implement structured safety management systems, regular risk assessments, safety audits, and continuous training programs to identify and mitigate potential hazards effectively.

Demonstrating our strong commitment to employee well-being and risk prevention, 21 of our manufacturing plants have achieved ISO 45001 (formerly OHSAS 18001) certification. This internationally recognized certification reflects the effectiveness of our health and safety management systems and our proactive approach to identifying, assessing and mitigating occupational risks.

Through continuous monitoring, improvement initiatives, Supreme remains dedicated to maintaining the highest standards of occupational health and safety across all its facilities.

Promoting a Culture of Safety

We provide comprehensive training to our employees and conduct regular risk assessments to maintain a safe working environment and promote a culture of safety. Regular health and safety trainings, as well as mock drills at all locations, prepare employees and workers for emergency situations and reinforce safety practices.

Table 31 : Safety Related Incidents

Safety Incident/Number	Category	FY 2025-26**	FY 2024-25*
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	0.16	3.28
	Workers	0.31	5.57
Total recordable work-related injuries	Employees	31	41
	Workers	46	182
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

* LTI includes minor injuries (first aid cases) as well for this reporting period.

** LTIFR does not include minor injuries compared to last year.

Safer Work Environment:
The collective implementation of these processes has determined appropriate control measures, created a safer work environment, and reduced the likelihood of incidents

Compliance with Regulations: The adoption of HIRA, PTW, and JSA has enabled us to comply with safety regulations and meet legal requirements, ensuring we operate within prescribed safety standards and mitigating the risk of penalties and legal consequences associated with non-compliance

Proactive Risk Management:
By implementing HIRA, PTW, and JSA, we have proactively managed risks, preventing accidents, injuries, and property damage, significantly improving our overall safety performance

Standardized Procedures:
We have established standardized procedures and guidelines for hazardous work, ensuring consistency and clarity in operations, reducing the risk of errors or oversights

Tailored Safety Training: We have tailored safety training programs to address specific hazards associated with each job, ensuring employees are equipped with the necessary knowledge and skills to perform their tasks safely and effectively

Wellness for Staff



At Supreme Industries, employee well-being is a strategic priority and a key enabler of sustainable business performance. In an increasingly fast-paced and demanding work environment, we adopt a holistic approach to wellness that recognizes the strong interconnection between physical health, mental well-being, work-life balance and professional effectiveness.

Our workplace wellness initiatives directly align with the United Nations Sustainable Development Goal (SDG) 3 – Good Health and Well-Being. We promote physical wellness by encouraging regular physical activity through structured fitness initiatives and access to exercise facilities. Preventive healthcare is strengthened through health awareness programmes, and initiatives aimed at reducing workplace health risks. Mental well-being is equally prioritized through access to counselling services, stress management sessions and mental health resources that foster emotional resilience and a supportive work culture.

These initiatives also contribute to SDG 8 – Decent Work and Economic Growth by enhancing employee engagement, productivity and job satisfaction. We support a healthy work-life balance through flexible work arrangements and employee-centric policies, helping to reduce burnout and create a positive, inclusive and high-performing workplace. Health education programmes further empower employees to adopt healthier lifestyles, contributing to long-term well-being and sustained workforce participation.

Our approach is fully aligned with BRSR Principle 3, which calls for businesses to respect and promote the well-being of all employees, including those in the value chain. By fostering a safe, healthy and supportive work environment, we aim to enhance overall employee morale, minimize health-related risks and create a culture where individuals can thrive both personally and professionally. Through continuous improvement of our wellness practices, Supreme remains committed to building a resilient, engaged and future-ready workforce.

- **Physical Wellness:** Encourage regular physical activity through fitness classes or gym access to improve overall health and fitness levels.
- **Mental Health Support:** Provide access to mental health resources, counseling and stress management workshops to support employees' emotional well-being.
- **Preventive Health Programs:** Promote vaccinations to prevent the spread of illnesses and protect employees' health.
- **Health Education:** Offer information and support for healthy eating habits, including access to nutritious snacks and balanced meals.
- **Work-Life Balance:** Support a healthy work-life balance through flexible schedules and policies to reduce burnout and improve overall job satisfaction.



Table : 32 Number of Complaints on the following made by employees and workers:						
Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None





Sustainable Supply Chain

At Supreme Industries, sustainable sourcing is a cornerstone of our Environmental, Social and Governance (ESG) strategy. We recognize that the environmental and social performance of our suppliers has a direct and significant impact on our value chain. Accordingly, we actively manage ESG risks and opportunities across our supply chain, with a strong focus on environmental stewardship, human rights, fair labour practices, occupational health and safety , freedom of association and ethical conduct.

To strengthen oversight and accountability, we have initiated structured ESG assessments of our Value Chain Partners (VCPs) through an online assessment portal. This enables systematic evaluation of suppliers’ environmental and social performance and supports informed decision-making in our procurement processes. Our sustainable sourcing approach is designed to progressively transition the supply chain towards greater sustainability and resilience.

In FY 25-26, we have sent the ESG assessment to our 462 VCPs to fill in FY 24-25 ESG Data. Out of which 15 value chain partners filled the responses, and we are in the process of evaluation of their responses.

Table 33 : Value chain partner Assessment

	% of value chain partners (by value of business done with such partners) that were assessed *
Health and safety practices	6.06%
Working Conditions	6.06%

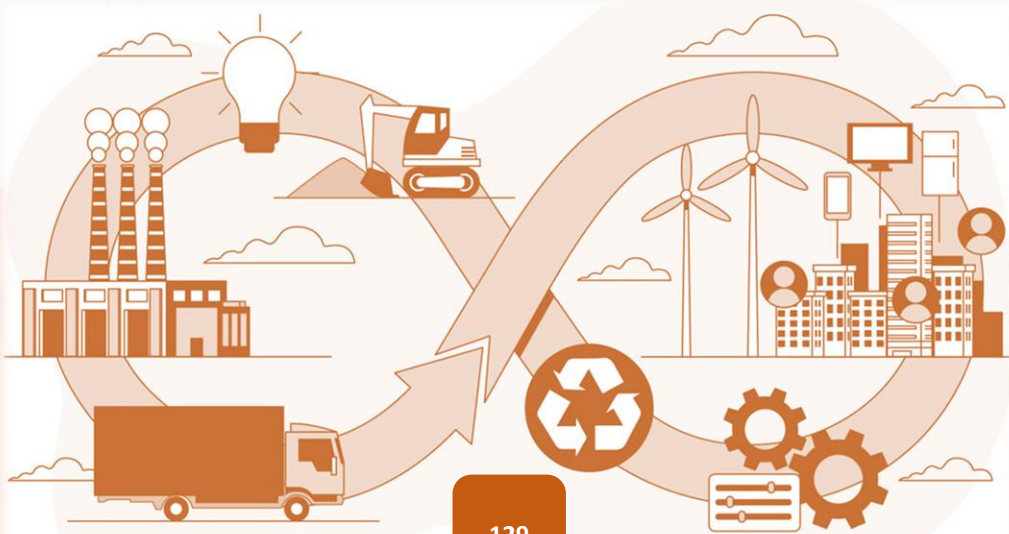
* Calculated only on Upstream Value Chain Partners.

As part of this initiative, key parameters under review include energy consumption, greenhouse gas emissions, water usage, waste generation and pollution. This assessment helps us identify material ESG risks, prioritize interventions and implement targeted improvement measures.

We are also integrating ESG-focused Key Performance Indicators (KPIs) for value chain partners. Supreme works predominantly with contractors, suppliers and vendors certified to ISO 14001 and ISO 45001 standards for major services, ensuring alignment with recognized environmental management and occupational health and safety practices.

Robust quality control mechanisms are implemented across the value chain to minimize product-related risks. In the event of any issues, detailed root-cause analyses are conducted, followed by corrective and preventive actions. While sourcing raw materials we ensure zero tolerance for child labour and ensure compliance with applicable laws and ethical standards.

Looking ahead, we plan to embed circular economy principles within our sourcing strategy and strengthen sustainability through periodic audits, continuous monitoring and collaborative engagement with suppliers.



Local Sourcing

At Supreme Industries, our commitment to sustainability and inclusive growth is strongly reflected in our emphasis on local sourcing. During the reporting year, we increased procurement from small-scale and local producers within India by 108 % compared with the previous year. This significant progress underscores our dedication to strengthening domestic supply chains, supporting community-based enterprises and contributing to regional economic development.

By prioritizing local and small suppliers, we aim to create shared value by fostering entrepreneurship, enhancing livelihoods and promoting equitable growth across regions. Local sourcing also enables us to reduce transportation distances, thereby lowering associated emissions and environmental impacts, while improving supply chain agility and resilience.

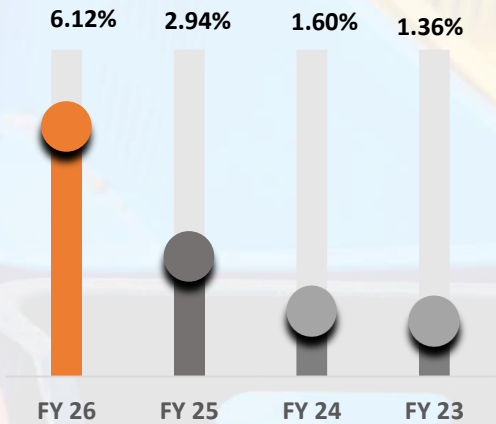
Building on this momentum, we have set a target to further enhance sourcing from small and local producers.

Through sustained focus on local sourcing, we continue to advance resilient supply chains, inclusive economic growth and long-term sustainability.



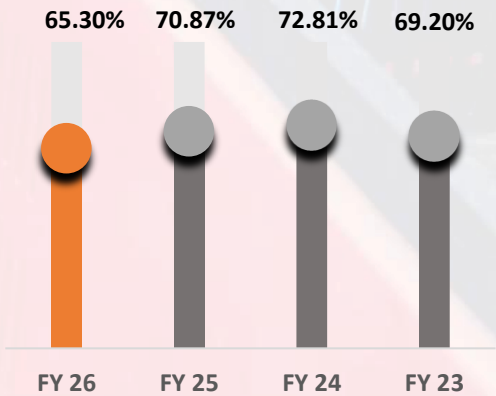
Directly Sources from MSMEs/Small producer

(% of input material (input to total input by value sourced from supplier)



Directly from within India *

(% of input material (input to total input by value)sourced from supplier)



* This percentage does not include the MSME percentage



Customer Relationship Management

Investing in Quality: A Strategy for Product safety

At Supreme Industries, quality is a core principle embedded across every aspect of our operations and our people. We foster a culture where excellence is a natural standard and where no product or services are associated with adverse health or safety impacts. This unwavering commitment enables us to consistently deliver high-quality products while continually enhancing our processes, offerings and services to meet the expectations of our customers and stakeholders.

During the financial year, we maintained a strong performance in product quality, with no instances of product recalls. This achievement underscores the effectiveness of our stringent quality assurance and control systems. Product safety and reliability remain top priorities, supported by a dedicated team that ensures our products not only meet but often exceed industry benchmarks for safe usage and handling.

To further support safe and responsible product use, we provide comprehensive guidance through multiple customer touchpoints, including manuals, brochures, packaging and other product-related materials. These resources clearly outline safe-use instructions and best practices, helping customers minimize potential risks.

Across our entire value chain, robust quality control tools and processes are employed to reduce the likelihood of product-related issues. We conduct detailed investigations to identify root causes—whether related to manufacturing processes or product design. Corrective and preventive actions are then implemented to avoid recurrence. Our approach to quality is continuous, with regular evaluations and improvements aimed at delivering superior product performance and customer satisfaction.

Adherence to Standards and Compliance

We are dedicated to meeting the demands of our customers while adhering to the standards set by statutory and regulatory authorities. This commitment is reflected in our compliance with established product and process norms, ensuring that safety, quality, and reliability are consistently upheld.

Our product information and labeling provide clear guidance on safe usage and handling, helping to minimize potential environmental and social impacts. In line with our philosophy of continuous improvement, we actively promote and implement globally recognized methodologies such as Quality Circles, 5S and Kaizen across our operations.

In accordance with regulatory requirements, all product labels, packaging and supporting documentation include essential information such as product specifications, usage instructions, safety precautions and other mandated disclosures.

We place strong emphasis on transparency, ensuring that customers have a complete and accurate understanding of our products, their features, benefits and responsible use. Where relevant, we also provide supplementary details related to environmental impact and other considerations to support informed decision-making.

Our channel partners play a critical role in this engagement by maintaining regular interaction with customers, addressing queries and concerns and ensuring transparent communication across the value chain.

Reflecting the robustness of our systems and practices, there were no instances of non-compliance reported during the reporting period with respect to:

- Health and safety impacts of products and services
- Product and service information and labeling
- Marketing communications, including advertising, promotion and sponsorship

ZERO
Voluntary or
Forced recalls
made



Sustainability Report 2025-26

There are no any non-compliance with regulation resulting in fine or penalty /warning /concerning marketing communication including promotion and advertisement.

Table 34 : Turnover of products and services as a percentage of turnover from all products/service that carry information about

	As a % to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

Honored to be part of the World Standards Day celebration organized by BIS Guwahati at Hotel Radisson Blu on 14th October 2025. At Supreme Industries, we take pride in upholding the highest standards of quality, innovation and sustainability, ensuring excellence in every product we create and every partnership we build.

Table 35 : Consumer complaints

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

At Supreme Industries, we are fully committed to complying with all applicable laws and regulations governing product information and labeling. We believe that clear, accurate and transparent communication is fundamental to enabling customers to make informed purchasing and usage decisions.

In accordance with legal requirements, we ensure that all product labels, packaging and associated documentation clearly display key information such as:

- i. Product specifications
- ii. Usage and installation instructions
- iii. Safety guidelines and precautions
- iv. Environmental impact details (where applicable)
- v. Any other regulatory disclosures required

Company has conducted LCA of 12 products which consist of all our major group of products and same is available on request .





Information about how to use our products and their applications is easily accessible through various channels, including our product catalogue, website and mobile app. To ensure that our Piping Systems are used correctly, we organize live demonstrations at our knowledge Centre, tailored for plumbers, architects and distributors to learn the proper installation and usage procedures.

For our furniture products, we supply assembly Instruction manuals for knock down furniture that requires self-assembly. These manuals provide a systematic guide to ensure safe and proper usage of the furniture. Additionally, we offer on-site visits to demonstrate safe installation and handling procedure . This personalized approach allows us to address any concerns and provide hands-on guidance to customers, ensuring they understand and follow the recommended safety practices. By providing comprehensive information, conducting live demonstrations and offering personalized assistance, we aim to ensure that our customers have a clear understanding of how to use our products safely and effectively. Our commitment to customer satisfaction and safety remains a top priority.



Delivering uninterrupted water supply with our piping solutions, which help farmers grow top-quality crops in their fields.



❖ Advanced Quality Tools and Techniques

We have adopted advanced quality tools and methodologies to strengthen our quality performance. Our products are subjected to rigorous testing, including bending, collapse, ball pressure, compression, tensile strength and other critical assessments. In parallel, we are continuously strengthening our quality management framework with a clear focus on achieving operational excellence. The adoption of a Total Quality Management (TQM) approach enables optimal use of resources while meeting the expectations of customers and stakeholders. Since its inception, Company has remained committed to robust quality management practices, with the aspiration of becoming a globally recognized manufacturer of plastic products.

❖ Compliance with International Standards

To reinforce our commitment to quality, our quality laboratories operate in accordance with internationally recognized standards, including ISO 9001:2015, ISO 11119-3, EN 12245, EN 14227, IS 14611:2016, ISO/TS 16949 and WRAS, among others. This ensures consistent compliance with prescribed quality and performance specifications. Additionally, our plastic packaging products conform to RoHS and REACH regulatory requirements.

❖ Ongoing Quality Control Efforts

Quality control at our organization is a continuous process. We consistently review and enhance our systems to ensure superior product quality and safety. Our dedicated teams focus on delivering products that not only meet but exceed industry benchmarks for reliability and safe use. Robust quality control mechanisms are applied across the entire value chain to minimize the risk of product recalls.

In the event of any issue, comprehensive root-cause analyses are conducted—whether related to manufacturing or design—followed by effective corrective and preventive actions. Notably, we achieved zero product recalls in FY26, underscoring the strength of our quality systems.

❖ Comprehensive Customer Support

Quality remains central to our operations. Through continuous investment in quality systems and strict adherence to standards, we ensure our products consistently meet the highest benchmarks. This commitment drives customer satisfaction and reinforces our leadership position in the plastic products manufacturing industry.

❖ Ensuring Customer Satisfaction

To promote continuous improvement and sustain high customer satisfaction levels, we actively seek customer feedback through surveys and maintain open communication channels. Our channel partners play a vital role by engaging regularly with customers, addressing concerns and ensuring transparent communication throughout the value chain. This customer-centric approach fosters trust, strengthens relationships and enables us to respond effectively to evolving customer needs.

❖ Efficient Handling of Customer Complaints

We are firmly committed to resolving customer complaints promptly and effectively to enhance our products and services. A structured and comprehensive grievance Redressal mechanism is in place to manage customer concerns efficiently. Every complaint is treated with due seriousness and undergoes a detailed evaluation process.

The Regional Marketing Officer coordinates complaint documentation and investigation, sharing insights with the respective product marketing heads. For quality-related concerns, the Production Team works closely to ensure timely resolution. This integrated and responsive approach enables swift corrective action, supports continuous improvement and ensures sustained customer satisfaction.



Corporate Social Responsibility (CSR)

CSR at a Glance: Governance, Focus Areas and Footprint

Supreme Industries Limited, either directly or through the Supreme Foundation, actively participates in CSR activities aimed at community upliftment. These initiatives include:

- Structured CSR Governance Model

CSR initiatives are driven by Supreme Foundation with a focus on measurable, sustainable social development outcomes.



As a responsible corporate entity, Supreme Industries upholds core values that emphasize a strong responsibility towards the communities surrounding its operational sites. Believing firmly in an inclusive society, the company is committed to empowering these communities through a variety of social development activities. This commitment is guided by the company's CSR policy, which ensures industrial interventions for social upliftment. The guiding principle, encapsulated in the motto "**Sarvena Sukinah Bhavantu**" (May all be happy), reflects the company's dedication to fostering a harmonious and prosperous society.

Corporate Social Responsibility (CSR)

Inclusive and Equitable Development

The Supreme Industries Limited emphasizes that social welfare and community development are essential for business growth and economic progress. This policy encourages the company to innovate and contribute to the overall development of on disadvantaged, vulnerable and marginalized sections of society. It underscores the interdependence of business prosperity, inclusive growth and equitable development.



Women Empowerment & Livelihood Development



Contribution to "Hind Di Chadar" Program

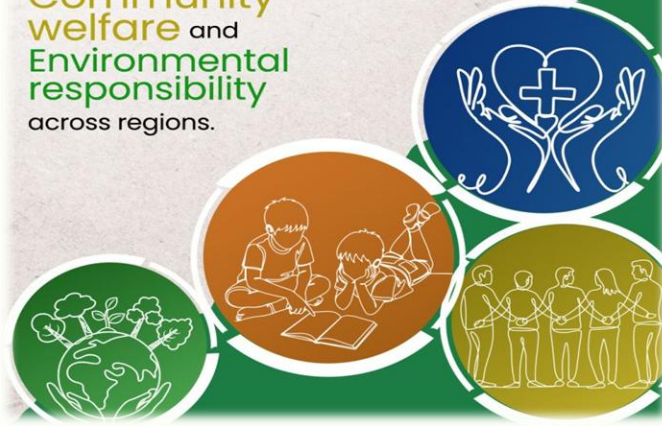


Maintenance of Public Convenience Facilities

RESPONSIBLE GROWTH BEYOND BUSINESS

Expanding capabilities while contributing meaningfully to

Education, Healthcare
Community welfare and
Environmental responsibility
across regions.



Education & Youth Development – "Sapne Sach Hue" Initiative



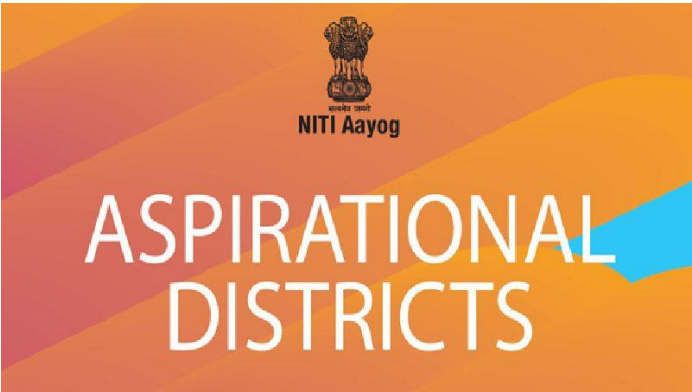
Healthcare & Community Welfare – Surgical Camp



Cultural & Spiritual Initiatives – Ganesh Festival & Vrindavan Tour



Corporate Social Responsibility (CSR)



Community Development Initiatives in Aspirational Districts Identified by the Government of India

The Government of India has designated certain regions as **Aspirational Districts** under a focused development program aimed at accelerating socio-economic progress in areas that face significant developmental challenges. These districts are prioritized for targeted interventions to improve quality of life and promote inclusive growth.

The key factors considered in identifying Aspirational Districts include:

- **Development Gaps** – These districts generally lag behind national and state averages in socio-economic development indicators.
- **Infrastructure Deficiencies** – Limited availability of essential infrastructure such as roads, educational institutions, healthcare facilities, drinking water and sanitation services.
- **Lower Human Development Outcomes** – Challenges related to education, healthcare, nutrition and income levels contribute to lower human development performance.
- **Higher Poverty Levels** – A significant portion of the population faces economic hardship and limited livelihood opportunities.
- **Unequal Access to Opportunities** – Marginalized and vulnerable communities often experience restricted access to resources, services and economic opportunities.
- **Need for Targeted Development Support** – The initiative focuses on driving measurable improvements through data-driven governance, enhanced service delivery and focused investments in critical sectors.

Through community development activities in these Aspirational Districts, organizations can contribute to sustainable and inclusive growth by supporting improvements in education, healthcare, livelihoods, infrastructure and overall community well-being.

Supreme Initiatives in Aspirational Districts

In FY 26, the number of beneficiaries engaged in the Mobile Clinic and Adolescent Girls Education Program activities in the Nandurbar district surged to 20,941 marking a significant increase from the previous year’s tally of 15,105. The Mobile Clinic Van played a pivotal role in serving these beneficiaries, enabling health check-ups directly within their communities. The van spearheaded health campaigns, delivering vital services such as health awareness sessions, check-ups at Ashram Schools and counseling for students. Moreover, it expanded its outreach to village-level check-ups for children, adolescent girls and women, ensuring comprehensive healthcare access at the grassroots level.



Table 36: Amount Spent In Aspirational District

S.No.	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	14,26,224/-

Activities undertaken under Corporate Social Responsibility

1. Overview:-

- The Supreme Industries Limited carries out its Corporate Social Responsibility (“CSR”) initiatives, both directly and indirectly, through **Supreme Foundation, Jaswantgarh**, which has been established with the objective of driving focused and structured social development programmes.
- During the Financial Year 2025–26, the Foundation continued to work towards inclusive and sustainable development with primary emphasis on **education, healthcare, sanitation, environmental sustainability, community development and rural upliftment**, particularly in underserved and rural regions of Rajasthan and certain parts of Maharashtra. The CSR programmes are designed to create long-term social impact through community participation, capacity building and institutional support.

2. Education Initiatives

- With a view to bridging the educational gap between public and private institutions, the Foundation continued to support Government schools, Government Sanskrit schools, Sanskrit colleges and Anganwadi centres by providing qualified volunteer teachers, infrastructure support, learning resources and training.
- During the year, the Foundation implemented a comprehensive range of interventions including distribution of notebooks and sweaters, provision of seating mats, installation of digital smart boards, supply of collar microphones, recruitment and training of teachers and strengthening of early childhood education through the **Maiya Ghar (Anganwadi Development Programme)**. These initiatives significantly improved access to quality education, attendance and learning outcomes across multiple districts of Rajasthan.

3. Project Purpose and Implementation

- With the objective of supporting rural development, particularly in remote and backward regions, Supreme Foundation implemented academic and non-academic initiatives across the blocks of **Ladnun, Sujangarh and Bidasar**, as well as in Government Schools and Government Sanskrit Colleges across districts including Ajmer, Kekri, Shahpura, Bhilwara, Beawar, Nagaur, Didwana-Kuchaman, Tonk, Churu, Bikaner, Hanumangarh, Ganganagar and Jhunjhunu in Rajasthan.
- To achieve the above objectives, the Foundation renewed and executed various agreements and Memoranda of Understanding with the State Government and Education Authorities for the deployment of volunteer teachers, lecturers and support staff, as well as for upgradation of Anganwadi centres as “Maiya Ghar”.

4. Key Objectives

- The CSR initiatives of Supreme Foundation are guided by the following key objectives:
 - Enhancing foundational education from primary to senior secondary levels
 - Promoting girls’ education and gender inclusivity
 - Encouraging sports, cultural and co-curricular activities
 - Empowering students from marginalised communities
 - Identifying and recognizing meritorious students
 - Facilitating digital literacy through ICT infrastructure and computer training
 - Creating clean, green and sustainable school campuses
 - Promoting environmental awareness through tree plantation
 - Supporting administrative and educational infrastructure of Government institutions
- The Foundation also places strong emphasis on the preservation and promotion of Sanskrit language and Indian cultural values.



5. Major CSR Activities Undertaken During the Year

• Education and Learning Support

- Significant increase in student enrolment under the Education Development Programme, with coverage increasing from **1,10,794 students in FY 2024–25** to **1,14,512 students in FY 2025–26**. Improved girls' enrolment was achieved due to deputation of female volunteers.
- Distribution of **2,41,402 notebooks, 6,269 sweaters and 1,295 seating mats** across government schools in Rajasthan.
- Installation of **105 digital smart boards** and **119 collar microphone systems** in high-enrolment schools to improve classroom effectiveness.
- Recruitment of volunteer teachers through centralized selection processes and conduct of **three residential training programmes** to enhance pedagogy and classroom management skills.

• Early Childhood Education – Maiya Ghar

- Under the Maiya Ghar programme, **202 Anganwadi centers** were supported during the year through infrastructure upgrades, supply of uniforms, furniture and learning materials, benefiting children and supporting a smoother transition into primary education.

• Environment and Sustainability

- Plantation of over **2.69 lakh saplings** across more than **400 schools**, transforming school campuses into green and eco-friendly learning environments.
- Implementation of a **Plastic Recycling Programme** in collaboration with ICPE, covering schools and communities across multiple locations, during which over **2,800 kg of plastic waste** was collected and recycled.

• Healthcare Initiatives

- Deployment of **36 medical volunteers** at Government Sujanmal Bagariya Hospital at Sujangarh (Rajasthan), enabling improved OPD, IPD, diagnostics and dialysis services.
- Introduction of **Digital OPD and e-prescription system**, making the hospital the first in Churu district (Rajasthan) to adopt digital patient records.
- Continued **Village Health Improvement Initiative** at Dhadgaon, Nandurbar (Maharashtra), delivering preventive and curative healthcare services through a mobile dispensary across **29 tribal villages**.

• Infrastructure, Community Welfare and Social Inclusion

- Distribution of water tanks to schools to ensure access to clean drinking water.
- Support for specialized medical camps including plastic, cosmetic and hand surgeries for economically weaker sections.
- Promotion of women empowerment and livelihood development through support to NGOs working for differently-abled persons and vulnerable women.
- Support for animal welfare and cow protection initiatives through contributions to recognized Gaushalas.

6. Future Plans

During the ensuing financial year, the Company and the Foundation propose to:

- Continue support to Government schools and colleges through recruitment of volunteer teachers and lecturers.
- Expand digital education initiatives including additional mobile computer buses and AI-based learning tools.
- Undertake infrastructure improvements including toilets, ICT labs and smart classrooms.
- Strengthen Anganwadi centres as learning centres
- Continue large-scale tree plantation and plastic recycling programmes
- Support CSR initiatives around plant locations for development of public facilities and healthcare.
- The Company proposes to spend approximately **30 crores** on various CSR activities during **FY 2026–27**.

Our Major CSR Initiative

CSR Initiative By Supreme Foundation

Supreme Foundation has undertaken major initiatives such as:

- **Excellence in education through comprehensive programs, thereby:**
 - Facilitating educational infrastructure & learning resources.
 - Offering capacity building & training program for educators.
 - Creating platforms for rural children’s participation in structured educational activities .
- **Digital learnings**
- **Rural development & Villages upliftment**
- **Healthcare**
- **Environmental Conservation** like Tree plantation, Recycling of plastic, Awareness events etc.
- **Other welfare** activities to support the underprivileged people



Continues its commitment to making education accessible to underprivileged children



Distributed 6259 sweaters at 302 Schools for new admissions in primary class students



Distributed 241402 notebooks to improve the handwriting of primary class students in Govt Schools



Upgradation of Anganwadi Centres as Maiya Ghar which includes infrastructure, hygiene, furniture & clothing



Plastic Recycle Warriors Contest 2025 – Jodhpur & Pali



Collar Microphone Set Distribution Programme-2025-26



Providing necessary infrastructure like Digital Board Distribution



The ICPE Recycle Olympiad 2025-26, in collaboration with Supreme Foundation, successfully promoted Plastic recycling awareness and action across multiple activities



Training sessions for Primary class teachers



Tree Plantation - Nurturing the Nature - For a better future



Building Roads - Enabling Rural Progress



Leadership in Action - Nurturing Nature for Generations Ahead

Impact Assessment Report

Project 1: Integrated CSR Initiatives - Rajasthan

The Supreme Foundation implemented a comprehensive and integrated CSR programme across Deedwana–Kuchaman City and other regions in Rajasthan, focusing on education, rural infrastructure, healthcare and environmental sustainability. The initiative achieved significant scale, covering 41 locations and 1,822 institutions, including 710 Schools/Colleges and 206 Anganwadi Centers, with an outreach to 1,24,555 beneficiaries supported by 1,693 volunteers.

Education interventions led to 1,14,512 no's of student enrolment with strong participation by girls resulting in robust academic outcomes, including 93% pass rate in Class 10 and up to 99% in Class 12, with 293 high achievers scoring above 90%. Capacity development was strengthened through 1,800+ teacher training participations. Infrastructure improvements included distribution of 2.41 lakh notebooks, installation of 105 smart boards benefiting 25,000+ students and enhancement of water, sanitation and school facilities.

Early childhood development was strengthened through the upgradation of 69 Anganwadi Centers under the “Maiya Ghar” initiative, while healthcare support was extended to Sujangarh Government Hospital. Environmental sustainability initiatives led to the plantation of over 2.69 lakh trees and promotion of plastic recycling awareness.

Impact

- Improvement in learning outcomes and academic performance.
- Enhanced digital access and rural education infrastructure.
- Strengthened early childhood development ecosystem.
- Increased girl child participation and inclusivity.
- Improved community health access and awareness.
- Significant environmental restoration and sustainability awareness.
- Strengthened community engagement and volunteer ecosystems.



Project 2: Community Welfare Initiatives - Maharashtra

During FY 2025–26, the Company implemented multi-sector CSR initiatives across Jalgaon, Nandurbar and surrounding regions at Maharashtra, covering healthcare, sanitation, education, livelihood support, environmental sustainability, public infrastructure and community welfare.

Key outreach included 20,941 tribal beneficiaries across 29 villages/padas, 3,303 students from 8 Ashramshalas and 10.5 lakh annual users across 8 public sanitation facilities. Additional interventions included 40+ free surgeries, youth initiatives such as “Sapne Sach Hue” and livelihood support through employment assistance to 200+ differently abled individuals.

Impact

- Improved access to healthcare in underserved tribal regions
- Enhanced sanitation infrastructure and hygiene outcomes
- Strengthened preventive healthcare awareness
- Increased livelihood opportunities for differently abled individuals
- Improved quality of life and Community dignity
- Enhanced youth aspiration and educational motivation

Overall Impact Perspective

The CSR programmes reflect a strategic shift towards long-term, outcome-driven impact, with strong alignment to national priorities in education, healthcare, sustainability and skill development. The initiatives demonstrate scalability, measurable outcomes and meaningful community transformation.

Going forward, sustained focus on institutional strengthening, digital enablement and ecosystem partnerships will be critical to enhance the depth, sustainability and long-term value of CSR interventions.





Business Continuity and Disaster Management Plan

At Supreme Industries Limited, we have established a robust Business Continuity and Disaster Management Framework to ensure the resilience of our operations and the safety of our all stakeholders during emergency situations. This framework forms an integral part of our enterprise risk management approach and demonstrates our commitment to operational continuity, preparedness and organizational resilience.

Key Objectives

The primary objectives of the Business Continuity and Disaster Management Plan are:

- i. To maintain uninterrupted business operations across all Supreme facilities during emergencies and unforeseen disruptions.
- ii. To minimize the impact of crises through proactive risk assessment, effective planning and timely response mechanisms.
- iii. To protect employees, business assets, communities and the environment through structured emergency preparedness and response procedures.

Core Elements of the Framework

- Emergency Response Teams (ERTs):** Each manufacturing facility has a dedicated Emergency Response Team responsible for coordinating emergency actions, managing incidents and ensuring the safety and well-being of personnel.
- Clearly Defined Roles and Responsibilities:** Specific roles and accountabilities are assigned at various organizational levels to facilitate effective emergency management and decision-making.
- Emergency Communication Systems:** Established communication protocols enable the timely dissemination of alerts, critical information and response instructions during emergencies.
- Preparedness and Response Procedures:** Comprehensive Standard Operating Procedures (SOPs) are in place to address a range of emergency scenarios, including fires, earthquakes, floods, cyclones and other natural or operational hazards.
- Training and Mock Drills:** Regular emergency drills, simulations and training programs are conducted to assess preparedness levels and enhance employee awareness and response capabilities.
- Business Continuity Planning:** Strategic continuity measures, contingency arrangements and operational redundancies are implemented to ensure the continuation of critical business functions during disruptions.
- Climate Risk Management:** The framework incorporates climate resilience measures to identify, evaluate and mitigate risks arising from climate-related events and extreme weather conditions, thereby strengthening long-term business sustainability.

We periodically review the disaster management plan to adapt to emerging risks, regulatory changes and best practices. Training sessions and mock drills are conducted across all locations to keep our employees prepared and responsive. Through our robust Business Continuity and Disaster Management framework, Supreme ensures operational resilience, minimizes disruptions and upholds the safety and well-being of our employees, customers and stakeholders. [Business Continuity & Disaster Management plan.](#)



TSIL -JADCHERLA

Fire Mock Drill successfully conducted on 9th January 2026 at the Jadcherla Plant, in collaboration with Telangana State Disaster Response & Fire Safety, reinforcing our commitment to safety and emergency preparedness.



TSIL - Guwahati

Fire Mock Drill successfully conducted on TSIL –Guwahati Piping Unit

Social Event during the Year

❖ Quality Month Celebration



❖ Proud Participation in BIS "Standards Carnival" – Chennai Chapter

Supreme IPD was delighted to participate in the BIS Standards Carnival held at Sairam Engineering College, Chennai, with joint participation from our Puducherry and Chennai plants..



❖ The first truck rolls out. A new chapter begins for Griham doors and windows.

Supreme Griham is now on the move, delivering next generation doors, windows and high-performance building solutions crafted for modern India.

Sharing glimpses from our very first dispatch, a proud milestone that marks the beginning of a strong and purposeful journey.



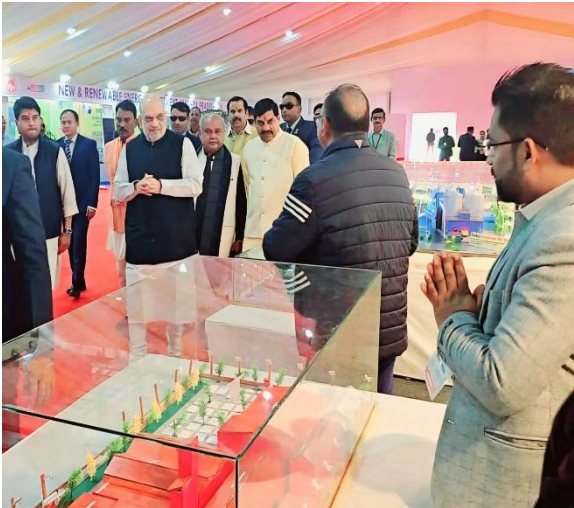
❖ We are honoured that Hon'ble Goa Chief Minister Shri Pramod Sawant launched Bharatgas Lite,

The Composite Cylinder Manufactured By Supreme Industries For Bharat Petroleum Corporation Limited, reinforcing our commitment to safer, smarter and more efficient energy solutions.



Social Event

❖ The Abhyudaya MP Growth Summit — a platform that brought together leadership, industry and a shared vision for growth.



❖ DUBAI Big 5 Global 25



❖ PLASTINDIA -2025



❖ PLASTINDIA -2025



Overview

Resilient Governance

Sustainable Environment

Prosperous Social

Annexure & ESG Book

Annexure & ESG Book





Environment - Key Performance Indicators

Scope-3 GHG Emissions

Supreme Scope-3 Emission

Category		UOM	FY 2025 - 26	FY 2024 - 25	FY 2023 - 24	FY 2022 - 23
1	Purchased goods & Services	tCO2e	2,045,486.76	1,934,373.11	2,060,291.00	1,391,352.00
2	Capital goods	tCO2e	24,839.70	12,870.74	46,831.00	46,949.00
3	Fuel and energy related activities	tCO2e	56,603.26	48,924.57	53,132.00	57,009.00
4	Upstream transportation and distribution	tCO2e	12,856.86	49,192.10	47,006.00	22,663.00
5	Waste generated in operations	tCO2e	72.93	94.92	106.00	258.00
6	Business Travel	tCO2e	1,361.45	1,161.79	3,445.00	3,736.00
7	Employee commuting	tCO2e	8,477.02	5,077.73	3,217.00	3,620.00
9	Downstream transportation and distribution	tCO2e	63,453.46	183,993.61	26,923.00	15,698.00
10	Processing of sold product emissions	tCO2e	4,473.66	6,103.00	6,181.00	
12	End-of-life treatment of sold products	tCO2e	4,828.51	4,991.31	4,713.00	8,294.00
15	Investments	tCO2e	12,243.05	12,899.00	14,946.00	
Total Scope -3 Emissions ,		tCO2e	2,234,696.66	2,259,681.88	2,266,791.00	1,549,579.00
Emissions Intensity wrt turnover		tCO2e / INR Crore Turnover	199.21	216.31	223.68	168.41
Emissions Intensity wrt production		tCO2e /MT Production	2.89	3.30	3.50	3.04



Social – Key Performance Indicators

❖ Employee Diversity (Permanent Employees)

Management	Category	Particulars	As At 31-03-2026	Total
Senior Management (M4 & Above)	Gender	Male	114	117
		Female	3	
	Age Group	Below 30 years	1	
		30 to 50 years (including 30 and 50)	650	
		More than 50 years	83	
Middle Management (M1, M2, M3)	Gender	Male	569	586
		Female	17	
	Age Group	Below 30 years	3	
		30 to 50 years (including 30 and 50)	430	
		More than 50 years	153	
Junior Management (EXEC3, EXEC2, EXEC1, OFFICER3, OFFICER2, OFFICER1)	Gender	Male	3,180	3,279
		Female	99	
	Age Group	Below 30 years	863	
		30 to 50 years (including 30 and 50)	2,231	
		More than 50 years	185	
Staff & Associates (S4 & below)	Gender	Male	1,024	1,033
		Female	9	
	Age Group	Below 30 years	300	
		30 to 50 years (including 30 and 50)	650	
		More than 50 years	83	
		Total		5,015

❖ Training Hours and Avg Training Hours

Management Grade	Category	Training Hours	Head Count	Avg Training Hrs.	Overall
Senior	Male	142.47	114.00	1.25	1.28
	Female	7.50	3.00	2.50	
Middle	Male	3,328.05	569.00	5.85	5.75
	Female	39.95	17.00	2.35	
Junior	Male	5,593.38	3,180.00	1.76	1.77
	Female	196.70	99.00	1.99	
Others	Male	1,973.81	1,024.00	1.93	1.92
	Female	13.87	9.00	1.54	

❖ Gross wages paid to females as % of total wages paid by the entity

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages paid by the entity *	4.96%	3.41%

* Contractual Female worker salary also considered.



❖ Details of performance and career development reviews of employees and worker:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	5339	5339	100%	4737	4737	100%
Female	155	155	100%	151	151	100%
Total	5494	5494	100%	4888	4888	100%
Workers						
Male	15739	15736	100%	16131	16131	100%
Female	686	686	100%	885	885	100%
Total	16422	16422	100%	17016	17016	100%

❖ Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

❖ Employee Turnover

Category	Parameter	Particulars	FY 2025-26	Total
Total number of permanent employees' turnover	Gender	Male	709	735
		Female	26	
	Age Group	Below 30 years	266	
		30 to 50 years (including 30 and 50)	414	
		More than 50 years	55	
Total number of permanent workers turnover	Gender	Male	38	38
		Female	0	
	Age Group	Below 30 years	0	
		30 to 50 years (including 30 and 50)	10	
		More than 50 years	28	
Total number of Other than Permanent employees' turnover	Gender	Male	464	493
		Female	29	
	Age Group	Below 30 years	432	
		30 to 50 years (including 30 and 50)	61	
		More than 50 years	0	

❖ **Concentration Of Purchases And Sales With Trading Houses, Dealers and Related Parties Along-With Loans And Advances & Investments, With Related Parties,**

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.17%*	4.50%
	b. Number of trading houses where purchases are made from	2406	3,904
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	26.23%	18.75%
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	81.73%	79.62%
	b. Number of dealers / distributors to whom sales are made	7045	5,104
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/ distributors	20.17%	23.68%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	1.60%	1.99%
	b. Sales (Sales to related parties / Total Sales)	1.77%	0.98%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties/Total Investments made)	36.40%	35.80%

* As per nature of transaction within the system numbers have been reduced from previous year.

❖ **Ratio Of The Entry Level Wages To Minimum Wage By Gender:-**

Locations Name	Ratio		Locations Name	Ratio	
	Male	Female		Male	Female
Chennai Plant	1.22:1	1.33:1	Urse Unit-1	1.49:1	3.01:1
Cuttack	1.3:1	0:1	Kolkata Branch	2.1:1	1.96:1
Erode	1.09:1	1.31:1	Kanpur Branch	1.86:1	1.7:1
Durgapur	1.26:1	1.93:1	Noida Branch	1.86:1	2.42:1
Gadegaon	1.23:1	1.9:1	Pune-Baner Office	2.27:1	2.47:1
Ghilothe	1.82:1	2.65:1	Ahmedabad Office	1.91:1	0:1
Guwahati Piping & Molding	1.58:1	0:1	Chennai Office	1.66:1	4.1:1
Halol - XF - I GIDC & XII Muvala	1.54:1	1.49:1	Bangalore Office	2.01:1	2.26:1
Halol Composite	1.08:1	0:1	Hyderabad Office	3:1	0:1
Hosur Unit	1.3:1	2.89:1	Hubli Office	2.1:1	0:1
Jadcherla Piping & Roto & PPD	1.3:1	0:1	Indore Office	2.77:1	0:1
Jalgaon (2 Units)	1.29:1	0:1	Jaipur Office	4.29:1	0:1
Kanpur Unit	1.16:1	1.58:1	Corporate Office - Mumbai	2.03:1	2.13:1
Kharagpur Piping & PPD	1.53:1	2.95:1	Urse Unit-1	1.49:1	3.01:1
Lalru	1.22:1	3.38:1	Kolkata Branch	2.1:1	1.96:1
Malanpur PPD	1.51:1	3.86:1			
Malanpur-PVC	1.28:1	1.41:1			
Malanpur-Roto & Valve	1.39:1	1.41:1			
Noida Plant	1.03:1	1.03:1			
Pondicherry	1.32:1	1.32:1			
Sangli	1.19:1	0:1			
Silvassa	1.54:1	0:1			
Talegaon	1.03:1	1.87:1			
Khopoli	1.26:1	2.48:1			



❖ Permanent Employees & Workers Turnover By Gender

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.69%	20.88%	15.83%	14.36%	8.07%	14.19%	14.81%	9.57%	14.66%
Permanent Workers	3.51%	0.00%	3.50%	3.12%	0.00%	3.11%	3.87%	0.00%	3.86%

❖ Details Of Minimum Wages Paid To Employees & Workers

FY 2025-26						FY 2024-25				
Category	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No.	%	No.	%		No.	%	No.	%
Employees										
Permanent	5015	211	4.21%	4804	95.79%	4269	0	0%	4269	100%
Male	4887	204	4.17%	4683	95.83%	4148	0	0%	4148	100%
Female	128	7	5.47%	121	94.53%	121	0	0%	121	100%
Other than Permanent	479	258	53.86%	221	46.14%	619	0	0%	619	100%
Male	452	241	53.32%	211	46.68%	589	0	0.0%	589	100.00%
Female	27	17	62.96%	10	37.04%	30	0	0.0%	30	100.00%
Workers										
Permanent	1066	0	0.00%	1066	100.00%	1105	0	0.00%	1105	100%
Male	1064	0	0.00%	1064	100.00%	1103	0	0.00%	1103	100%
Female	2	0	0.00%	2	100.00%	2	0	0.00%	2	100%
Other than Permanent	15356	12203	79.47%	3153	20.53%	15911	15159	95.27%	752	4.73%
Male	14672	11540	78.65%	3132	21.35%	15028	14373	95.64%	655	4.36%
Female	684	663	96.93%	21	3.07%	883	786	89.01%	97	10.99%

Assurance Statement - Sustainability Report



INDEPENDENT ASSURANCE OPINION STATEMENT

To Mr. M.P. Taparia, Chairman and Managing Director, The Supreme Industries Limited (TSIL)

Holds Statement No.: **SRA 820851-3(A)**

The British Standards Institution (BSI) has conducted a Limited level assurance engagement on the sustainability information (described in the "Scope") in the ESG Report for FY 2025-2026 of **The Supreme Industries Limited (TSIL)**.

Scope
The scope of engagement agreed upon with **The Supreme Industries Limited (TSIL)** includes the following:

The assurance covers the information of the following material topics (non-financial information) in the ESG report for the reporting period of 1st April 2025 to 31st March 2026 (FY 2025-2026), "with reference to the GRI universal standards 2021:

Topic	GRI Disclosure Reference
Energy Conservation	GRI 302: Energy 2016: GRI 302-1,3,4
GHG & Air Emissions	GRI 305: Emissions 2016: GRI 305-1 to 7
Water Conservation	GRI 303: Water & Effluents 2018: GRI 303-1 to 5
Waste Management	GRI 306: Waste 2020: GRI 306-1 to 5
Sustainable Raw Material Sourcing	GRI 204: Procurement Practices 2016: GRI 204-1 GRI 301: Materials 2016: GRI 301-1,2 GRI 308: Supplier Env. Assessment 2016: GRI 308-1,2 GRI 414: Supplier Social Assessment 2016: GRI 414-1,2

BSI Group India Private Limited
Max house tower- C
7th floor Okhla Industrial Estate
Phase-3, New Delhi-110020
India

T: +91 11 4762 9000
info.in@bsigroup.com
bsigroup.com/en-IN

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Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of organization's control over the data recording processes at various plants, checking the ESG software logs, approval levels and data management.
- Consolidation of ESG information: KPIs covered under material topics.
- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on limited level sampling.
- Interviews with staffs involved in sustainability management, ESG report preparation, ESG data management and calculation of final numbers.
- Document review of relevant systems, policies, and procedures wherever available.
- Review of supporting evidence for claims made in the reports.
- Traceability of information from the origin and testing at site for measurement procedures.
- Review of data pertaining to the sampled units of TSIL, to confirm the data collection processes, record management practices, and check ESG material KPIs physically and through virtual mode.

Responsibility

The Supreme Industries Limited (TSIL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to The Supreme Industries Limited (TSIL) and has no financial interest in the operation of The Supreme Industries Limited (TSIL) other than for the assurance of the sustainability statements contained in the ESG report (non- financial KPIs covered under list of material topics).

This independent assurance opinion statement has been prepared for the stakeholders of The Supreme Industries Limited (TSIL), only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPIs as reported by the organization in its ESG report, more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by The Supreme Industries Limited (TSIL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by The Supreme Industries Limited (TSIL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI Group India Private Limited
Max house tower- C
7th floor Okhla Industrial Estate
Phase-3, New Delhi-110020
India

T: +91 11 4762 9000
info.in@bsigroup.com
bsigroup.com/en-IN

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Occupational Health & Safety, Learning & Development, Employee Well Being	GRI 401: Employment 2016: GRI 401-1 to 3 GRI 403: OHS 2018: GRI 403-1 to 10 GRI 404: Training & Education 2016: GRI 404-1 to 3 GRI 405: Diversity & Equal Opportunity: GRI 405-1 GRI 407: Freedom of association and collective bargaining 2016: GRI 407-1 GRI 408: Child Labor 2016: GRI 408-1 GRI 410: Security Practices 2016: GRI 410-1
Community Engagement	GRI 413: Local Communities 2016: GRI 413-1,2
Product Quality & safety	GRI 416: Customer health & safety 2016: GRI 416-1,2 GRI 417: Marketing & Labelling 2016: GRI 417-1,2
Corporate Governance & Business Ethics	GRI 205: Anti-Corruption 2016: GRI 205-1 to 3 GRI 206: Anti-Competitive Behaviour 2016: GRI 206-1

The selected information's are reported "with reference to the GRI universal standards 2021".
For locations under assessment, please refer to Appendix A in this independent assurance opinion statement.

Opinion Statement

We have conducted a limited level assurance engagement on the sustainability information described in the "Scope" above.

In our opinion, based on the procedures we have performed and the evidence we have obtained , nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, & with reference to the GRI universal standards 2021 for the reporting period 1st April 2025 to 31st March 2026.
While assessing the information, the evidence were gathered at limited level assurance to ensure that the organization has practices and procedures in place to demonstrate the characteristics of relevance, completeness, reliability, neutrality and understandability in their data collection, consolidation and presentation in the annual ESG report.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and

BSI Group India Private Limited
Max house tower- C
7th floor Okhla Industrial Estate
Phase-3, New Delhi-110020
India

T: +91 11 4762 9000
info.in@bsigroup.com
bsigroup.com/en-IN

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BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 13-07-2026

For and on behalf of BSI:

Ishan Mehrotra

Ishan Mehrotra, Lead Assurer

Emmanuel Herve, Managing Director, South & South East Asia (S&SEA)

Appendix A: List of locations included in the assurance boundary:

In current reporting period(FY 25-26), below was the assessment boundary:

- 1- 35 manufacturing plants.
- 2- 32 Depots.
- 3- 8 fabrication units.
- 4- 20 offices.

BSI Group India Private Limited
Max house tower- C
7th floor Okhla Industrial Estate
Phase-3, New Delhi-110020
India

T: +91 11 4762 9000
info.in@bsigroup.com
bsigroup.com/en-IN

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GRI Content Index

Statement of use

The Supreme Industries Limited has reported the information cited in this GRI content index for the period FY 2025-26 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Data Header	Page Number
GRI 2: General Disclosures 2021	2-1 Organizational details	About The Supreme Industries limited	14
	2-2 Entities included in the organization's sustainability reporting	About The Report	6
	2-3 Reporting period, frequency and contact point	About The Report	6
	2-4 Restatements of information		Wherever Applicable
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	2-6 Activities, value chain and other business relationships	Supreme –Vision & Mission , Product & Offering , Stakeholder Engagement	15,18-21,42
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	2-10 Nomination and selection of the highest governance body	Nomination & Remuneration Of The Board	63
	2-11 Chair of the highest governance body	Corporate Governance Overview, The Board of Director	51,58-60
	2-12 Role of the highest governance body in overseeing the management of impacts ESG Governance Structure	ESG Governance Structure	57
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	3-2 List of material topics	Material Topics	44-48
	3-3 Management of material topics	Materiality Assessment	44-48
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Measuring Our Economic Performance	36-37
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Risk Assessment	76-84
	201-3 Defined benefit plan obligations and other retirement plans	Retirement benefits	118
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GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Ratio Of The Entry Level Wages To Minimum Wage By Gender	150
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Measuring Our Economic Performance	36
	203-2 Significant indirect economic impacts	Table 18: Job creation in smaller towns	117
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local sourcing	130
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	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery	55
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	303-5 Water consumption	Expanding Horizons in Water Management	96-97
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	304-2 Significant impacts of activities, products and services on biodiversity	LCA ,Biodiversity Conservation	106-109
	304-3 Habitats protected or restored	LCA ,Biodiversity Conservation	106-109



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	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions	86-87
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Overview

Resilient Governance

Sustainable Environment

Prosperous Social

Annexure & ESG Book

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22	Number of days of accounts payables	37
23	Open-ness of business	150
PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.		
24	Percentage of R&D and capital expenditure (CAPEX) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and CAPEX investments made by the entity, respectively	40
25	Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life	Not Applicable
26	EPR plan	99
27	Life cycle assessment	106-107
28	Recycled or reused input material as a percentage of total input material	101-102
29	Reclaimed products and their packaging materials (as a percentage of products sold) for each product category	Not Applicable

Sustainability Report 2025-26

Overview

Resilient Governance

Sustainable Environment

Prosperous Social

Annexure & ESG Book

S. No.	Disclosure Description	Page No.
PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.		
30	Measures for the well-being of employees and workers	117
31	Spending on measures towards well-being of employees and workers	39
32	Details of retirement benefits	118
33	Accessibility of workplaces	116-117
34	Equal Opportunity Policy	52
35	Return to work and retention rates of permanent employees / workers that took parental leave	118
36	Membership of employees and worker in association(s) or Unions recognized	118
37	Details of training imparted to employees and workers on health and safety measures and skill upgradation	119,149
38	Details of performance and career development reviews imparted to employees	149
39	Health and safety management system	126-128
40	Details of safety-related incidents	127
41	Measures taken by the entity to ensure a safe and healthy workplace	126-128
42	Assessment of value chain partners on health & safety practices and working conditions	129
43	Number of Complaints on the following made by employees and workers	128
44	Corrective actions taken to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.	129
PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders.		
45	Process for identification of key stakeholders	42-43
46	Key stakeholder groups	43
PRINCIPLE 5 Businesses should respect and promote human rights.		
47	Training on human rights issues and policies	125
48	Details of minimum wages paid to employees and workers:	151
49	Details of remuneration / salary / wages	63
50	Gross wages paid to females as % of total wages paid by the entity	148
51	Focal point responsible for addressing human rights impacts or issues	125
52	Internal mechanisms in place to redress grievances related to human rights issues.	122-125
53	Number of Complaints on the following made by employees and workers	122
54	Complaints filed under the Sexual Harassment of Women at Workplace	149
55	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	123
PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment.		
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58	Details of total water withdrawn, consumed and water intensity ratio	96-97
59	Total water discharge	97
60	Zero Liquid Discharge mechanism	96-97
61	Air emissions	85
62	Scope 1 and Scope 2 GHG emissions and GHG intensity	86



S. No.	Disclosure Description	Page No.
62	Scope 1 and Scope 2 GHG emissions and GHG intensity	86-87
63	Details of waste generated, recycled, reused and disposed by nature of disposal method	99-101
64	Description of waste management practices	99
65	Compliance with the applicable environmental law / regulations / guidelines- Air ,Water & Environment	85.93,96-97
66	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws	Not Applicable
67	Operations/offices in/around ecologically sensitive areas	Not Applicable
68	Details of water withdrawn, consumed and discharged in areas of water stress	96-97
69	Scope 3 emissions	87,147
70	Impact on biodiversity	108-110
71	Specific Initiatives or innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated	86-98
72	Business continuity and disaster management plan	143
73	Percentage of Value chain partners that were assessed for environmental impacts & significant adverse impact to the environment	129
74	Green Credit- Generated & Procured	Nil
PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policies, should do so in a manner that is responsible and transparent.		
75	Affiliations with trade and industry chambers / associations	72
PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.		
76	Describe the mechanisms to receive grievances of the local community	52,122-124
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78	Job creation in smaller towns	117
79	Details of beneficiaries of CSR projects	135-142
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80	Mechanisms in place to receive and respond to consumer complaints and feedback	131-134
81	Turnover of products and/ services as a percentage of turnover from all products/service that carry information	132
82	Number of consumer complaints	132
83	Details of instances of product recall on account of safety issues	131
84	Framework / policy on cyber security and risks related to data privacy	73
85	Data Breaches	73
86	Channels / platforms where information on goods and services of the business can be accessed	23,131-134
87	Does the entity display product information on the product over and above what is mandated as per local laws	131-134

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SDGs	Indicators	GRI Standard						
SDG: 1. End poverty in all its forms everywhere		202-1	207-4					
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		207-1						
		207-2						
		207-3						
SDG: 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture		411-1						
		413-2						
SDG: 3. Ensure healthy lives and promote well-being for all at all ages		203-2	305-7	401-2				
		305-1	306-1	403-6				
		305-2	306-2	403-9				
		305-3	306-3	403-10				
SDG: 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all		404-1						
SDG: 5. Achieve gender equality and empower all women and girls		202-1	404-3	414-2				
		203-1	405-1					
		401-1	405-2					
		401-2	406-1					
		401-3	414-1					
SDG: 6. Ensure availability and sustainable management of water and sanitation for all		303-1	304-2	306-3				
		303-2	304-3	306-3				
		303-4	306-1	306-5				
		303-5	306-1					
		304-1	306-2					
SDG: 7. Ensure access to affordable, reliable, sustainable and modern energy for all		302-1						
		302-3						
		302-4						
SDG: 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all		409-1	204-1	302-4	403-1	403-9	405-1	414-1
		201-1	301-1	401-1	403-10	404-1	405-2	414-2
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		203-2	302-1	401-3	403-7	404-2	407-1	
		203-2	302-3	402-1	403-8	404-3	408-1	
SDG: 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		201-1						
		203-1						



SDGs	Indicators	Data Header						
SDG: 10. Reduce inequality within and among countries		207-4	401-1					
		404-3	404-1					
		207-1	405-2					
		207-2						
		207-3						
SDG: 11. Make cities and human settlements inclusive, safe, resilient and sustainable		203-1						
		207-3						
		207-4						
SDG: 12. Ensure sustainable consumption and production patterns		301-1	303-1	305-7	417-1			
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SDG: 13. Take urgent action to combat climate change and its impacts		201-2	305-2	305-1				
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SDG: 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development		304-1	305-3	306-3				
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		304-3	305-5					
		305-1	305-7					
		305-2	306-1					
SDG: 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss		304-1	305-3	306-5				
		304-2	305-4					
		304-3	305-5					
		305-1	305-7					
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SDG: 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels		205-1	403-4	414-2				
		205-2	403-9	416-2				
		205-3	408-1	417-2				
		206-1	410-1	417-3				
		403-10	414-1	418-1				
SDG: 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development		207-1						
		207-2						
		207-3						
		207-4						



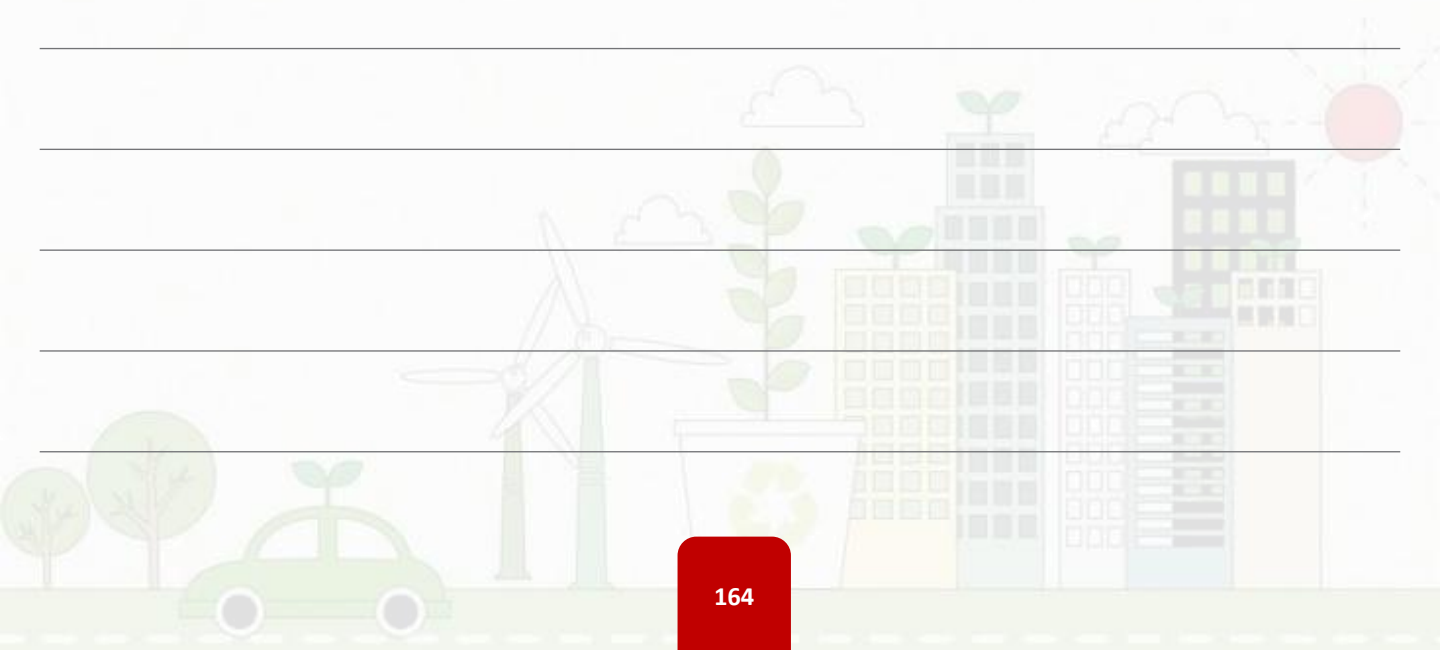
Notes



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Notes



EXPANDING HORIZONS

A NETWORK OF PLANTS & OFFICES
SPREAD ACROSS THE COUNTRY



At Supreme, we strongly believe in seeking the rewards of our growth in the lives we touch and change.

This involves developing products that are durable, functional and make life better. And that happens with innovative thinking, seeking out technologies and forging global alliances towards breakthrough processes and products.

Our growth and expansion milestones emanate from our shared values of serving the people and touching their lives with superior products and solutions.

Our growth priorities also include greater care for the environment and the communities around us.

Upholding the ethos of **'Together we are, together we grow'**, we shall continue our journey and add greater value for all our stakeholders as a pioneer, creator, innovator and most importantly a responsible corporate citizen.

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Moulded Furniture | Protective Packaging Products
Multilayered Cross Laminated Films | uPVC Doors & Windows | Petrochemicals





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THE SUPREME INDUSTRIES LIMITED

1161 & 1162 Solitaire Corporate Park, 167 Guru Hargovindji Marg, Andheri-
Ghatkopar Link Road, Chakala, Andheri (East), Mumbai 400093, India
| Tel.: (022) 68690000, 40430000 |
Website: www.supreme.co.in E-mail: supreme@supreme.co.in

Regd. Office: 612 Raheja Chambers, Nariman Point, Mumbai 400 021, India
| Tel.: (022) 62570000, 62570025