



Complete Comfort

Rewriting the Future



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About the Company

Indo Count Industries Limited (ICIL) is one of India’s leading home textile manufacturers and ranks among the top three global bed linen suppliers to the U.S. market. With over three decades of expertise, the company has consistently delivered high-quality, innovative, and luxury bedding solutions. ICIL has a strong and diverse brand portfolio, strengthened further through licenced brands such as Fieldcrest, Waverly, Gaiam. The company acquired Home Textile Division of Gujarat Heavy Chemicals Limited (GHCL) in the year 2022 as part of expansion strategy and two states presence in India.

The company exports to more than 50 countries, with the United States as its largest market, where it holds over 20% share in the bed sheet segment. Looking ahead, ICIL is actively expanding its footprint across the EU, UK, Latin America, Middle East , Japan and Australian markets. Its global presence is supported by international subsidiaries and a robust distribution network. Within India, ICIL continues to build its market position through its domestic brands ‘Boutique Living’ and ‘Layers.’

As part of the Group’s long-term strategy, we’ve strengthened our presence in the US with the acquisition of Wamsutta, a national brand with deep consumer trust and legacy of more than 180 years. Further to expand the market reach, distribution network and home textiles manufacturing base in the USA, during the year, the Company has acquired Fluvitex, (Columbus, Ohio), Modern Home Textiles (Pheonix, Arizona) and undertaking green field expansion at North Carolina.

Sustainability remains a key priority for ICIL, reflected in its eco-friendly product offerings and commitment to social responsibility. With a workforce of over 6,000 direct and skilled employees, the company invested ₹8.24 crore in CSR initiatives during FY 2024-25. For the same period, ICIL reported consolidated net revenue of ₹4,151.39 crore and an EBITDA of ₹573.31 crore

About the ESG Data Book

Indo Count Industries Limited (hereafter referred to as ‘Indo Count,’ ICIL’, ‘We’, ‘The Company’) is pleased to publish its inaugural ESG Data Book for Financial Year 2024-25.

Indo Count annually reports on its financial and sustainability disclosures, aligned with nine UNSDGs. Additionally, the report encompasses the Global Reporting Initiative’s (GRI) index and Business Responsibility and Sustainability Report (BRSR). Standing up to its reputation of transparency and honesty, ICIL is publishing the ESG Data Book (FY 2024-25), to uniformly synchronize its ESG disclosures aligned with the reporting requisites.

Scope & Boundary

The ESG Data Book is compiled to highlight the ESG performance of Indo Count Industries Limited. We have released our Integrated Annual Report detailing the ESG performance of the company on a **standalone basis**.

The ESG Data Book presents last four years (FY 2021-22, FY 2022-23, FY 2023-24, and FY 2024- 25) standalone numbers for environmental and social KPIs of Indo Count Industries Limited. The economic and governance KPIs referenced from ICIL’s Integrated Annual Reports of the corresponding years.

Company Data	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Reported Revenue in INR (in Lakhs)	28,059.5	27,835.9	33,323.1	3,771.65
Revenues in US Dollars (in Millions)	370.93	339.13	399.83	447.03
Total Employees (Permanent employees)	2,215	1,056	1,124	1,218

Note:USD considered for FY24-25 is ₹84.37

Economic & Governance Disclosures

Our company is committed to transparency in sustainability reporting. We publicly disclose our reporting boundaries. This coverage extends to standalone 75-100% of our revenues, ensuring a comprehensive representation of our sustainability efforts. In terms of indicators, our sustainability disclosure covers both environmental and social aspects, reflecting our dedication to a holistic and accountable approach to sustainability.

Board Type: one-tier system

The composition of the Board is in conformity with the Companies Act, 2013 and Listing Regulations, which mandate a specified combination of Executive and Non-Executive Directors, with at least one Women Independent Director and not less than 50% of the Board comprising Independent Directors. Currently (FY 2024-25), the Board of ICIL consists of five independent directors including 1 woman independent directors, making up 56% of the board composition with a board gender diversity of 11%.

Particular	Number (FY2024-25)
Executive Directors	4
Independent Directors	5
Total Board Size	9

Corporate Governance

Particular	Indicators/Measures
CEO & Chairperson	Mr. Anil Kumar Jain (Executive Chairman, Director) Mr. Mohit Jain (Executive Vice Chairman) Mr. Kailash R. Lalpuria (CEO, Executive Director) Role of CEO & chairperson is split, and chairperson is Executive Director. Mr. Siddharth Mehta, Lead Independent Director
Board Independence Statement	The composition of the Board is in conformity with the Companies Act, 2013 and Listing Regulations, which mandate a specified combination of Executive and Non-Executive Directors, with at least one Women Independent Director and not less than 50% of the Board comprising of Non-Executive Directors. The Board of ICIL as on 31st March 2025 consists of 5 Non-Executive Independent Directors including 1 woman independent director, making up 56 % of the board composition with a board gender diversity of 11%.
Board Independence Target Share	50%
Number of Female Directors	1

❖ Board Accountability/Effectiveness

Accountability Measures	Description
Average board meeting attendance is above 75%	All directors endeavor to attend at least 90% of Board meetings in a financial year. Our Board attendance for FY24-25: 97%
Shareholder approval required for changes in bylaw	Yes, approval of shareholders is required for amendment in memorandum and articles of association.
The company has board members with 4 or less other mandates	4 Mr. Sanjay Kumar Panda Mr. Siddharth Mehta Mr. L. Viswanathan Mr. Akash Kagliwal
CEO succession plan is in place	Yes, The Company has a clear succession planning approach to ensure leadership continuity and smooth transitions. The Nomination and Remuneration Committee, along with the Board, regularly reviews succession plans for key leadership roles, with a strong focus on

	developing internal talent and supporting long-term growth.
Board performance reviews are in place	Yes, Regular self-assessment of board performance
There is no limitation to directors' liabilities	The Company has a Directors' and Officers' Liability Policy in place, providing coverage against liabilities arising in the course of their duties, in line with regulatory provisions.
Board members are elected on an annual basis	Executive Directors are appointed for a tenure of three years, whereas Independent Directors are appointed for a term of two to five years, eligible for up to two terms, subject to a maximum tenure of ten years.
Average tenure of board members	3.8 years

Note : At our organization, the roles of CEO and Chairperson are distinct and executed by separate individuals. Mr. Anil Kumar Jain, functioning as our Executive Chairman and Mr. Mohit Jain Executive Vice Chairman. However, the responsibilities of Executive Director and Chief Executive Officer are carried out by Mr. Kailash R. Lalpuria.

❖ **Board Industry Experience**

Board Skill Matrix

Skills	Member 1	Member 2	Member 3	Member 4	Member 5	Member 6	Member 7	Member 8	Member 9
Names	Anil Kumar Jain	Mohit Jain	Kailash Lalpuria	Kamal Mitra	Sanjay Kumar Panda	Siddharth Mehta	Akash Kagliwal	L. Viswanathan	Ambika Sharma
Industry experiences	Textile sector	Global Marketing	Textile Sector	Textile Sector	Textile sector	Legal, Taxation	Business Model Innovation	Finance & Capital Market	Economics
risk management							Risk Management		
IT/Cyber Security								IT	
ESG	ESG	ESG	ESG		ESG	ESG	Environment	ESG	
Corporate Governance / Law						Legal & Taxation			
Marketing & communication			Sales and Marketing						
Finance		Finance and Entrepreneurship				Finance		Finance	
Business management strategy & Leadership			Business Development					Business Development	
HR								HR	
Manufacturing	Business & Corporate Strategy								

Particular	Indicators/Measures
Number of independent or non-executive members with industry experiences	<p style="text-align: center;">4 Members</p> <p style="text-align: center;">Dr. Sanjay Kumar Panda Mr. Siddharth Mehta Mr. Akash Kagliwal Mr. L.Viswanathan</p>

❖ Board Competency Matrix

Industry Knowledge/Experience	Technical Skills/Expertise/Competencies	
Industry Experience	Finance & Accounting	Leadership
Knowledge of Sector (Textiles)	Legal & Governance	Business Administration
Knowledge of broad public policy direction	Sales and Marketing	Corporate Restructuring
Understanding of government legislation/ legislative process	Information Technology	Human Resource Management
Global Business	Public Relation	Strategy and Business Development
Supply Chain Management	Risk Management	Corporate Social Responsibility

Name	Qualifications	Years of Experience	Expertise
Mr. Anil Kumar Jain	B.Com (Hons.)	40+	Business & Corporate Strategy, Textile field expertise
Mr. Mohit Jain	Graduate from Babson College, USA	20+	Global Marketing, Economics, Finance and Entrepreneurship
Mr. Kamal Mitra	Bachelor's degree in Textile Engineering	30+	Production and Technical, Textile field expertise
Mr. Kailash R Lalpuria	Chartered Accountant	35+	Textile Sector, Strategic growth, Planning Joint Ventures, Developing Overseas Sales Team, Business Development, Sales and Marketing.
Mr. Dilip J. Thakkar*(until 16 th August 2024)	Chartered Accountant. Fellow Member of Institute of Chartered Accountants of India	60+	Finance, FEMA and Taxation, Accounts & Audit
Mr. Prem Malik* (until 16 th August 2024)	Master's in arts (MA Hons.)	55+	Textile and Clothing industry, Business strategies, and Risk Management
Dr. Mrs. Vaijayanti Pandit* (until 16 th August 2024)	PhD. in Management Studies, Diploma in Journalism and Mass Communications Master's in political science	38+	Management Studies, Political Science, Journalism and Mass Communications, CSR
Dr. Sanjay Kumar Panda	Retired IAS Officer. Forestry, PhD in Economics	40+	Textile sector, Economics, CSR
Mr. Siddharth Mehta	L.L.M. degree from Columbia University School of Law, New York. General Course on Intellectual Property, World Intellectual Property Organization, Geneva	20+	Legal, Taxation, Financing, Merger & Acquisitions, Capital Markets & Regulatory Areas.
Mr. Akash Kagliwal	BA (Hons) graduate in International Business from Regent Business School, London	19+	Strong business development professional skilled in Strategic Negotiations, Risk Management, Environment, Health, and Safety (EHS), Business Model Innovation and Manufacturing
Mr. L. Viswanathan	Bachelor's degree in science from St. Xavier's College, Calcutta University. Certified Public Accountant (CPA) in the USA	40+	Finance, Business Development, Operations, HR and systems in Capital Market Financial Services, IT, Media and Pharmaceutical industry.
Mrs. Ambika Sharma	Bachelor's degree in economics and Master's degree in Business Economics From Delhi University	37+	Economics, public affairs and international relations

Note: * Mr. Dilip J. Thakkar, Mr. Prem Malik & Mr. Vaijayanti Pandit ceased to be a Director w.e.f. 16th August, 2024 upon completion of their respective tenure as an Independent Director.

❖ **Ownership**

Particular	Description
Management Ownership	Our company operates with a clear and transparent ownership structure. It is important to note that we do not have any management or government ownership affiliations. This absence of such ownership ties aligns with our commitment to upholding principles of corporate governance and ensuring impartial decision-making. We believe this structure enhances transparency and underscores our dedication to ethical business practices. The absence of government or management ownership provides a foundation for robust governance, contributing to the resilience and sustainability of our operations.
Government Ownership	

❖ **Family Ownership**

Particular	Percentage (%)
Total % of voting rights of founding individuals or family members individually	58.74%

Note: A certain percentage, specified as 27.43%, of our company's shares are owned by the promoters and their immediate family members. An additional 31.31% of the shares are held by Sandridge Investments Limited, an entity whose promoter is an associate of our promoter.

❖ **CEO-to-Employee Pay Ratio**

CEO Compensation	Total CEO Compensation (INR)
Total annual compensation of the Chief Executive Officer (or any equivalent position): (Total compensation = fixed and variable compensation + other parts of compensation)	3,74,06,000
Employee Compensation	Median Employee Compensation (INR)
Median annual compensation of all employees, except the Chief Executive Officer (or any equivalent position):	4,19,000
The ratio between the total annual compensation of the Chief Executive Officer and median employee compensation	89.27

❖ **ESG Governance Oversight**

The ESG & CSR Committee of the Board provides strategic direction and oversight on Environmental, Social and Governance (ESG) priorities, including progress review, policy approval and alignment with long-term business objectives. The roles and responsibilities of this Committee are defined and approved through the Board-approved ESG governance framework.

Supporting the Board, a dedicated management-level ESG Committee oversees execution, monitoring, and internal coordination of sustainability initiatives across business functions.

Mr. Prashant Patil – Senior GM Quality and Mr. Vinod Jain – VP Finance combinedly oversee and are responsible for coordinating ESG performance across departments, ensuring implementation of ESG policies, reporting, stakeholder engagement, capability building and alignment of functional decisions with the company's sustainability roadmap. The role facilitates collaboration with teams including HR, Procurement, Finance, Environment, Operations, and Marketing to embed ESG considerations into day-to-day and strategic activities.

Risk and Crisis Management

❖ Risk Governance

Board level committee: Risk Committee (Headed by: Mr. Kailash R. Lalpuria, CEO)

Particulars	Name and position	Reporting line: Indicate who the person or committee reports to
Highest ranking person with dedicated risk management responsibility on an operational level (not CEO)	Mr. K. Muralidharan, Group CFO Mr. Manish Bhatia, CFO, Mr. Vinod Jain, Vice President - Finance	Mr. Kailash R. Lalpuria, CEO
Operational Risk Ownership (first line) dedicated operational roles	1) Plants Heads – Mr. Satish Bhutada, Mr. Nanda Kumar, Mr. Neeraj Kalaskar (2) Functional heads - Mr. Gautam Sareen, Mr. Sheerish Kumar, Mr. Malay Mahanti, Mr. Pankaj Saxena	Risk Management Committee
Risk Management and Compliance Oversight (second line) (does not include the CEO)	Mr. Kamal Mitra (Director-Works) Mr. Shreyas Joshi (President Home Textile)	Risk Management Committee
Independent Audit Unit (third line)	The Internal Audit function operates independently as the third line of defense, providing objective assurance on the effectiveness of internal controls and risk management practices. Its scope includes reviewing identified risks, prioritizing and monitoring the company's risk profile, evaluating the risk management process, and assessing mitigation plans in line with the Risk Management Policy. The Head of Internal Audit reports key findings and improvement areas to the Risk Management Committee and functionally to the Board Audit Committee, ensuring transparency, independence, and robust governance oversight.	

❖ Risk Management Process

Risk Management Processes and Risk Culture

The company has a formal Enterprise Risk Management (ERM) Policy applicable to all businesses and subsidiaries, setting out a structured process for risk identification, assessment, prioritization, mitigation and monitoring. Risks are captured in a centralized Risk Register and assessed using defined likelihood and impact scales (financial, regulatory, IT/system, reputational, customer/vendor and attrition parameters), with inherent and residual risk scores plotted on a risk heat map to determine the company's risk exposure and prioritization.

The ERM Policy includes a risk appetite framework, defining the level of risk the company is willing to accept based on financial, regulatory, reputational and qualitative parameters. The Risk Management Committee assesses and approves the company's risk appetite and related parameters at least annually, supported by an ERM calendar.

For key risks, the company prepares risk profiles that document risk response strategies, mitigation actions, owners, timelines and performance criteria. Mitigation options include avoiding, reducing, sharing or accepting the risk, selected based on the expected effect on likelihood and impact and a cost-benefit evaluation.

Risk exposure is monitored periodically by business functions and formally reviewed at least quarterly, with updates to the Risk Register, risk assessments and response plans coordinated by the Central Risk Office. Consolidated risk reports are submitted quarterly to the Risk Management Committee and half-yearly to the Audit Committee/Board, ensuring regular review of the company's risk exposure.

An independent Internal Audit function provides assurance on the effectiveness of the risk management system, aligns its audit plan with the company's risk profiles, and highlights weaknesses in the ERM framework for improvement. Inputs from the ERM process are used for developing a risk-based internal audit plan, and internal audit reports feed back into risk treatment and control enhancement.

To promote an effective risk culture, the Central Risk Office is responsible for risk training, competencies and culture, including an annual risk management training calendar, regular training and collaboration with business lines on the ERM framework, and internal communications to build risk awareness. The ERM Policy also requires proactive review of risks for projects, transactions and new businesses, embedding risk considerations into strategic and operational decision-making.

❖ Emerging Risks

Particular	Emerging Risk 1	Emerging Risk 2
Name of the risk	Emerging Sustainability Disclosure Regulations (Global Mandatory ESG Standards)	Global Geopolitical and Trade Disruption Risk
Category	Environmental/Societal	Economic / Strategic / Geopolitical
Description	Major economies—including the EU, US, and select Asian countries—are developing new mandatory sustainability disclosure frameworks (e.g., evolving EU CSDDD sector requirements, updates to ISSB adoption, product-level traceability mandates for textiles). These regulations are still under development and have uncertain final requirements, timelines, and data expectations. For export-oriented textile manufacturers, these evolving rules represent a new and unprecedented external risk.	ICIL operates in a globally connected textile supply chain with significant export exposure. Increasing geopolitical tensions—such as regional conflicts, shifts in global alliances, supply chain fragmentation, and evolving trade policies—create uncertainty around raw material availability, logistics, and market access. Potential triggers include: Changes in tariff structures trade/non-trade barriers by major importing countries (e.g., US, EU, China). Geopolitical conflicts disrupting key shipping routes and raising freight costs. Restrictions or sanctions affecting cotton-producing countries. Policy shifts favouring near shoring or local manufacturing in destination markets. These developments are unpredictable, vary by country, and could reshape global textile trade flows, influencing cost structures and competitiveness for export-oriented manufacturers like ICIL.
Impact on Business	Strategic ICIL may need to redesign data systems and traceability processes to meet emerging mandatory disclosures covering supply chain due diligence, chemical transparency, and product-level environmental data. Operational Increased need for upstream supplier traceability and verification, especially for cotton sourcing, wastewater performance, and chemical management. Financial Potential capex for digital systems, third-party audits, and upgrades to meet new compliance thresholds.	Strategic Concentration in a few key export markets could increase vulnerability to sudden trade or political shifts. Potential need to diversify markets and customer portfolios to maintain long-term growth. Operational Disruptions in global shipping routes could create delays, increase freight costs, and reduce supply chain reliability. Potential restrictions on sourcing from specific countries could impact cotton availability and production planning.

	<p>Market Non-compliance could limit access to certain export markets due to entry barriers imposed by these new rules.</p>	<p>Financial Tariff increases, or non-tariff barriers could reduce cost competitiveness in major markets. Market slowdowns triggered by geopolitical tensions may affect order volumes, pricing, and margin stability.</p>
<p>Mitigating Actions</p>	<p>Monitoring evolving regulatory requirements through industry associations and customer updates.</p> <p>Early alignment of internal sustainability data systems with ISSB and EU-aligned disclosure expectations.</p> <p>Engaging suppliers for improved traceability, chemical transparency, and sustainability compliance readiness.</p> <p>Strengthening internal ESG governance and cross-functional coordination to prepare for future mandatory disclosures.</p>	<p>Market Diversification: Expanding penetration in Europe, Australia, Japan, Latin America, Middle East, and other emerging regions to reduce over-reliance on any single market.</p> <p>Supply Chain Risk Intelligence: Continuous monitoring of geopolitical developments, trade policy shifts, and logistics disruptions through global industry platforms and customer updates.</p> <p>Strategic Sourcing Flexibility: Strengthening multi-country sourcing capabilities and exploring alternative origins for cotton and key inputs to maintain supply continuity.</p> <p>Cost Optimization & Efficiency: Enhancing operational efficiencies—including automation, process optimization, and lean systems—to stay competitive amid rising trade-related costs.</p> <p>Stakeholder Engagement: Collaboration with trade associations, Central and State policy making bodies to stay informed on evolving trade rules and advocate for industry-aligned measures.</p>

Business Ethics

❖ Codes of Conduct: Systems/Procedure

To foster a culture of ethical conduct, all employees are required to formally acknowledge the Code of Conduct upon joining the organization. In addition, the company conducts periodic mandatory training to reinforce understanding of the Code’s requirements and expectations.

The Code of Conduct outlines key principles covering various aspects of professional behaviour. These include clear guidelines on information security, data integrity, anti-corruption and anti-bribery practices, non-discrimination and harassment prevention, participation in political and charitable activities, and compliance with health, safety, and environmental standards. It also sets out protocols for managing conflicts of interest and provides overarching instructions on expected conduct while performing professional duties.

❖ **Reporting on breaches**

The information on these breaches must be disclosed in the Business Responsibility and Sustainability Report, as mandated by the Government of India for the top 1000 listed companies.

Reporting areas	Number of breaches in FY 2024-25
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0

Policy Influence

❖ **Contributions & Other Spending**

Particular	Contribution
Lobbying, interest representation or similar	No Contribution
Local, regional or national political campaigns/ organizations/ candidates	Included
Trade associations or tax-exempt groups	Included
Other spending relate to ballot measures or referendums	No Contribution

Particular	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total Contributions (INR)	2,96,000	6,68,750	4,90,110	10,6,75,710

During the fiscal year 2024-25, the company has made financial contributions of Rs. 10 crores as political contribution.

❖ **Other Large Contributions**

Name of organization	Type of Organization	Total amount paid in FY 2024-25(INR)
The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	Trade Association	1,50,000
Federation of Indian Export Organization (FIEO)		1,05,000
Confederation of Indian Textile Industry (CITI) (corporate Membership) and		1,00,000
Confederation of Indian Textile Industry (CITI) -Nominee Millowner Membership		1,00,000
Northern India Textile Mills'		75,000
The South India Textile Research Association		50,000
Millowners Association Mumbai		30,000

The Bombay Textile Research Association (BITRA)		25,000
TEXPROCIL (The Cotton Textile Export Promotion Council)		14,000
The Synthetic & Rayon Textiles		10,450
Manufacturers Association of Kagal-Hatkanangale		8,260
Others (Global Textiles & Apparels, Raigad Chamber of Commerce & Industry, Cotton Association of India)		8,000
Total		6,75,710

❖ **Lobbying and Trade Associations - Climate Alignment**

ICIL does not currently undertake direct lobbying activities. We make contributions and pay membership fees to trade associations to support industry-wide initiatives that advance innovation, sustainability, and ethical practices. These engagements are overseen through a management system designed to ensure that all policy-related activities and trade association memberships remain responsible, transparent, and aligned with our climate commitments, including the goals of the Paris Agreement. ICIL regularly reviews and monitors the climate policy positions of its trade associations to ensure consistency with our net-zero strategy. Where misalignment is identified, the Company may escalate, engage, disclose, or withdraw as appropriate. We also report on relevant climate-related policy positions and trade association activities, covering all jurisdictions, to reinforce transparency and our commitment to a Paris-aligned future.

Supply Chain Management

❖ **Supplier ESG Program**

ICIL's Supplier ESG Program is overseen by ESG & CSR Committee through the Head of Procurement, ensuring full alignment between purchasing practices and our Supplier Code of Conduct. Purchasing practices are periodically reviewed to avoid conflicts with ESG requirements. Suppliers that do not meet minimum ESG standards are given defined remediation timelines, after which non-compliant suppliers are excluded from the approved vendor list. ICIL also prioritizes suppliers with stronger ESG performance by incorporating ESG criteria into supplier selection. Procurement teams and relevant internal stakeholders receive dedicated training on their roles in implementing supplier ESG requirements.

❖ **Supplier Screening**

Indo Count Industries Limited (ICIL) follows a systematic, risk-based supplier screening process to identify significant suppliers and potential sustainability risks across its supply chain.

During FY 2024–25, ICIL worked with a total of 1,412 suppliers, comprising 453 Tier-1 suppliers and 959 non-Tier-1 suppliers. Significant suppliers are identified based on procurement volume, criticality, and business relevance, supported by Pareto analysis of spend concentration.

The supplier screening process considers Environmental, Social, Governance (ESG), and Business Relevance aspects and incorporates country-specific, sector-specific, and commodity-specific risks, including exposure related to labour practices, environmental intensity, regulatory compliance, and resource dependency.

As part of screening:

- 58 Tier-1 suppliers (accounting for 75% of Tier-1 spend) and 42 non-Tier-1 suppliers (accounting for 79% of non-Tier-1 spend) were identified as significant suppliers and prioritized for further ESG assessment.
- This structured screening enables ICIL to proactively identify high-risk and high-impact suppliers and prioritize engagement efforts accordingly.

❖ **Supplier Assessment and Development**

Following supplier screening, ICIL implements a structured supplier assessment and development process to evaluate and improve supplier ESG performance.

In FY 2024–25, ICIL conducted desk-based ESG assessments for 100 suppliers, selected through Pareto analysis. From these, 29 unique significant suppliers were identified for detailed ESG evaluation based on Environmental, Social, and Governance parameters.

Supplier assessments were carried out through systematic desk assessments with verification of responses, using recognized industry and multi-stakeholder methodologies, including SMETA (Sedex Members Ethical Trade Audit) framework and Higg Index (Facility Environmental Module)

The assessment framework covered key ESG risk areas, including:

- Environmental Management Systems, energy and water usage, water stress, emissions, waste management
- Raw material sustainability and responsible sourcing
- Occupational health & safety, workforce practices, and social compliance
- Business ethics, anti-bribery, conflict of interest, and governance controls
- Internal controls, reporting, and monitoring mechanisms

Supplier responses were consolidated into a structured ESG scorecard and evaluated using a defined scoring methodology.

Corrective Actions and Supplier Development

- 29 suppliers scoring below the defined ESG threshold (score <70) were issued Corrective Action Plans (CAPs) along with targeted capacity-building guidance
- An additional 41 suppliers, while scoring above threshold overall, were also provided corrective actions where gaps were identified at parameter level, as a preventive risk-management measure
- In total, 69 suppliers received CAPs, with 52 suppliers showing social-related gaps, making social compliance a key focus area

ICIL supports suppliers through remote guidance and structured capacity-building materials to address identified gaps and strengthen ESG performance over time. This end-to-end approach ensures continuous improvement in supplier sustainability performance while mitigating ESG risks across ICIL’s supply chain.

❖ **KPI Supplier Screening**

Supplier Screening	FY24-25
Total number of Tier-1 suppliers	453
Total number of significant suppliers in Tier-1	58
% of total spend on significant suppliers in Tier-1	75
Total number of significant suppliers in non Tier-1	42
Total number of significant suppliers (Tier-1 and non Tier-1)	100

❖ **KPI Supplier Assessment and development**

Supplier Assessment	FY24-25
Total number of significant tier-1 and non tier-1 suppliers assessed via desk or on-site assessments	100
% of unique significant suppliers assessed	100
Number of suppliers assessed with substantial actual/potential negative impacts	29
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100
Number of suppliers with substantial actual/potential negative impacts that were terminated	0
Total number of suppliers supported in corrective action plan implementation	29
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100
Total number of suppliers in capacity building programs	29
% of unique significant suppliers in capacity building programs	100

Note: Corrective Action Plan was also sent to other suppliers (41) those suppliers too who had lower negative impact.

Tax Strategy

❖ Effective Tax Rate

Particulars	FY 2023 (INR)	FY 2024 (INR)	Calculated Average Rate
Earnings before Tax	4,311,056,000	3,234,037,000	
Reported Taxes	1,108,028,000	861,878,000	
Cumulative acceptable adjustments	0	0	
Effective Tax Rate (in %)	25.7%	26.65	26.11%
Cash Taxes Paid	987,802,912	961,144,377	
Cash Tax Rate (in %)	22.91%	29.71 %	25.83%

Information Security/ Cybersecurity & System Availability

Board Responsibility	Board committee which oversees cyber security strategy
Information Security Governance	The Company has established governance mechanisms to oversee information security and cybersecurity risks. Board-level oversight is exercised through the Risk Management Committee, which reviews information security risks, cyber threats, and the effectiveness of related controls as part of the enterprise risk management framework. At the executive level, responsibility for information security is assigned to the CIO/CTO (or equivalent), who oversees the implementation of information security policies, cybersecurity controls, and regulatory compliance, and periodically reports to senior management and the Board-level committee.
Information Security Management Program	
ICIL has implemented a comprehensive information security management program covering business continuity planning, vulnerability assessment, internal monitoring, external assurance, employee escalation mechanisms, and information security awareness training. Information security controls are supported by independent third-party assurance through SOC 1 and SOC 2 audit reports for critical systems and managed Security Operations Center (SOC) services. No material information security breaches were reported during the current and last financial year.	
Management Program Element	Description
Information security-related business continuity plans	We maintain a resilient IT infrastructure with redundancy, failover capabilities, and routine data backups to ensure operational continuity during disruptions. Business-critical applications are hosted on cloud platforms using the SaaS model, offering high availability and uptime assurance. Our SAP S/4 HANA is deployed on a private cloud through the RISE with SAP program, with a guaranteed uptime of 99.7%. SAP also provides SOC 1 and SOC 2 audit reports to support compliance and governance requirements. For in-house IT infrastructure, we utilize a Security Information and Event Management (SIEM) and Security Operations Center (SOC) framework, managed by EY, to monitor, Analyze, and respond to security events proactively.
Information security vulnerability analysis	We conduct annual Vulnerability Assessment and Penetration Testing (VAPT) for our in-house firewall and server infrastructure to identify and mitigate potential security risks. Through our managed Security Operations Center (SOC) services, we receive proactive alerts on application vulnerabilities, including

	<p>threat hunting insights, enabling timely corrective actions and closure tracking.</p> <p>For critical applications hosted in the cloud, we rely on SOC 1 and SOC 2 audit reports provided by the service providers to ensure compliance, data integrity, and robust security controls.</p>
Escalation process for employees to report incidents/vulnerabilities or suspicious activities	<p>Who to Contact: Employees should report any incidents or suspicious activities to their respective Head of Department (HOD), as well as the IT and Security teams.</p> <p>What to Include: Reports should contain a clear and detailed description of the incident, including the date and time, nature of the activity, and any actions already taken.</p> <p>How to Report: Incidents can be reported via email, phone, or through the official incident reporting system (ITSM).</p> <p>As part of our proactive monitoring services, the Security Operations Center (SOC) continuously sends alerts to the IT and Security teams for timely investigation and response.</p>
Information security awareness training	<p>Security awareness training is conducted annually to ensure all stakeholders are equipped to recognize and respond to potential threats. Training is delivered through a combination of online modules, interactive discussions, and phishing simulation exercises.</p> <p>The program targets all employees, IT personnel, and external vendors, covering key areas such as phishing identification, email safety, password hygiene, and incident response protocols. We are proud to report 100% participation across the workforce, reinforcing our commitment to a secure and informed organizational culture.</p> <p>In addition to scheduled training, our IT and Security teams actively communicate real-time phishing alerts to all users whenever suspicious emails are detected. This proactive approach enhances user awareness and helps prevent potential breaches by encouraging immediate caution and reporting.</p>
Disclosure of total number of breaches in last FY	No breaches

Materiality

❖ Materiality Analysis

Indo Count Industries Limited (ICIL) conducts a formal materiality assessment on an annual basis to identify and prioritize ESG issues that are significant to both the business and its stakeholders. The process is periodically reviewed to reflect evolving regulatory, market, and stakeholder expectations.

The assessment involves structured engagement with internal and external stakeholders, including senior management, employees, customers, suppliers, and other relevant stakeholders. Inputs are gathered through surveys, consultations, and internal reviews and are systematically incorporated into the assessment.

Material topics are prioritized using a materiality matrix, evaluating:

- The impact of ICIL’s business activities on society and the environment, and
- The impact of ESG issues on the Company’s financial performance, operations, and risk profile.

The outcomes of the materiality assessment are integrated into ICIL’s Enterprise Risk Management (ERM) framework, enabling alignment between sustainability priorities, business risks, and strategic decision-making.

The assessment follows the principle of double materiality, considering both internal business impacts and external environmental and social impacts. The results are reviewed and approved by Senior Management and the Board of Directors, ensuring oversight at the highest governance level.

While the materiality assessment is not currently subject to third-party assurance, it is governed through robust internal controls and alignment with recognized global reporting frameworks.

❖ **Material Issues and Metrics for Enterprise Value Creation**

As part of its annual materiality review, Indo Count Industries Limited (ICIL reassessed its material ESG issues during the reporting period. Based on this review, the Company confirms that the previously identified material issues continue to remain relevant and unchanged, given their ongoing significance to ICIL’s long-term value creation, risk profile, and strategic priorities.

	Material Issue 1	Material Issue 2	Material Issue 3
Material Risk or Opportunity Please specify the material risk or opportunity impacting your business:	GHG Emissions	Energy management	Sustainable Sourcing
Business Case Please provide a brief rationale for why this issue is material to your business:	The expansion of manufacturing capacity to meet growing demand has the potential to increase greenhouse gas emissions, leading to heightened regulatory, transition, and reputational risks. Effective management of GHG emissions is therefore critical to maintaining regulatory compliance, managing climate-related risks, and safeguarding long-term business resilience	Energy represents a significant operational cost for ICIL. Improving energy efficiency and increasing renewable energy usage directly contributes to cost optimization, operational efficiency, and resilience against energy price volatility.	Raw materials are a key input for ICIL’s products. Sourcing materials sustainably supports revenue growth, strengthens customer trust, mitigates supply chain risks, and enhances product differentiation in sustainability-conscious markets
Business Impact Please select the type of impact this material issue has on your business (cost/revenue/ risk):	Risk	Cost	Revenue
Business strategies Please specify your primary business strategies, initiatives or products that address this issue:	ICIL is reducing emissions through the adoption of energy-efficient technologies, on-site solar installations, renewable power procurement through PPAs, and a commitment to science-based targets, including a long-term net-zero goal by 2040	ICIL’s energy management strategy is anchored in targeted capital investments, energy efficiency enhancement, and expansion of renewable energy. Investments were directed towards rooftop solar installations (1.3 MW and 50 kWp) and an 8 MW ground-mounted solar project to increase the share of clean energy. Energy recovery initiatives include upgrading turbine performance and installing a back-pressure turbine (~205 kW) to generate electricity from process steam, alongside steam and heat recovery systems such as condensate, vapour recovery, and flash systems for the 30 TPH boiler to reduce thermal losses. Additional measures include motor efficiency improvements through VFD installations, process optimization to reduce auxiliary power consumption, deployment of biofuel handling systems (10 TPH), and organic waste converter machines at T3 and T4 facilities, supporting waste-to-energy conversion and sustainable resource utilization. Collectively, these initiatives strengthen operational efficiency, lower fuel and energy costs, and contribute to GHG emissions reduction.	ICIL adopts a structured, risk-based sustainable sourcing approach covering supplier screening, ESG assessment, and continuous improvement. Suppliers are screened based on ESG and business relevance criteria, including country-, sector-, and commodity-specific risks. In FY 2024–25, significant suppliers were prioritized through Pareto analysis and assessed using recognized frameworks such as SMETA and the Higg Index . Based on assessment outcomes, Corrective Action Plans and capacity-building support were provided to address identified gaps, strengthening supplier ESG performance and supply-chain resilience
Target/Metric	Net zero by 2040	Reduce energy emissions by 33 % using renewable energy sources by 2030	Increase the share of sustainably procured material to 60% by 2030 and 100 % by 2035
Target Year	2040	2030	2030

Progress	FY 2024-25: Continued efforts brought emissions down by 4% (Kg CO2/Kg of production) compared with last year 2023-24	During the reporting period, ICIL improved energy efficiency and increased renewable energy use through multiple initiatives. Enhanced turbine performance and installation of a 250 kW back-pressure turbine enabled generation of ~2.0 million kWh of green power annually. Energy optimization measures, including VFD installation, condensate recovery, boiler efficiency improvements, and reduced thermal losses, resulted in fuel savings of ~2,220 MT of coal per annum. Renewable energy capacity was expanded through 8 MW ground-mounted and 1.3 MW rooftop solar installations, generating over 13 million kWh annually, supporting cost reduction and lower GHG emissions.	FY 2024-25: Progress maintained at 24%, an improvement from the baseline of 17.4% (FY 2018 19), and packaging to >85% sustainably sourced with continued efforts to achieve the 2030 target.
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❖ **Material Issues for External Stakeholders**

	Impact 1	Impact 2
Material Issue for External Stakeholders	Supplier relations and responsible sourcing practices	Health & Safety (Occupational health and safety)
Cause of the Impact and Coverage	Part of Business Responsibility: Supply chain operations (>50% of procurement spend), including Tier-1 and Non-Tier-1 suppliers	Part of Business Responsibility: Manufacturing operations and contractor activities (>50% of operational footprint)
External stakeholder(s)/ impact area(s) evaluated	External employees (supplier workforce), society, environment, consumers/end-users	External employees (contractors, workers), society
Topic relevance on external stakeholders	ICIL's sourcing decisions influence labor conditions, environmental practices, and compliance standards across its supplier base. Through ESG-based supplier screening, assessments, and corrective action plans, ICIL positively impacts working conditions for supplier employees, environmental compliance, and responsible resource use. These actions reduce social and environmental risks for supplier workers, local communities, and the environment, while also supporting consumers and end-users through more responsible and sustainable production practices Impact: Positive	ICIL's manufacturing operations involve contractors and third-party workers who may be exposed to occupational hazards such as machinery operation, material handling, and process-related risks. Effective OHS systems, contractor safety induction, training, and supervision reduce the frequency and severity of work-related injuries among external workers. This contributes to improved physical safety, reduced health-related societal burden, and enhanced well-being of workers engaged across ICIL's value chain. Impact: Positive
Quantitative Output & Impact Metrics	100 significant suppliers (Tier-1 and Non-Tier-1) screened using ESG and business relevance criteria in FY 2024-25 29 suppliers identified with substantial actual or potential ESG risks 100% of high-risk suppliers placed under Corrective Action Plans (CAPs) 69 suppliers (including preventive cases) supported through ESG corrective actions 100% of identified high-risk suppliers	Contractor Total Recordable Injury Rate Contractor Lost Time Injury Frequency Rate (LTIFR) Number of contractor work-related injuries Impact valuation is conducted by assessing year-on-year reduction in injury incidence among contractors, reflecting improved workforce safety outcomes and reduced health and social risks for external workers and communities.

	covered under capacity-building initiatives	Quantitative Impact Metrics
	Quantitative Impact Metrics	% reduction in contractor LTIFR year-on-year
	Improved supplier ESG compliance rate through structured CAP implementation	Zero contractor fatalities maintained
	75–79% of procurement spend covered by screened and prioritized significant suppliers	
	Reduced supply-chain ESG risk exposure by strengthening responsible sourcing, labor practices, and environmental compliance across suppliers	
	Type of Impact: Positive	

❖ Tax Report

Names of all the resident entities	Primary Activities	Number of Employees	Revenue	Profit (Loss) before tax	Income tax accrued (CY)	Income Tax Paid
Indo Count Industries Limited	Manufacturing and exporting home textile products, primarily bed linen and related bedding solutions	1218	3,82,121.43 Lakh	32,340.37 Lakh	7853.43 Lakh	9,611.44 Lakh
Indo Count Global DMCC	The Company is licensed by DMCCA to trade in textiles, threads and yarns, curtains and upholstery fabrics, cotton and natural fibers, blankets, towels, linens, spinning and weaving equipment and spare parts. The Company has also obtained a service license to provide marketing management services	3	AED 8231010	AED 228,803	As the Company's taxable profit before tax is below the threshold of AED 375,000, hence, no provision for income tax has been recognized.	
Indo Count Global Inc. ("ICG")	Wholesale linens, utility bedding products, brand operations (Wamsutta), manufacturing/warehouse operations via acquired entities and Sales of home textile products.	34	USD 92,419,540 (USA: USD 91,938,279 Canada: USD 481,261)	USD 106,274	USD 161,043	USD 313,234
Indo Count UK Ltd	Trading in the textile products	6	4,712,059 pounds	187,284 pounds	48569 pounds	-
Indo Count Retail Ventures Pvt Ltd	Trading of retail textile products (stock-in-trade)	-	5,94,101 rupees	1,21,593 rupees	-	-

Environment

Environmental Policy and Management

❖ Environmental Policy

Particulars	
Environmental policy	Environment-Health-and-Safety-Policy.pdf (indocount.com)
Board of Directors oversight	Mr. Anil Kumar Jain Executive Chairman Telephone number - 022 43419500 E-mail id - info@indocount.com

❖ Environmental Management System (EMS)

Parameters	Coverage	Remarks
Third-party certification / audit / verification:	100%	Audited by Intertek, India
<p>ISO 14001 certificate, Bhilad</p> 	<p>ISO 14001 certificate, Gokul</p> 	<p>ISO 14001 certificate, Kagal</p> 

Our Environmental Management System (EMS) is also subject to internal and external audits conducted by various customer agencies, 3rd party agencies like HIGG vFEM, StEP (Sustainable Textile Production) etc

❖ Environmental Violations

Parameters	FY 2021	FY 2022	FY 2023	FY 2024
Number of violations of legal obligations / regulations	0	0	0	0
Amount of fines / penalties related to the above. INR	0	0	0	0
Environmental liability accrued at year end. Currency: INR	0	0	0	0

There have been no violations, significant fines, or penalties (> USD \$10,000) related to environmental or ecological matters in the past four financial years.

Energy

❖ Energy Management

Our organization is committed to enhancing energy efficiency through targeted initiatives. We aim to reduce energy consumption from non-renewable sources and cut energy emissions by 30% through renewable energy sources by 2030. Our continued efforts have already resulted in a 4% reduction in emissions (Kg CO₂/Kg of production) compared to Previous Year (2023-24). Regular energy audits are conducted to identify improvement opportunities, and quantified targets guide our energy-saving efforts. We implement actions to reduce overall energy consumption and continually evaluate progress to ensure consistent reductions. Additionally, we are transitioning to clean and green energy sources and making strategic investments in innovation and R&D to further decrease energy use. To support these efforts, we provide energy efficiency training to employees, fostering awareness and encouraging sustainable practices across the workforce.

1. Power Conservation Initiatives:

- Turbine Power: Enhance the Turbine Performance to increase green power generation. This has increased power generation by 4 lacs KWH units per annum.
- Installation of back pressure turbine of capacity 250 KW to generate power from process steam at Bhilad facility. This generates 1.6 Mn KWH units per annum.
- Softening plant utilization optimized by increasing more RO /MIDC water directly to process by continuously monitoring & maintaining water hardness parameter within prescribed limit. This has reduced the soft water pumping operation, hence saving power.
- For energy saving & motor protection we have installed 15 KW VFD in Lafer-2 Exhaust Blower Fan.

2. Steam and Coal Efficiency:

- 100 % condensate recovery from MEE there by increase in feed water temperature up to 95 °C resulted in fuel savings. Approx 720 MT coal saving and ETP water treatment cost Rs.42 Lac saving per annum.
- Saving in steam and coal by reducing the radiation losses in the distribution system. Approx.1500 MT coal saving per annum.
- Optimize coal boiler ESP penthouse temperature & adjusted heater setting from 60 °C to 55 °C , hence heater operation reduced.
- Auto temperature controllers with steam control valves installed on Rubber & Palmer units of Sanforizing machines with a purpose to have accurate temperature, thus saving in steam utilization.
- Thermal insulation of steam & thermic fluid line repaired which results in lower thermal losses & hence improvement in efficiency.

3. Alternate Energy Sources:

- Harnessing Natural Energy: Installation of 8 MW capacity ground mounted solar power plant. This plant generates 11+ Mn KWH units per annum.
- Harnessing Natural Energy: Installation of 1.3 MW capacity roof top solar power plant. This plant generates ~2 Mn KWH units per annum.

4. Capital Investment in Energy Conservation:

- Energy efficient TLV trap technology is installed on main header to save on energy.
- Installed O₂ monitoring system on boiler & Thermic heaters to maintain O₂ level in the stack, this has given us a reference to optimize & sustain steam boiler & thermic fluid heater combustion and resulted in 1% fuel saving.

5. Technology Up-gradation:

- Enhance the VDR chain drive system to VFD based geared motor system to improve the overall VDR performance to get better control on fabric quality.

ICIL regularly conducts energy efficiency training programs to employees to raise awareness of energy consumption reduction

❖ Energy Consumption

Target for FY 2024- 7,54,628 MWh

Total energy consumption	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Total non-renewable energy consumption	MWh	4,94,528.56	5,39,363.06	6,86,025.1	7,21,623.52
Total renewable energy consumption	MWh	2,652.3	12,821.4	21,648.7	5,775.23
Data coverage	%	100	100	100	100

Note : a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India).

All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location while data from FY 2022-23 onwards covers both Kolhapur and Bhilad locations.

b) Energy data publicly disclosed in link provided i.e in annual reports is in MJ.

We have converted MJ Energy to MWh Energy , Conversion factor used 0.0002777778 - Source IPCC 5th Assessment (AR5-100 Years).

Renewable energy figures have been revised and updated from FY 2024-25 onwards in line with the revised grid methodology.

Packaging

❖ Packaging Commitment

Packaging Aspects	Responses
Measurable group-wide commitment	Target: 95% sustainable packaging sourcing by 2030; current achievement: 85%.
Programs to increase the use of reusable packaging Programs to increase the use of recyclable packaging	ICIL has strengthened its efforts to expand programs that promote the use of reusable and sustainable packaging solutions. The Company is actively transitioning from conventional plastic packaging to biodegradable alternatives and has introduced fabric-based packaging options to reduce environmental impact. In addition, ICIL has established programs and implementation plans to increase the share of recyclable packaging materials, along with processes to reuse packaging waste and leftover materials in subsequent packaging cycles
Programs to phase out single-use plastic packaging Allocation of R&D resources to sustainable packaging and alternative solutions	Recognizing the environmental impact of single-use plastics, we are committed to phasing them out from our packaging. We are actively exploring and adopting sustainable alternatives to reduce our reliance on such materials. Our strategy also prioritizes increasing the use of recycled content in packaging, thereby lowering dependence on virgin resources and advancing our environmental stewardship goals. ICIL has additionally allocated resources to identify alternatives to stretch film (a single-use plastic) at our Kolhapur plant. However, initial trials with biodegradable stretch film did not meet the required chemical and performance properties of conventional stretch film, and efforts to identify a viable sustainable substitute are ongoing.
Programs to increase the use of recycled material as packaging solutions	We have implemented programs that promote the use of recycled materials in our packaging solutions, as reflected in our performance over the past two years. Recycled content in packaging increased from 6% in FY23 to 12% in FY24.
Programs to ensure that recyclable packaging is recycled	We ensure that all packaging waste is sent to authorized recyclers, recognizing the importance of closing the recycling loop. At the same time, we are steadily increasing the use of recycled materials in our packaging solutions.

❖ Packaging Material Used

Packaging Materials	Coverage (% of cost of goods sold)	Total weight (MT)	Recycled and/or certified material (% of the total weight)	Target FY 2024-25 (% of total weight)
Wood/Paper fiber packaging	100	14058	94 %	92 %

❖ Plastic Packaging

Target for FY 2024- 781 Tons

Parameter	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Total weight of all plastic packaging (tons)	550	479	536	881	761
% of recyclable plastic packaging (as a % of the total weight of all plastic packaging)	100%	100%	100%	100%	100%
Percentage of compostable plastic packaging (as a % of the total weight of all plastic packaging)	0	0	0	0	12%
Percentage of recycled content within plastic packaging (as a % of the total weight of all plastic packaging)	0	1.53	4.22	5.79	12%
Coverage (as a % of cost of goods sold)	100%	100%	100%	100%	100%

Note: a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India). All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location And while from FY 22-23 onwards for Indo Count both locations i.e Kolhapur & Bhilad location.

Waste

❖ Waste Management

Our organization is focused on minimizing waste through strategic initiatives. Our goals include achieving zero waste to landfills by 2030 and maintaining this commitment by ensuring all waste is responsibly managed forward. We conduct regular waste audits to identify areas for improvement and develop action plans to reduce waste generation. By setting quantified targets, we ensure measurable progress in waste reduction. We also invest in innovation and R&D to find new ways to minimize waste and provide employee training to raise awareness about best practices.

FY 2024–25, the Company’s research and development initiatives were focused on promoting environmental sustainability and circularity through the development of innovative products using regenerative and sustainable fibers such as recycled cotton, lyocell, and organic cotton. These innovations aim to reduce dependency on conventional cotton, optimize resource utilization (water, energy, waste and land), and enhance material biodegradability. By integrating these fibers into product lines, the Company is actively working to reduce the environmental footprint of garments and facilitate sustainability across the entire value chain. Additionally, we’ve integrated recycling programs to reduce the waste sent to landfills, contributing to a more sustainable and circular economy. Waste diversion from landfill is also certified by an independent accredited body.

1. Introduction of Natural Dyes:

We have replaced conventional petrochemical dyes with alternative natural dyes under the Pure Earth category for dyed and printed fabrics. These dyes are derived from waste extracts of plants and fruits, making them 100% organic. This shift significantly reduces the reliance on synthetic dyes, aligning with our commitment to eco-friendly practices.

2. Compliance with ZDHC Standards:

We ensure the usage of compliant dyes and chemicals in our processes. As a registered member of ZDHC (Zero Discharge of Hazardous Chemicals), we guarantee that our products adhere to the ZDHC MRSL (Manufacturing Restricted Substances List) norms.

- Currently, over 95% of our input dyes and chemicals meet ZDHC standards, underscoring our dedication to sustainable and safe production.

❖ **Waste Disposal**

Target for FY 2024- Total Waste Dispose: 3500 MT

Parameters	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Total waste	MT	5,308.40	11,730.80	16247.6	12,350.60
recycled/ reused					
Total Waste Disposed	MT	1,876.20	1,323.90	2519.7	3,333.39
Waste landfilled	MT	0	987.7	2255.1	2,922.11
Waste incinerated with energy recovery	MT	0	0	0	0
Waste incinerated without energy recovery	MT	0	0	0	0
Waste otherwise disposed <i>ETP Sludge & Other waste</i>	MT	1,876.20	336.2	264.6	411.28
Data coverage	%	100	100	100	100

Note: Total waste disposed - We are giving wastes to government authorized waste collectors Maharashtra Enviro Power Limited (MEPL) for recycling reusing and disposal

Waste data of FY 2022-2023 , FY 2023-2024 and FY 2024-2025 are publicly disclosed in respective annual reports.

Water

❖ **Water Management**

Our organization is committed to improving water efficiency through targeted initiatives aimed at achieving water neutrality to conserve this precious resource. This year, we successfully improved water efficiency, using 38.4 KL/MT compared to 45.4 KL/MT in FY 2022-23. Regular water use assessments help us identify opportunities for improvement and implement actions to reduce consumption and enhance wastewater quality. We set clear targets to drive reductions in water use and actively apply water recycling measures to minimize waste. Additionally, we provide training to employees on water efficiency management, ensuring a collective effort towards sustainable water use. At our Kagal (Kolhapur) manufacturing facility, we have established an Effluent Treatment Plant (ETP) to enhance our recycling capacity, marking a critical milestone in our journey towards achieving 30 kiloliters per metric ton (KL/MT) by 2027, and Zero Liquid Discharge by 2030. Our ETP ensures treated wastewater meets regulatory discharge standards through regular monitoring and sampling

Our Current year initiatives include:

1. Hot Water Reuse:

CRP hot water is being collected in insulated tanks and re-used on Process Machines, thus savings in both Soft Water & Energy. Thus, freshwater intake was reduced by 36000 KL water per annum.

2. Condensate Recovery Improvement:

Condensate recovery has increased by another 20% in the new process house. This has resulted in dual benefit of “Water & Coal saving.

3. Quenching Water Reuse:

On Singeing machine quenching water is being filtered and re-used. Approximately 15 KL of soft water is being saved daily.

❖ **Water Consumption**

Target for FY 2024- Total net freshwater consumption: 1.60 million cubic meters

Parameters	Unit	FY 2021	FY 2022	FY 2023	FY 2024
A. Water withdrawal (excluding saltwater)	Million cubic meters	1.26	2.27	2.68	2.72
B. Water discharge (excluding saltwater)	Million cubic meters	0	1.23	1.35	1.14
Total net freshwater consumption (A-B)	Million cubic meters	1.26	1.04	1.33	1.58
Data coverage	%	100	100	100	100

Note: All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location and FY 22-23 , FY23-24 and FY 24-25 is for Indo Count both locations i.e Kolhapur & Bhilad location.

❖ **Exposure of Suppliers to Water Risks**

% of sourced agricultural commodities originating from water-stressed areas (e.g. <1700 m3/(person*year) or high, very high and severe)	%
Cotton	76-99 %
% of Cost of goods purchased in last FY	86 %

ICIL assesses supply-chain water risks using the WRI Aqueduct Water Risk Atlas. The assessment indicates that 76–99% of cotton is sourced from high to very high water-stressed regions, accounting for 86% of cotton-related COGA in FY 2024–25. Supplier-level analysis identified 32 suppliers as very high risk and 2 as high risk. Corrective action plans and capacity-building programs are being implemented to mitigate long-term water risks.

❖ **Water Risks Management of Suppliers**

ICIL collaborates with critical Tier-1 suppliers, particularly those operating in water-stressed regions, to systematically manage water-related risks across quantity and quality, regulatory compliance, and potential stakeholder conflicts. Through structured ESG desk assessments, ICIL evaluates supplier water withdrawal, efficiency, wastewater treatment, discharge compliance, exposure to water stress, and regulatory adherence. Based on assessment outcomes, corrective action plans are issued requiring suppliers to obtain and maintain valid water and discharge permits, implement wastewater treatment prior to discharge, conduct periodic water quality testing through NABL-accredited laboratories, and maintain monitoring records. ICIL further supports suppliers through targeted capacity-building guidance on water conservation, efficiency improvements, reuse, and pollution prevention, strengthening regulatory preparedness, reducing exposure to tariff or regulatory changes, and minimizing risks of community grievances, non-compliance, or supply disruptions.

Climate Strategy

❖ Direct Greenhouse Gas Emissions (Scope 1)

Parameters	Unit	FY 2021	FY 2022	FY 2023	FY 2024	Target FY2024
Total Direct Emissions (Scope 1)	MTCO _{2e}	91,548	1,47,948	1,85,242.7	1,93,142.40	1,95,000.00
Data Coverage	%	100	100	100	100	

a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India). All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location and from FY 22-23 is for Indo Count both locations i.e. Kolhapur & Bhilad location.

ICIL had previously established an internal target for Scope 1 emissions for the Financial Year 2022-23, set at 78,680.6 Metric Tons of CO₂. However, following the acquisition of a new unit during FY 2022-23, an increase in emissions levels has been observed. Accordingly, the Company is reassessing its net-zero transition strategy to reflect this change in operational boundaries. Emissions reduction targets are currently being revised to align with the updated transition pathway. ICIL remains firmly committed to sustainable environmental practices and continues to adapt and strengthen its approach as required.

b) Data verification attached here, is from 3rd party BLUWIN auditor based on Calendar year during vFEM HIGG Assessment.

❖ Indirect Greenhouse Gas Emissions (Scope 2)

Parameters	Unit	FY 2021	FY 2022	FY 2023	FY 2024	Target for FY 2024
Total indirect GHG emissions (Scope 2)	MTCO _{2e}	61,035	78,707	1,05,108	90,354.20	94,600.00
Data Coverage	%	100	100	100	100	-

a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India). All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location and FY 22-23 is for Indo Count both locations i.e. Kolhapur & Bhilad location.

ICIL had previously established an internal target for Scope 2 emissions for the Financial Year 2022-23, set at 54,052.6 Metric Tons of CO₂. However, following the acquisition of a new unit during FY 2022-23, an increase in emissions levels has been observed. Accordingly, the Company is reassessing its net-zero transition strategy to reflect this change in operational boundaries. Emissions reduction targets are currently being revised to align with the updated transition pathway. ICIL remains firmly committed to sustainable environmental practices and continues to adapt and strengthen its approach as required.

b) Data verification attached here, is from 3rd party BLUWIN auditor based on Calendar year during vFEM HIGG Assessment.

❖ Indirect Greenhouse Gas Emissions (Scope 3)

Parameters	Unit	FY 2021	FY 2022	FY 2023	FY 2024	Target FY 2024
Total indirect GHG emissions (Scope 3)	MTCO _{2e}	1,49,125.5	1,34,104.6	1,33,235.7	1,67,469.7	1,70,000.0

Note: Scope 3 Category 3 (fuel- and energy-related activities) has been included for the first time in the current reporting year in line with the GHG Protocol relevance principle, resulting in higher reported Scope 3 emissions compared to prior years. Accordingly, ICIL has re-evaluated its Scope 3 baseline, targets, and emissions reduction roadmap. This reflects improved completeness and methodological robustness rather than an adverse emissions performance trend. Scope 3 emissions were calculated with support from industry SMEs, focusing on eight material categories identified through prior Quantis-based assessments, using emission factors from the IPCC, US EPA, and USEEIO in accordance with the GHG Protocol Corporate Value Chain Standard.

❖ Scope 3 Categories

Category Number	List of Categories	Scope 3 Emissions in the reporting year (MT CO _{2e})	Emissions calculation methodology and exclusions
1	Purchased Goods and Services	1,24,311.67	Aligned with the guidelines of the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, we utilize emission factors from the IPCC, US EPA, and USEEIO where
2	Capital Goods	1,134.98	
3	Fuel and Energy Related Activities	26,495.65	

4	Upstream transportation and distribution	4,299.64	relevant.
5	Waste generated in operations	221.30	
6	Business travel	462.39	
7	Employee commuting	5,686.94	
9	Downstream transportation and distribution	4,857.20	

❖ **Climate Governance**

Indicator	Practice
Board oversight	Climate-related matters are overseen by the Board-level ESG and CSR Committee, which provides strategic guidance on climate risks and opportunities, emissions reduction initiatives, regulatory developments, and alignment with the Company’s sustainability roadmap. Climate-related topics are scheduled agenda items and reviewed at least annually by the Board.
CSR & ESG Committee	The ESG & CSR Committee of the Board is tasked with providing oversight on ESG and climate related matters. In parallel, there is a dedicated management-level committee responsible for the continuous monitoring and reviewing of the company's ESG & Climate-related aspects.
Management responsibility	
ESG Lead	Mr. Prashant Patil (Senior GM – Quality and Sustainability) and Mr. Vinod Jain (VP Finance) has dedicated responsibility for coordinating Climate and ESG performance across functions, ensuring effective implementation of ESG policies, reporting, stakeholder engagement, and capability building. The role enables cross-functional collaboration with HR, Procurement, Finance, Environment, Operations, and Marketing to integrate ESG considerations into both day-to-day operations and strategic decision-making, aligned with the ICIL’s sustainability roadmap

❖ **Climate Risk Management**

Indicator	Practice
Integrated into multi-disciplinary company-wide risk management processes, i.e. a documented process where climate change risks and opportunities are integrated into the company’s centralized enterprise risk management program covering all types/sources of risks and opportunities	Yes
Types of climate-related risk included in risk assessment	
Current Regulation, Emerging Regulation, Technology Risk, Legal Risk, Market Risk , Reputational Risk , Acute Physical Risk , Chronic Physical Risk	
Value chain stages covered by climate risk assessment	

Own operations	Yes
Upstream activities	Yes
Downstream Activities and/or clients	Yes
Time horizon(s) covered by climate risk assessment	
Short-term	Yes
Medium-term	Yes
Long-term	Yes

❖ **Physical Climate Risk Adaptation**

Physical climate Risk assessment	2°C or below 2°C
Context-Specific plan to adapt to physical climate risks	Yes
Coverage of existing operations (% of total revenue)	100%
Target timeline to implement relevant adaptation measures	More than 10 years

❖ **Emissions Reduction Targets**

Indo Count Industries Limited (ICIL) has established corporate-level, SBTi-aligned absolute emissions reduction targets covering Scope 1, Scope 2, and Scope 3 emissions. These targets are aligned with a well-below 2°C pathway, using FY2018 as the base year and FY 2030 as the target year. In addition, ICIL has set an internal ambition to achieve net-zero emissions by FY 2040

Scope covered by the target	Target Timeframe	Baseline year emissions covered and as a % of total base year emissions	% Reduction target from base year	Is this target validated by the Science-based Targets Initiative?
Scope 1 + 2	Base Year: 2018 Fiscal Year Target Year: 2030 Fiscal Year	Base year emissions: 151687 met. ton. CO2e % of total base year emissions: 47.74	33 %	No, but we consider the target to be science-based
Scope 3	Base Year: 2018 Fiscal Year Target Year: 2030 Fiscal Year	Base year emissions: 166066 met. ton. CO2e % of total base year emissions: 52.3	14.8 %	No, but we consider the target to be science-based

❖ **Internal Carbon Pricing**

Indo Count is in the process of implementing an internal carbon price. Currently, the company is actively evaluating the introduction of an Internal Carbon Pricing (ICP) framework as part of its broader climate-risk and decarbonization strategy. This evaluation focuses on understanding how ICP can strengthen decision-making, enhance long-term resilience, and support alignment with global corporate sustainability expectations.

As part of this assessment, ICIL is reviewing sector-relevant practices and the potential role of ICP in future capital planning, energy choices, and climate-related financial disclosures. While no formal ICP mechanism (shadow price, internal fee, or implicit price) is currently in place, the company intends to continue studying its applicability and will consider structured implementation from FY 2025-2026 as the policy environment and business requirements evolve.

Biodiversity

❖ Biodiversity commitment

Indo Count Industries Limited (ICIL) is committed to safeguarding biodiversity across its operations and value chain. The company integrates biodiversity considerations into business decisions, promotes responsible sourcing, and applies the mitigation hierarchy to avoid, minimise, and restore potential impacts. ICIL strives for no net loss of biodiversity, seeks to avoid activities near ecologically sensitive or nationally important areas, and encourages partners and suppliers to respect these principles.

ICIL provides awareness across internal teams and engages with relevant stakeholders to better understand ecosystem priorities. The company aligns its efforts with applicable regulations and global sustainability expectations, reinforcing its long-term commitment to protecting natural habitats, native species, and overall ecological balance. Furthermore, our biodiversity policy holds the endorsement of our Board of Directors.

❖ No deforestation commitment

We are dedicated to eliminating all forms of deforestation and the conversion of native vegetation across our operations by the year 2030, a key element of our climate action plan and business strategy. Our primary focus is on preventing the removal of natural forests and native ecosystems, particularly from activities such as agriculture and urban expansion. This commitment extends to both direct and indirect sourcing, backed by stringent traceability and verification processes to ensure full compliance.

The scope of this commitment explicitly includes suppliers. Deforestation-related criteria are integrated into ICIL's supplier assessment process. Supplier ESG assessments include specific KPIs to identify critical suppliers with potential negative or positive impacts on forests and land use, enabling targeted risk mitigation, corrective actions, and capacity-building interventions.

Wherever possible, we prioritize operating on already converted or degraded land and are deeply committed to the sustainable sourcing of cotton and other key commodities. Our progress will be reported annually, overseen by our Board level ESG & CSR Committee, and aligned with both national and international regulations to ensure accountability and transparency.

Product Stewardship

❖ Exposure to Hazardous substances and ICIL Commitment

At ICIL, we are committed to ensuring our products are safe for people and the planet. We have set clear targets to phase them out by 2030 across our product portfolio in line with global best practices. We also continuously strive to improve our processes and treatment systems to meet the stringent requirements of the Zero Discharge of ZDHC standard. To achieve this, we are committed to Collaborating with industry associations, certification bodies, and research institutions to identify safer substitutes, Specific R&D resources and budget to accelerate the development and deployment of innovative non-hazardous materials and Increasing transparency by publicly reporting our progress each year.

Scope of commitment: This commitment covers all hazardous substances in our portfolio, including those identified under international regulatory frameworks such as REACH, CHCC, California Prop 65, PFAS, etc all recent updated compliances are ensured.

Progress

Revenue associated with hazardous substances

Indo Count Industries Limited does not manufacture, process, or derive revenue from products classified as hazardous substances under applicable regulations. Accordingly, 0% of the Company's revenue for FY 2024–25 is associated with hazardous substances.

OEKO-TEX STeP Certification and Chemical Compliance

All our manufacturing facilities are STeP (Sustainable Textile Production) certified by OEKO-TEX.

The chemicals, dyes, and auxiliaries used in our textile products fully comply with STeP by OEKO-TEX requirements. This ensures conformity with strict global benchmarks for chemical safety, wastewater quality, worker protection, and environmental performance.

Compliance with REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

We maintain full compliance with the REACH Regulations.

- The chemicals, dyes, and auxiliaries used in our manufacturing processes meet all REACH requirements.
- Our products do not contain any Substances of Very High Concern (SVHCs).
- All restricted substances under Annex XVII of REACH are absent from our products.
- We continuously track updates to the REACH SVHC list and apply immediate controls whenever new substances are added.

Compliance with Other Global Chemical Regulations

Beyond REACH, we ensure compliance with other major global chemical safety frameworks, including:

- CHCC (Children’s Hazardous Chemicals Control) requirements for children’s product safety
- California Proposition 65 restrictions on carcinogenic and reproductive-toxicity chemicals
- PFAS (Per- and Polyfluoroalkyl Substances) regulations applicable across key markets
- Additional country-specific chemical safety standards relevant to our export destinations

All chemical inputs—like dyes, auxiliaries, finishes, or processing agents—undergo strict assessment to ensure conformity with these evolving regulations

❖ Sustainable Revenue

Indo Count Industries Limited generates sustainable revenues from the manufacture and sale of home textile products designed to reduce environmental impact, improve resource efficiency, and support responsible sourcing across the value chain.

The Company’s sustainable product portfolio includes textiles made using recycled fibres (including recycled PET) and responsibly sourced cotton such as BCI, Organic and Supima cotton, which contribute to reduced water use, lower chemical inputs, and circular material use. ICIL also utilizes man-made cellulosic fibres such as TENCEL™, Lyocell and Viscose sourced from certified producers using resource-efficient manufacturing processes.

ICIL offers low-impact dyed products, including Pure Earth Dyes®, developed using bio-based inputs derived from natural waste extracts, resulting in a lower carbon footprint and reduced chemical intensity. In addition, carbon-neutral TENCEL™ products are manufactured using fibres produced in carbon-neutral facilities, supporting emissions reduction across the material value chain.

The product portfolio further includes functional and resource-efficient textiles such as wrinkle-free/easy-care, quick-dry and freshness-enhanced products. These designs help reduce energy and water consumption during product use by minimizing ironing, drying time and wash frequency, thereby lowering indirect environmental impacts over the product lifecycle

Parameters	FY 2021	FY 2022	FY 2023	FY 2024
Sustainable revenues	18,792,275,580	16,935,436,410	19,533,334,462	20,339,018,100
Total revenues	28,059,512,000	27,835,920,000	33,323,105,000	37,716,498,000
Percentage of sustainable revenues	67 %	61 %	58 %	54 %

Percentage decline reflects higher growth in total revenues despite growth in sustainable revenues.

❖ Circular Fashion Commitment

Commitments
Implementing circularity for white-labeled bed cover products is challenged by several factors. Supply chain complexity results from numerous suppliers and manufacturers, complicating material lifecycle management. Ensuring quality control with reused or recycled materials is vital but difficult, leading to varying consumer perceptions. Regulatory landscapes differ worldwide, making universal compliance challenging. Technological shortcomings can hamper effective and economic recycling, while production costs may increase due to recycling processes. Lastly, undisclosed product information due to trade secrets can complicate material reuse and recycling. These issues require comprehensive industry strategies, innovation, and shifting consumer mindsets for successful transition to a circular economy.

We have begun incorporating reused fabric into our selection of products. Our Rekoop product line exemplifies this initiative.

We are dedicated to embedding circularity into our product design by ensuring every item is built for longevity, repairability, and recyclability. Our focus is on creating garments that can seamlessly transition into new life cycles, reducing waste and maximizing resource efficiency. At the same time, we continuously explore and implement innovative approaches to enhance product cyclability and drive sustainable transformation across our operations

We are committed to integrating recycled post-consumer textile fibers into our product portfolio at scale. By sourcing and utilizing fibers recovered from end-of-life products, we aim to reduce dependency on virgin materials and close the loop in our production cycle. This approach not only minimizes waste but also reinforces our dedication to circular fashion and resource efficiency.

❖ **Circular Fashion Programs**

Implementing circularity for our white-labeled bed cover products faces several challenges, but we are actively addressing these to foster a more sustainable future. Our efforts focus on extending the lifespan of our products and eliminating temporality, thus reducing the need for seasonal disposal. We have initiated programs aimed at reducing, recycling, or reusing unsold goods, avoiding destruction, and contributing to a circular economy. Our Rekoop product line, which incorporates reused fabric, exemplifies this initiative. Additionally, we are repurposing unsold fabrics to create self-fabric carry bags for packaging, which customers can use as multi-purpose carry bags, further enhancing the circularity of our products

We are continuously exploring innovations in material sourcing and production processes. Reducing the environmental impact from microfiber pollution is a key focus of our R&D efforts. We are investing in technologies and cross-industry collaborations to ensure that our products contribute less to this problem.

Moreover, we are committed to educating our customers on how to use our products more sustainably and extend their lifecycle. Through customer engagement programs, we provide guidance on proper care and use, encouraging more mindful consumption. Our long-term strategy includes allocating dedicated R&D resources to further explore circular fashion, collaborate across industries, and drive innovation aimed at sustainable production processes. Incorporating these initiatives requires not only internal innovations but also a shift in consumer mindset. By focusing on these critical areas, we are steadily progressing towards creating a fully circular product lifecycle while empowering consumers to contribute to this vision.

❖ **Circular Fashion Indicators**

Indicators	Fiscal Year 2024
Total weight of items collected through take-back programs (tons)	0
Total weight of items collected which were repaired and/or resold in-house (tons)	0
Total weight of recycled post-consumer textile fibers included in new products (tons)	1053
Total weight of items produced (tons)	41057.8
Total weight of items sold (tons)	38787.6

Sustainable Raw Materials

❖ **Plant & Animal-Derived Textile Materials**

Textile materials	Amount (Metric Tons)	Third-party (environmental or social) standards obtained	Share of materials used that are certified:	Share of materials used that are recycled:
Cotton	16572	Organic, OEKO-TEX Organic, BCI, GCC, GIZA, PIMA	52 %	8 %

❖ **Plastic Raw Materials**

Plastic materials in products: (thermoplastic materials only, no packaging)	Amount used: FY 2024 (Metric Tons)	Share of materials used that are recycled
Plastic materials in products	3377	31 %

❖ **Raw material Programs**

Indo Count Industries Limited (ICIL) has established a comprehensive Raw Materials Sustainability Program under its Sustainable Procurement Policy, applicable across all suppliers and raw materials sourced by the Company. The program is designed to ensure that raw material sourcing decisions systematically integrate environmental, social, governance (ESG), and business risk considerations and are aligned with internationally recognized responsible sourcing standards.

Prioritization of Raw Materials (Risk-based approach)

ICIL conducts structured supplier and raw material risk assessments to prioritize raw materials based on ESG risk exposure and procurement relevance. The assessment evaluates commodity-specific risks such as climate sensitivity, water stress, resource intensity, price volatility, regulatory exposure, labor and human rights risks, and substitutability, alongside country- and sector-specific risks. Significant suppliers and raw materials are identified using a Pareto-based approach, enabling focused mitigation and improvement actions.

Traceability of Raw Materials

ICIL requires suppliers to disclose information on the origin of raw materials at facility level, supported through Self-Assessment Questionnaires (SAQs) and desk assessments. The Company continues to strengthen traceability mechanisms to enhance transparency across its upstream supply chain and to identify potential environmental and social risks associated with raw material production.

Reduction of Environmental and Social Impacts

To reduce negative impacts arising from raw material production, ICIL engages suppliers through corrective action plans and capacity-building initiatives. These actions address key environmental and social risk areas, including water stewardship (particularly in water-stressed regions), emissions, waste management, labor practices, occupational health and safety, and ethical conduct. Suppliers operating in high-risk categories are prioritized for enhanced monitoring and follow-up.

Sustainable and Recycled Raw Materials Targets

ICIL has established time-bound targets to increase the sourcing of third-party verified sustainable raw materials, including certified cotton and fibers, and to expand the share of recycled raw materials (excluding packaging) across its supply chain. Progress is monitored through supplier disclosures and periodic procurement reviews to ensure alignment with the Company’s sustainability commitments. ICIL aims to source sustainable raw materials from 60% of vendors by 2030 and 100% by 2035. As of FY 2024–25, sustainable sourcing stands at 24%, reflecting an improvement from the FY 2018–19 baseline of 17.4%, with continued efforts underway to achieve the 2030 target.

Internal Training and Governance

ICIL provides training and guidance to internal procurement and sourcing teams to embed sustainable raw material considerations into day-to-day decision-making. Oversight of the Raw Materials Program is provided by the ESG & CSR governance framework, ensuring continuous improvement, compliance, and transparent reporting of progress.

Social

Labor Practices

❖ Policy and Commitment Aspects

Paying a living wage	Indo Count Industries Ltd. is committed to ensuring that all employees earn a living wage — sufficient to meet basic needs such as food, housing, healthcare, and education, enabling a dignified standard of living. The company conducted a Living Wage Assessment using the Anker Methodology, which considers local living costs, household size, and family needs to determine fair compensation beyond statutory minimum wages. The study, conducted across the Bhilad and Kolhapur plants, used primary survey data (covering income, expenses, and socio-economic factors) and secondary research. Results showed that ICIL wages exceed living wage benchmarks, with average monthly wages of ₹ 12705.00 (Kolhapur) and ₹ 14713.36 (Bhilad), compared to calculated living wages of ₹ 11010.00 and ₹ 10002.98 respectively. This demonstrates Indo Count’s strong commitment to fair and sustainable compensation practices, reinforcing its dedication to employee well-being, ethical employment, and responsible business operations.
Avoiding or reducing overtime or excessive working hours	ICIL actively minimizes overtime and ensures that working hours remain within statutory limits, prioritizing employee health, safety, and work-life balance.
Setting maximum working hours	ICIL strictly adheres to legal requirements regarding maximum working hours and continuously monitors compliance across its operations
Equal remuneration for men and women	Roles and compensation decisions are based solely on skills, experience, and performance. ICIL ensures that gender does not influence remuneration or career opportunities
Paying workers for annual leave	Employees are entitled to paid annual, sick, and parental leave, in accordance with company policy and statutory requirements.
Setting minimum consultation or notice periods before mass terminations	In the event of organizational restructuring, ICIL complies with applicable labor laws by providing the required consultation and notice periods. This approach ensures transparency, fairness, and respect for employee and workers rights.

Scope of Commitment:

S. No	Groups	% of operations the living wage assessment covers
1	Own operations/ Employees	Covers all employees at manufacturing sites, offices, and warehouses.
2	Contractors	All contractors must comply with ICIL’s Labor Practices and Human Rights Policy; monitored through regular audits
3	Partners	All Suppliers must follow the Supplier Code of Conduct on fair wages, working conditions, and equal opportunity.

❖ Labor Practice Programs

Labor Practice Program Aspects	Response
Ensure adequate wages at or above cost-of-living estimates or benchmarks	ICIL ensures that all employees receive wages above the statutory minimum levels, aligned with prevailing cost-of-living standards. The company is adopting the Anker methodology to determine living wages, considering the cost of a decent standard of living for workers and their families.
Monitor working hours including overtime management	Working hours, including overtime, are tracked to ensure legal compliance, proper compensation, and to avoid excessive working hours. Excessive working hours are paid in accordance with statutory requirements.
Ensure employees are paid for overtime work	
Regularly engage with workers' representatives on working conditions	Periodic engagement of worker representative for working conditions for improving working condition
Routinely monitor the gender pay gap to achieve equal remuneration for men and women	In line with ICIL's Equal Opportunity Policy, pay equity is ensured through fair, transparent, and non-discriminatory compensation practices. The Company prohibits any form of wage discrimination on the basis of age, gender, caste, creed, religion, marital status, disability, ethnicity, sexual orientation, or any other characteristic protected by law. ICIL conducts structured and periodic compensation reviews to maintain internal parity and ensure that employees performing similar roles with comparable skills, experience, and responsibilities receive equal pay for equal work. Compensation decisions—including recruitment offers, annual increments, promotions, and rewards—are made solely on objective factors such as merit, capability, performance, and role requirements. This approach reinforces ICIL's commitment to equitable, inclusive, and bias-free workplaces, ensuring that all employees are compensated fairly while upholding the principles of diversity, inclusion, and zero discrimination.
Expand social protection coverage for workers beyond public programs	Employees are covered under company-sponsored benefits such as medical insurance, accidental insurance, and wellness programs, in addition to applicable statutory social security schemes, ensuring comprehensive coverage beyond regulatory requirements. Further, on-call doctors and ambulance services are available at both manufacturing facilities. ICIL also operates dedicated ambulances equipped with doctors, nursing staff, and essential medicines in the plant regions, with four ambulances in Kolhapur and one in Bhilad.
Ensure employees are taking their paid annual leave entitlements	HR teams monitor and encourage employees to avail their annual leave for well-being and work-life balance.
Provide training or reskilling to mitigate negative effects of industrial or climate transition changes	ICIL invests in training and reskilling programs, including digital upskilling, functional capability building, and sustainability related training. Initiatives prepare employees to adapt to industry shifts and technological advancements.

❖ Discrimination and Harassment @ Indo Count

Indo Count is committed to fostering an inclusive and respectful workplace, free from any form of discrimination and harassment — sexual or non-sexual. We recognize the dignity of every individual and ensure equal treatment irrespective of race, colour, caste, religion, gender, age, disability, nationality, sexual orientation, marital status, or any other protected characteristic.

The Company maintains a zero-tolerance stance toward discriminatory behaviour, bullying, intimidation, sexual harassment, or any conduct that creates a hostile work environment. Confirmed violations result in corrective and disciplinary action, up to and including termination, in line with Company policy and applicable laws.

All employees are encouraged to report concerns or incidents without fear of retaliation. Complaints of discrimination or harassment are handled confidentially and through the defined escalation and grievance mechanism, including the reporting manager, Corporate HR, and designated reporting channels (Code of Conduct mailbox / Whistleblower mechanism). All complaints are investigated thoroughly and fairly within defined timelines.

To reinforce workplace expectations, Indo Count provides mandatory training and sensitisation programmes on anti-discrimination, anti-harassment and respectful workplace conduct for all employees.

Indo Count remains committed to building a work culture rooted in diversity, dignity, respect, fairness, and equal opportunity, ensuring a safe and supportive environment for every member of our workforce.

❖ **Total Workforce (permanent+ other than permanent)**

Parameter	FY 2023	FY 2024
Employees	1,124	1,218
Workers	6318	5942

❖ **Workforce Breakdown: Gender**

Diversity Indicator	FY 2024	Target
Female share of total workforce (%)	16%	20% by 2028
Females in all management position including senior, middle and junior management position (as % of total management workforce)	9%	
Females in junior management position (as % of total junior management positions)	10%	
Females in top management position, i.e., maximum two levels away from the CEO or comparable positions	9%	
Females in management positions in revenue-generating functions as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	22%	
Share of women in STEM-related positions (as % of total STEM positions)	5%	

❖ **Gender Pay Indicators**

Pay parity ensures that individuals performing comparable work receive equal compensation, regardless of gender, race, or any other demographic factor. Its purpose is to eliminate wage gaps and promote a fair, inclusive workplace where pay is determined by skills, responsibilities, and performance rather than personal attributes. The Company is committed to upholding gender pay equity and ensures that employee compensation is aligned with their experience and qualifications in an equitable manner

Employee Level	Average Women Salary (INR)	Average Men Salary (INR)
Executive level (base salary only)	52,80,000	5,26,84,134
Executive level (base salary + other cash incentives)	52,80,000	5,26,84,134
Management level (base salary only)	15,94,028	22,00,837
Management level (base salary + other cash incentives)	15,94,028	22,00,837
Non-management level (base salary only)	4,28,787	5,01,838
ICIL Equal pay assessment data have been third-party verified		

❖ **Freedom of Association**

Indo Count steadfastly upholds the principles of freedom of association and collective bargaining. We create an atmosphere wherein our employees are encouraged to express their views openly, join associations, and negotiate collectively. This firm commitment fortifies our belief in teamwork and mutual respect, fostering a productive, harmonious workplace. This reporting year 41 % of our permanent workforce (employees and workers) are represented by an independent trade union or by collective bargaining agreements

❖ **Workforce breakdown: Nationality**

During FY 2024–25, 100% of ICIL’s employees were Indian nationals.

Note: As an organization, almost all of our operations and workforce are based in India. Owing to the nature of our operations, the demographic makeup of our workforce is predominately Indian, which provides limited diversity related to racial, ethnic, or nationality aspects compared to organizations with a more global presence. India is home to an immense diversity within its boundaries, with over 2,000 distinct ethnic groups and more than 1,600 spoken languages. However, these classifications differ from the commonly utilized classifications of 'race' or 'ethnicity' seen in many countries. Therefore, providing a racial or ethnic breakdown according to typical global standards would not yield meaningful data due to these cultural differences. Furthermore, self-identification of caste, religion and language is prohibited by law and considered a discriminatory practice in India, in professional and social contexts. Our focus remains on ensuring geographical diversity across various states and ensuring representation from different backgrounds, cultures, and experiences within India. We remain committed to building an inclusive and diverse workforce on the basis of merit and capability.

Human Rights

At ICIL, we are dedicated to upholding ethical standards and respecting human rights across our entire value chain. We honor the human rights of all stakeholders, including every ICIL employee, trainees, part-time and contractual workers across our business units, as well as entities we control or hold majority interests in. Additionally, we ensure that our partners within the value chain comply with these principles.

To safeguard human rights, we have established a comprehensive framework of due diligence and ongoing monitoring through mechanisms such as grievance redressal, our POSH policy, and Supplier Code of Conduct. We actively invite stakeholders to report any human rights concerns, which we commit to addressing swiftly and effectively.

❖ **Human rights Assessment, due diligence and mitigation**

S.No	Category	A. % of total assessed in last three years	B. % of total assessed (column A) where risks have been identified	C. % of risk (column B) with mitigation actions taken
1	Own Operations (including Joint Ventures where the company has management control)	100%	0	0
2	Contractors and Tier 1 Suppliers (as a % of contractors or Tier I Suppliers)	75%	32%	100%
3	Joint Ventures (including stakes above 10%) (as a % of joint ventures)	ICIL does not have any Joint Ventures		

As a company committed to ethical and responsible business practices, Indo Count Industries Limited (ICIL) upholds a robust human rights due diligence framework to identify, assess, and mitigate potential risks across its operations and value chain. This process extends to new business relationships—including mergers, acquisitions, and partnerships—where potential human rights impacts are carefully evaluated to ensure alignment with the company’s ethical standards.

ICIL conducts periodic third-party SMETA (Sedex Members Ethical Trade Audits) across 100% of our manufacturing plants, in addition to regular internal assessments and risk reviews. These audits are aligned with the UN Guiding Principles on Business and Human Rights (UNGPs), the ETI Base Code, and applicable national labour standards, ensuring that the company maintains transparency and accountability in its human rights performance.

Our due diligence process covers key human rights issues such as forced labour, human trafficking, child labour, discrimination, freedom of association, collective bargaining, and equal pay. We actively engage with employees, migrant workers, third-party

employees, indigenous people, and local communities to ensure their perspectives are integrated into our risk identification and management efforts.

In addition to the company-wide grievance mechanism outlined in ICIL’s Human Rights Policy, an on-site Grievance Redressal Committee (GRC) is in place to promptly address concerns and safeguard worker welfare.

Based on the human rights risk assessment conducted for ICIL’s own operations during the reporting period, no actual or potential adverse human rights impacts were identified. Accordingly, no new mitigation or remediation plans were required for own operations.

For suppliers, ICIL applies a risk-based mitigation approach. Suppliers scoring below the defined ESG and human rights thresholds were issued Corrective Action Plans (CAPs) along with targeted capacity-building guidance addressing identified gaps related to labor practices, occupational health and safety, business ethics, and grievance mechanisms.

In addition, selected suppliers scoring above the overall threshold were provided corrective actions at parameter level as a preventive risk-management measure to reduce the likelihood of potential human rights impacts. ICIL supports suppliers through remote guidance, structured capacity-building materials, and follow-up monitoring to strengthen human rights and ESG performance over time.

This approach ensures continuous improvement across the supply chain while mitigating potential human rights risks, particularly in areas such as labor standards, health and safety, and ethical conduct.

Key material issues identified include labour and working conditions, fair wages, equal opportunity, health and safety, and supply chain transparency. These are continuously monitored to ensure our commitment to protecting and promoting human rights at every level of our business.

Indicator	Values
Child Labor	Indo Count maintains a zero-tolerance approach to child labor across all operations and supply chains. A strict Code of Conduct and Human Rights Policy prohibit the engagement of anyone below the legally permitted working age, and mandatory age verification through Aadhaar or valid Government ID is enforced for all individuals entering Company premises—including employees, contract workers, trainees, and visitors. Regular audits and compliance checks are conducted to ensure full legal adherence across factories and suppliers, and no minor is permitted to work or enter the workplace under any circumstance. Through these preventive controls and continuous monitoring, Indo Count ensures an ethical, legally compliant, and safe work environment while supporting initiatives that promote education and well-being for vulnerable children
Forced Labor	Forced labor undermines workers' rights and raises significant ethical concerns. To combat this, we enforce a comprehensive code of conduct that bans forced labor, supported by regular audits and inspections to identify and eradicate any such practices. Additionally, we have established anonymous reporting channels to empower workers to safely report any labor-related issues without fear of reprisal.
Discrimination and harassment	Discrimination and harassment, whether based on race, gender, religion, or other factors, directly violate the principle of equal treatment. To foster a fair and inclusive environment, we have introduced robust anti-discrimination and harassment policies and training programs. These are complemented by a strong grievance redressal system and regular audits to identify and address cases of discrimination and harassment.
Health and safety	Health and safety risks arise from hazardous working conditions, inadequate safety protocols, and exposure to dangerous substances, potentially leading to injuries, illnesses, or fatalities. To mitigate these risks, we regularly inspect machinery, enforce strict safety protocols, and provide appropriate protective gear. Additionally, we offer comprehensive employee safety training, ensure access to healthcare services, and maintain ISO 45001:2018 certification across all plants to safeguard a safe and healthy work environment.

Indo Count Industries Ltd. strictly adheres to all applicable labor laws, statutory Acts, rules, and government notifications, including but not limited to the Factories Act, Minimum Wages Act, Payment of Wages Act, Industrial Employment (Standing Orders) Act, Contract Labor (Regulation & Abolition) Act, Equal Remuneration Act, POSH Act, and other regulations governing workplace safety, welfare, employment conditions, and human rights.

To ensure full compliance, the Company has established all statutory committees mandated under law and internal governance. These committees function to ensure fairness, transparency, and the protection of stakeholder rights across all units.

Human Capital Management

❖ Training and Development Inputs

Indicator	FY2024
Average hours per FTE of training and development	10 hours
Average amount spent per FTE on training and development	INR 1158

Training Data breakdown (FY 2024-25)

By Age Group	Total Hours
<=30	2391
31-40	4181
41-50	3248
>50	1347
By Gender	
Female	1592
Male	9604
By Management Level	
Junior	8124
Middle	2865
Senior	174
Top Management	4
Type of training	
Behavioral Event Interview, Campus to Corporate, Communication Skills, Customer Delight, Excel Skills, Financial and Tax Planning, First Aid, Health ,Safety & Environment, Induction, ISO Internal Audit Training, KPI Setting, Labor Law, Management Development Program, Manufacturing Excellence, Mold Prevention Training, Motivation, POSH IC Training, Power BI, Presentation Skills, Result Orientation, Safety & Environment Statutes Overview, Textile Titans, Time Management, Work Life Balance, Workplace Safety Training	

Indo Count continued to strengthen its Training and Development ecosystem through a structured blend of technical, behavioral, leadership, and functional learning initiatives. The IC-Ignite program was launched to build talent from the ground up, inducting fresh graduates through comprehensive sessions with senior leadership, functional heads, plant visits, SAP system training, and a ‘Campus to Corporate’ module focused on essential professional skills. Continuous learning was further enhanced through IC Gurukul, which promoted reading habits via the IC Book Club and delivered learning interventions including Work–Life Balance sessions, intermediate Excel training, Customer Delight workshops, PowerPoint training, safety management training, Gemba Kaizen workshops under Manufacturing Excellence, and Behavioral Event Interview (BEI) training for managers. Senior leaders also participated in outbound development programs designed to strengthen collaboration, problem-solving, and team effectiveness. Together, these programs supported capability building across levels, improved operational excellence, and reinforced a culture of continuous learning, skill enhancement, and employee development across the organization. During FY 2024–25, 100% of ICIL’s employees were Indian nationals.

❖ Employee Development Programs

Indo Count fosters a continuous learning culture through structured development programs designed to enhance employee capability and workplace integration.

Program	Description
Learning methods (externally/internally) offered for employee development	
Coaching or Mentorship	The IC Ignite – GET/MT Development Program assigns each Graduate Engineer Trainee/Management Trainee a dedicated Mentor to provide professional guidance and support during the transition from campus to corporate life. Mentor–Mentee reviews are conducted quarterly to enable performance feedback, skill development, and career alignment. In addition, the Buddy Program for Laterals ensures smooth assimilation of lateral hires, where each new joiner is paired with a Buddy for the first three months to provide workplace support, onboarding assistance, and role familiarization

Teams and Networks (e.g. Employee Resource Groups)	To deepen collaboration and shared learning, Indo Count has established the IC Book Club, a dedicated employee network that facilitates curated reading sessions, discussions, and peer-learning forums. The initiative promotes communication, idea exploration, and cross-functional learning, contributing to both personal development and organizational knowledge enrichment.
Type of program offered for employee development	
Leadership development program	Under the IC Gurukul Academy, Indo Count is designing and implementing competency-based leadership journeys for identified IC INSPIRE talent groups across Junior Managers, Middle Managers, and Senior Business Leaders. These programs combine classroom learning, outbound interventions, virtual modules, and assessment-center feedback to build strategic thinking, people leadership, and decision-making skills, ensuring a strong internal leadership pipeline.
Cultural education	Aligned to Indo Count’s commitment to nurturing an open and collaborative workplace culture, IC Aarambh (quarterly common induction) provides every new hire with consistent exposure to the company’s values, cultural expectations, and ways of working. Initiatives such as the IC Book Club further enhance cultural learning by promoting knowledge sharing, communication, and cross-functional interaction, deepening employees’ connection to the organisation’s identity.
Digital transition program	To support the company’s digital transformation roadmap and upskilling our workforce, capability-building initiatives have been rolled out across business functions. Employees have been trained on SAP HANA, Power BI, MS Excel, Factory Connect, and digital HR platforms. In addition, the implementation of EPIC — Indo Count’s integrated HRIS — is enabling digital workflows and AI-enabled self-service processes, equipping employees to adopt technology confidently and strengthening a data-driven work culture.
Disclosure of the quantitative business impact of any of the programs mentioned	The Company has implemented shop floor-led employee development initiatives focused on building operational capability and a culture of continuous improvement. Programs such as 5S, Kaizen, and hands-on shopfloor training encourage employee ownership, problem-solving, and accountability. These initiatives strengthen process discipline, collaboration, and operational consistency, supporting sustainable manufacturing excellence and long-term operational effectiveness

Together, these learning mechanisms create a supportive and engaging development ecosystem that accelerates professional growth, strengthens retention, and enhances organizational capability.

❖ **Human Capital Return on Investment**

	FY 2021 (INR)	FY 2022 (INR)	FY 2023 (INR)	FY 2024 (INR)
Total Revenue	28,05,95,00,000	27,83,59,00,000	33,32,31,00,000	37,71,64,98,000
Total Operating Expenses	24,90,93,00,000	24,94,31,00,000	29,47,44,57,000	34,97,81,06,000
Total Employee Related Expenses	1,70,98,00,000	2,34,63,00,000	2,80,31,77,000	3,25,76,76,000
HC ROI	2.84	2.23	2.37	1.84
Total Employees	2,215	3526	3626	3627

❖ Hiring

Particulars	FY 2021	FY 2022	FY 2023	FY 2024
Total number of new employee hires	215	126	231	292
Percentage of open positions filled by internal candidates (internal hires)	-	-	3%	0
Average hiring cost/FTE Currency: INR	33,960	28,113	5,181	13,515

Hiring (Breakdown) & Average Hiring Cost

FY	Female		Male		Grand Total	Average Hiring Cost (INR)
	Count	%	Count	%		
2021-22	38	20.65	121	79.35	184	33,960
2022-23	12	10.00	146	90.00	120	28,113
2023-24	38	16.45	193	83.55	231	5,181
2024-25	59	20.21	233	79.79	292	13,515

Hiring (Management Level & Age Group)

	Financial Year - 2024-25				
	Female		Male		Grand Total
	Count	%	Count	%	
Levels					
Junior Management	52	23.74	167	76.26	219
Middle Management	7	13.46	45	86.54	52
Senior Management	-	-	18	100	18
Top Management	-	-	3	100	3
Grand Total	59		233	79.92	292

	Financial Year - 2024-25				
	Female		Male		Grand Total
	Count	%	Count	%	
Age Group					
18 to 26 years	23	39.66	35	60.34	58
27 to 42 years	32	17.58	150	82.34	182
43 to 58 years	4	7.84	47	92.16	51
59 to 77 years			1	100	1
Grand Total	59	20.21	233	79.79	292

❖ Employee Performance Appraisal

ICIL follows a Management by Objectives (MBO) framework and a multidimensional performance appraisal system, supported by a robust online performance management platform implemented for all permanent employees (excluding workers). This platform enables annual performance reviews, periodic evaluations, and agile communication, ensuring continuous feedback through Agile conversations.

As a KPI-driven organization, ICIL conducts annual performance appraisals focused on clear goal alignment and accountability. At the beginning of each year, employees define their individual goals and targets, which are reviewed and approved by their respective managers or team leads through the online portal. At year-end, performance is assessed through self-evaluations followed by managerial reviews. The consolidated assessment forms the basis for appraisals, promotions, and merit-based increments.

❖ Employee Support Programs

Employee Benefits

Workplace Stress Management - As part of ICIL's commitment to employee well-being and workplace stress management, specially designed workshops on Mindfulness for Working Women were organised across Mumbai, Kolhapur, and Bhilad locations. These sessions focused on emotional balance, stress awareness, work-life integration and building resilience in daily professional and personal responsibilities. The workshops received strong participation and created a safe space for women employees to reflect, learn practical mindfulness techniques, and enhance overall mental well-being. This initiative forms a key component of ICIL's broader wellness and inclusion agenda.

Sports & health initiatives

Annual Sports Day – Kolhapur

ICIL hosted its Annual Sports Day at the Kolhapur facility, featuring events such as volleyball, badminton, running races, tug of war, relay races, and shot put. The initiative saw enthusiastic participation across departments, fostering teamwork, employee engagement, and improved physical well-being.

Annual Cricket Tournament – Bhilad

The Bhilad location hosted its Annual Cricket Tournament, a highly anticipated event fostering sportsmanship, healthy competition, and inter-department collaboration.

Indoor Sports – Thane Office

ICIL partnered with Decathlon to organize a series of indoor sports competitions at the Thane corporate office, including carrom and chess competitions.

Health, Wellness & Preventive Care Programs

Medical Check-Up Camps - Regular medical and health screening camps were organized for all employees & workers, emphasizing preventive healthcare, early detection, and overall well-being.

Blood Donation Drive - ICIL conducted blood donation camps at both the Spinning Factory and the Home Textile (HT) Kagal factory. These drives supported community health services and encouraged employee participation in life-saving initiatives.

Stress Management & Mindfulness Workshops - Specially curated sessions were conducted on Mindfulness for Working Women across Mumbai, Kolhapur, and Bhilad locations. These workshops focused on stress reduction, emotional resilience, work-life balance, mindful decision-making and mental wellness

Safety and Ergonomics Awareness - As part of Manufacturing Excellence, frequent sessions were held throughout the year on safe work practices, PPE usage, ergonomic posture, hazard awareness and workplace hygiene. These programs help reduce fatigue, promote physical health, and ensure a safe working environment.

Through ongoing sports, cultural, environmental, and wellness initiatives, ICIL continues to strengthen employee engagement and morale, enhance teamwork and collaboration, support mental well-being and stress reduction, and encourage physical fitness and preventive health. These efforts contribute to building a vibrant, inclusive, and positive workplace culture rooted in shared values and environmental responsibility.

Working condition

ICIL recognizes that healthy and positive working conditions are essential for employee well-being, productivity, and long-term business performance. To support work-life balance, the Company offers flexible attendance practices, including:

- Late coming allowance of up to 3 instances per month (up to 2 hours delay).
- Daily flexibility of up to 10 minutes late arrival.
- Early departure permitted up to 2 times per month with prior approval.

Where operationally feasible, ICIL also supports remote working arrangements, ensuring flexibility without compromising efficiency.

Family Benefits

ICIL provides a supportive and family-friendly workplace through well-equipped childcare facilities at its plants, allowing employees to safely leave their children during work hours. Designated breastfeeding and lactation rooms offer privacy and comfort for nursing mothers. The Company provides 26 weeks of paid maternity leave for primary caregivers in line with statutory requirements, along with paid paternity leave of two days and an additional month of extended leave for mothers where required. These measures collectively ensure that employees have access to essential support and flexibility during key family milestones.

❖ **Employee Turnover Rate**

Particulars	FY 2021	FY 2022	FY 2023	FY 2024
Total employee turnover rate	20.17%	16.54%	15.45%	20.17%
Voluntary employee turnover rate	20.01%	15.91%	15.35%	19.95%

Note: ICIL's employee engagement strategies have effectively maintained a lower attrition rate. Post-pandemic, there has been a slight increase in attrition, primarily in non-strategic roles, while key positions have experienced minimal turnover due to the company's focus on talent retention. ICIL is always excited to welcome and work with new talent, underscoring that turnover is not a direct indicator of productivity. From current year reporting, the reporting boundary is extended to cover both permanent employees and permanent workers leading to increased attrition rate.

Employee Turnover Rate (Breakdown: Gender)

Particulars	Op Balance		Cl Balance		Average head Count	Attrition Rate	
	Male	Female	Male	Female		Male	Female
Permanent Employees	973	104	1037	130	1122	16.81	28.20
Permanent Workers	2450	182	2382	169	2592	20.19	33.68

Employee Turnover Rate (Breakdown: Age, Management Level)

Particulars	New Joinee		Left	
	Male	Female	Male	Female
Permanent Employees	233	59	169	33
Permanent Workers	420	46	488	59
Age Group				
18 to 26 years	35	23	19	8
27 to 42 years	150	32	83	23
43 to 58 years	47	4	61	2
59 to 77 years	1	-	6	-
Management Levels				
Junior Management	167	52	117	28
Middle Management	45	7	33	5
Senior Management	18	-	17	-
Top Management	3	-	2	-

Environment Health and Safety (OHS)

❖ Environment Health and Safety Program

1. EHS Risk and Hazard Assessments

Our EHS program initiates thorough risk and hazard assessments to identify potential dangers within the workplace. These assessments are conducted periodically, covering all operational areas, including machinery, processes, and employee practices, to ensure timely identification of risks. The company performs an in-depth internal safety audit to address Environment Health and Safety (EHS) risks. Departmental Heads, selected for their expertise in safety and risk management, lead a comprehensive review of all operations, encompassing routine and non-routine activities, machinery, and product safety. The audit also evaluates past incidents, medical records, and adherence to legal and policy standards.

The team identifies a range of hazards—physical, mechanical, biological, chemical, and psychological—and prioritizes them using a significance Index formula. Risks with high significance scores are managed with heightened controls. The audit outcomes are reviewed annually, ensuring continuous monitoring and updating of safety measures to tackle emerging challenges, thereby sustaining a safe and compliant workplace.

2. Prioritization and Integration of Action Plans

Following the Integrated Management System (IMS) review, each risk is rated on a scale of 1-5 (with 5 being very severe and 1 being minor). The same scale is applied for assessing the occurrence and detection ratings of the risks. Once risks are identified, they are prioritized, and targeted action plans with clearly defined and quantified goals are integrated into our strategy. These action plans are systematically designed to mitigate or eliminate the identified hazards, with the primary focus on protecting employee health and safety. Progress toward achieving these goals is regularly monitored and reviewed to ensure continuous improvement.

3. Integration of actions to prepare for and respond to emergency situations.

ICIL has an established Emergency Preparedness and Response system designed to safeguard employees, contractors, and visitors across all operational sites. Each facility conducts periodic risk assessments and maintains a site-specific Emergency Response Plan outlining roles, communication protocols, evacuation routes, and response procedures for scenarios such as fire, chemical spills, electrical hazards, natural disasters, and medical emergencies.

Trained Emergency Response Teams—including Fire Wardens, First Aiders, and Evacuation Marshals—are deployed at all sites. Regular fire drills, evacuation exercises, spill simulations, and first-aid/CPR training are conducted, with post-drill evaluations used to improve response effectiveness.

All facilities are equipped with emergency infrastructure including fire suppression systems, fire extinguisher, fire hydrants, alarms, spill kits, first-aid rooms, marked escape routes, and emergency lighting, supported by routine preventive maintenance. Clear signage, emergency contact displays, toolbox talks, and safety communication help maintain awareness.

ICIL also coordinates with external agencies such as fire services, hospitals, and local authorities to support rapid response when needed. All incidents and near-misses undergo structured investigation and root-cause analysis, with corrective and preventive actions integrated into continuous improvement efforts.

4. Progress Evaluation

ICIL measures progress using quantified OHS KPIs, including LTIFR, Severity Rate, Fatalities, and Near-Miss Closure Rate. Performance is benchmarked against internal targets and year-on-year trends. To assess the effectiveness of our EHS initiatives, we consistently evaluate our progress in mitigating or preventing health issues and risks. These evaluations are measured against pre-established targets, with the results thoroughly documented and analyzed to guide future EHS strategies. We foster a culture of vigilance by conducting regular departmental supervision to maintain a safe work environment, quickly identify unsafe practices, and ensure the prompt implementation of preventive measures.

5. Internal Inspections

Regular internal inspections are conducted under the IMS framework across 100% of manufacturing sites. These include monthly housekeeping checks, quarterly EHS audits, machinery safety inspections, PPE compliance verification, and process-specific checklists. Inspection findings are documented in the IMS portal and are closed within defined timelines based on risk criticality.

6. Independent External Verification

We have conducted SMETA audits across all our plants to assess and enhance our labour, health and safety, environmental, and ethics standards. To uphold the highest standards in Environment Health and Safety, ICIL engages in independent external verification and has implemented the Environment Health and Safety Management System across all manufacturing plants, sites, and offices. Our health and safety management system aligns with the International Standard for Environment Health and Safety, with our manufacturing plants certified under ISO 45001:2018.

7. Investigation of Work-Related Incidents:

Every incident, including near misses, undergoes thorough investigation to uncover root causes and implement corrective actions. Serious or potentially serious incidents trigger detailed inquiries, with findings and lessons learned shared organization-wide to prevent future occurrences.

8. EHS Training and Awareness:

We prioritize fostering a safety-conscious culture by providing comprehensive EHS training to all employees and relevant stakeholders. This training covers hazard awareness, safe practices, and proactive steps to mitigate health and safety risks. Regular refresher courses ensure ongoing effectiveness, with notable training coverage of 100 % achieved in the last Financial Year, benefiting a significant percentage of our permanent employees and workers.

9. EHS Criteria in Procurement and Contracts:

Our procurement processes and contracts incorporate stringent EHS criteria, requiring suppliers and contractors to adhere to our health and safety standards. Compliance with these criteria is mandatory for all business partnerships, ensuring a consistent commitment to safety across all operations.

This EHS program embodies ICIL's dedication to maintaining a safe and healthy work environment. Through systematic risk identification, clear target setting, and continuous improvement via training, inspections, and external verification, we strive to uphold the highest standards of Environment Health and Safety.

❖ **Fatalities**

Particulars	FY 2021	FY 2022	FY 2023	FY 2024
Employees	-	0	0	0
Contractors	-	0	0	0

❖ **LTIFR**

Particulars	Unit	FY 2021	FY 2022	FY 2023	FY 2024
Employees	n/ million hours worked	-	1	0	0
Coverage	%	100	100	100	100
Contractors	n/ million hours worked	1	1	1	0
Coverage	%	100	100	100	100

Note: LTIFR for employees and contractors have been third party verified

Customer Relations

❖ **Online Strategies & Customers Online**

ICIL operates primarily on a Business-to-Business (B2B) model, a strategy that distinguishes its online services from those offered by companies following a more traditional business-to-Consumer (B2C) model. In this B2B framework, ICIL's operations are designed to serve businesses rather than individual customers, subsequently shaping its online platform's function and structure.

A significant portion of ICIL's sales, surpassing 95%, is based on the B2B model. Keeping pace with the digital era, ICIL also employs online customer portals as well as third-party aggregators for receiving orders from its business clients. This approach does not only enhance the accessibility and efficiency of its services but also provides a seamless order processing scenario for its clients.

❖ Customer Satisfaction Measurement

The respondents of survey conducted for FY24-25 reported being satisfied or very satisfied, with an average satisfaction rating of 4.6/5 and 100% stated they would recommend Indo Count to other business partners. Feedback highlighted strengths in product quality, customer service responsiveness, innovation, and sustainability leadership. Improvements requested focused on shorter lead times and increased flexibility in minimum order quantities.

ICIL will continue conducting periodic customer satisfaction assessments and use results to inform continuous improvement and customer experience initiatives.

❖ Ethical Marketing and Advertising

Indo Count has adopted a Board-approved Ethical and Responsible Marketing Policy outlining commitments to truthful communication, responsible advertising, avoidance of exaggerated claims, and protection of vulnerable audiences. [Ethical-and-Responsible-Marketing-Policy.pdf](#)

❖ Brand Management Metrics

Indo Count conducted a dedicated Sustainability Brand Perception Survey in FY 2024-25 with global key accounts. The survey included targeted sustainability metrics including perception of environmental responsibility, sustainable product offerings, transparency, and sustainability influence on purchasing decisions.

Key results from the most recent survey show:

- 100% of respondents perceive ICIL as more sustainable than comparable textile manufacturers
- 100% indicated that our sustainability practices positively influence their purchase decisions
- 100% stated they would continue sourcing from Indo Count because of sustainability performance
- The average brand sustainability perception rating was 4.29/5

Based on these insights, Indo Count has set a formal target to increase the Sustainability Perception Score to 4.5/5 and retain a minimum of 90% positive influence on buying decisions by FY 2025–26.

The survey findings are used to guide product development, sustainability communication strategy, and customer engagement programs.

Privacy Protection

❖ Data Privacy and Protection

ICIL is committed to safeguarding personal and sensitive information in line with the Digital Personal Data Protection (DPDP) Act, 2023. Our Board-approved Data Privacy Policy applies across all operations and third-party engagements, outlining clear processes for data collection, use, storage, sharing, and deletion.

To ensure compliance, we maintain strong security controls including encrypted data transfer, restricted access, secure storage, periodic backups, and internal monitoring. Employees handling personal data receive regular awareness and compliance training.

A designated Data Protection Representative oversees policy implementation and grievance resolution, and disciplinary action is enforced in cases of misuse or non-compliance. Stakeholders may report concerns at helpdesk@indocount.com.

ICIL continues to strengthen data governance through continuous review, training, and integration of privacy safeguards across systems and processes. ICIL conducts internal audit of the Privacy Policy Compliance. Every year ICIL conducts internal and third-party audits of the privacy policy compliance

❖ **Customer Data Privacy Statement**

Indo Count Industries Limited upholds strong data protection standards through its Board-approved Data Privacy Policy, which governs how sensitive information is handled across the business. At present, Indo Count does not collect, track, or process personal customer data as part of its operating model, and therefore no customer-level data is stored, shared, or used for secondary purposes.

While customer opt-in/opt-out mechanisms and data access, correction, transfer, or deletion processes are not applicable in the current context, the company maintains a robust privacy governance framework aligned with regulatory expectations. This framework ensures that safeguards, controls, and responsible data management practices are already established should the operational need for customer-level data collection arise in the future.

Indo Count remains committed to transparency, responsible data handling, and continuous protection of stakeholder information.

Annexure

1. Certifications

1.1 HIGG vFEM Certificate – Kagal T3 and T4

Certificate of Completion 2024

Hereby certifies that

Indo Count Industries Ltd (Home Textiles Division) – Kagal T3

Has completed **HIGG FEM VERIFICATION**

Worldly ID: 23392

OS ID: IN2024192D2DMB6



Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.

Assessment Scope: As identified in Higg FEM Verification Protocol.

Verifying Body: **BluWin Limited**

Colin Browne
Chief Executive Officer
Cascale

Cascale (formerly Sustainable Apparel Coalition) 1714 Franklin St. #100-272, Oakland, CA 94612



Certificate of Completion 2024

Hereby certifies that

Indo Count Industries Ltd (Home Textiles Division) – Kagal T4

Has completed **HIGG FEM VERIFICATION**

Worldly ID: 174789

OS ID: IN2023364JP3CTW



Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.

Assessment Scope: As identified in Higg FEM Verification Protocol.

Verifying Body: **BluWin Limited**

Colin Browne
Chief Executive Officer
Cascale

Cascale (formerly Sustainable Apparel Coalition) 1714 Franklin St. #100-272, Oakland, CA 94612



1.2 HIGG vFEM Certificate – Gokul

Certificate of Completion 2024

Hereby certifies that

Indo Count Industries Ltd (Home Textiles Division) – Gokul DI

Has completed **HIGG FEM VERIFICATION**

Worldly ID: 23414

OS ID: IN2024192GXVK17



Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.

Assessment Scope: As identified in Higg FEM Verification Protocol.

Verifying Body: **BluWin Limited**

Colin Browne
Chief Executive Officer
Cascale

Cascale (formerly Sustainable Apparel Coalition) 1714 Franklin St. #100-272, Oakland, CA 94612



1.3 HIGG vFEM Certificate – Bhilad

Certificate of Completion 2024

Hereby certifies that

INDO COUNT INDUSTRIES LIMITED

Has completed **HIGG FEM VERIFICATION**

Worldly ID: 25907

OS ID: IN20201911BZBJE



Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.

Assessment Scope: As identified in Higg FEM Verification Protocol.

Verifying Body: **BluWin Limited**

Colin Browne
Chief Executive Officer
Cascale

Cascale (formerly Sustainable Apparel Coalition) 1714 Franklin St. #100-272, Oakland, CA 94612



1.4 ICIL- ZDHC




Verification of Achievement

Based on document desktop review,
this document acknowledges

Indo Count Industries Ltd

A474PY18

has completed Supplier to Zero (Level 2) on 16.10.2025 according to the Progressive level requirements - The document desktop review was conducted and supervised by ZDHC (various).*



Frank Michel
ZDHC
Executive Director

11266-2746-7EC
Document Control
Number

Powered by IMPLEMENTATION  *Acknowledgement valid until 16th October 2026

1.5 ISO 14001: 2015- Kagal & Gokul



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

Indo Count Industries Limited

has been registered by Intertek as conforming to the requirements of:

ISO 14001:2015

Scope of the certification:
Design, Manufacturing and Support Functions Related to Home Textiles (Fabric, Sheets, Fashion Bedding, Top of The Bed, Institutional Bedding, Hospitality Bedding and Utility Bedding).

The certification covers:
Central Functions: Main Site: Site 1: T-3 & T-4, Five star MIDC, Hathkanangale, Kagal, Kolhapur - 416236, Maharashtra, India
Scope: Design, Manufacturing and Support Functions Related to Home Textiles (Fabric, Sheets, Fashion Bedding, Top of The Bed, Institutional Bedding, Hospitality Bedding and Utility Bedding).

Indo Count Industries Limited site # 2: Made-up Division, Plot No. D-1 MIDC, Gokul Shirgaon, Kolhapur - 416234, Maharashtra, India
Design, Manufacturing and Support Functions Related to Home Textiles (Fabric, Sheets, Fashion Bedding, Top of The Bed, Institutional Bedding, Hospitality Bedding and Utility Bedding).

Certificate Number:
0075818

Initial Certification Date:
20 May 2018

Date of Certification Decision:
22 February 2024

Issuing Date:
22 February 2024

Valid Until:
19 May 2027




Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park,
Victory Road, Derby DE24 8Z7, United Kingdom






CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

INDO COUNT INDUSTRIES LIMITED

Main Site: 191-192, Mahala Falla, Village Bhilad, Tal. Umbergaon, Dist. Valsad - 396105, Gujarat, India

has been registered by Intertek as conforming to the requirements of:

ISO 14001:2015

The management system is applicable to:
Design, Manufacturing and support functions related to Home textiles (Fabric, sheets, Fashion Bedding Top of the Bed, institutional bedding and Utility bedding).

Certificate Number:
0144844

Initial Certification Date:
16 March 2023

Date of Certification Decision:
16 March 2023

Issuing Date:
16 March 2023

Valid Until:
15 March 2026




Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park,
Victory Road, Derby DE24 8Z7, United Kingdom
Intertek Certification Limited is a UKAS
accredited body under schedule of
accreditation no. 014.




Intertek Certification Limited is a UKAS accredited body under schedule of accreditation no. 014.
In the issuance of this certificate, Intertek assumes no liability to any party other than to the Client, and that only in accordance with the agreed upon Certification Agreement. This certificate is valid only if the organization maintaining their system in accordance with Intertek's requirements for system certification. Validity may be confirmed via email at certificate.validation@intertek.com or by scanning the code to the right with a smartphone.
The certificate remains the property of Intertek, to whom it must be returned upon request.
07-603 18300_30310-UKAS-EN-6184-Rev-21



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1.6 ISO 45001: 2018- Kagal & Gokul

intertek
Total Quality Assured.

CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

Indo Count Industries Limited

has been registered by Intertek as conforming to the requirements of:

ISO 45001:2018

OHSAS 18001:2007 certified from 04 May 2017 to 16 April 2020.

Scope of the certification:
Design, Manufacturing and Support Functions Related to Home Textiles (Fabric, Sheets, Fashion Bedding, Top of The Bed, Institutional Bedding, Hospitality Bedding and Utility Bedding).

The certification covers:

Central Function: Main Site: Site 1: T-3 & T-4, Five star MIDC, Hathkanangale, Kagal, Kolhapur - 416236, Maharashtra, India
Scope: Design, Manufacturing and Support Functions Related to Home Textiles (Fabric, Sheets, Fashion Bedding, Top of The Bed, Institutional Bedding, Hospitality Bedding and Utility Bedding).

Indo Count Industries Limited of site # 2: Made-up Division, Plot No. D-1 MIDC, Gokul Shirgaon, Kolhapur - 416234, Maharashtra, India
Design, Manufacturing and Support Functions Related to Home Textiles (Fabric, Sheets, Fashion Bedding, Top of The Bed, Institutional Bedding, Hospitality Bedding and Utility Bedding).

Certificate Number: 0075820
Initial Certification Date: 20 May 2018
Date of Certification Decision: 22 February 2024
Issuing Date: 22 February 2024
Valid Until: 19 May 2027

intertek **UKAS MANAGEMENT SYSTEMS**

Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8ZT, United Kingdom

In the issuance of this certificate, Intertek assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with Intertek's requirements for systems certification. Validity may be confirmed on email at cert@intertekgroup.com or by scanning the code to the right with a smartphone. This certificate remains the property of Intertek, to whom it must be returned upon request.

intertek
Total Quality Assured.

CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

INDO COUNT INDUSTRIES LIMITED

has been registered by Intertek as conforming to the requirements of:

ISO 45001:2018

The management system is applicable to:
Design, Manufacturing and support functions related to Home textiles (Fabric, sheets, Fashion Bedding Top of the Bed, Institutional bedding and Utility bedding).

Certificate Number: 0144845
Initial Certification Date: 16 March 2023
Date of Certification Decision: 16 March 2023
Issuing Date: 16 March 2023
Valid Until: 15 March 2026

intertek **UKAS MANAGEMENT SYSTEMS**

Calin Moldovean
President, Business Assurance
Intertek Certification Limited, 10A Victory Park, Victory Road, Derby DE24 8ZT, United Kingdom
Intertek Certification Limited is a UKAS accredited body under schedule of accreditation no. 014.

In the issuance of this certificate, Intertek assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with Intertek's requirements for systems certification. Validity may be confirmed on email at cert@intertekgroup.com or by scanning the code to the right with a smartphone. This certificate remains the property of Intertek, to whom it must be returned upon request.

1.7 Internal audit Certificate of the ICIL privacy policy compliance

Internal Audit Confirmation – Data Privacy Policy Compliance

Indo Count Industries Limited
(CIN: L72200PN1988PLC068972)

Indo Count Industries Limited confirms that internal audits are conducted to assess and monitor compliance with the Company's Data Privacy Policy and applicable data protection requirements.

Scope of Review

The internal audit covers:

- Implementation of the ICIL Data Privacy Policy across operations and functions
- Compliance with data collection, use, storage, retention, and disposal requirements
- Data access controls, confidentiality safeguards, and escalation mechanisms
- Adherence to defined roles, responsibilities, and grievance redressal processes

Audit Process & Governance

- Internal audits are conducted as part of ICIL's group-wide risk and compliance management framework
- Reviews include document verification, process checks, and compliance assessments
- Any gaps identified are addressed through corrective actions and management follow-up

Audit Responsibility

The internal audit of data privacy compliance is overseen by the Internal Audit / Risk & Compliance function, in coordination with relevant internal stakeholders, as applicable.

Audit Frequency


Internal audits of data privacy policy compliance are conducted periodically in accordance with the Company's approved internal audit plan.

Confirmation

Based on the internal audit procedures performed, ICIL confirms that effective mechanisms are in place to monitor and ensure implementation of its Data Privacy Policy for Financial Year 2024-25.

For Indo Count Industries Limited
 Name: Vinod Jain
 Designation: Vice President - Finance
 Signature:

1.8 Independent Limited Assurance- Greenhouse Gas (GHG) Statement- Intertek



Independent Limited Assurance Statement to Indo Count Industries Limited on Scope 1, 2 and 3 GHG Emission.

To The Management of Indo Count Industries Limited

Introduction
Intertek India Private Limited ("Intertek") was engaged by Indo Count Industries Limited ("Indo Count") to provide an independent limited assurance for facilities under their operational control for Scope 1, 2 and 3 GHG statement. The scope of GHG statement comprises period of FY2024-25. The assurance was performed in accordance with the International Standard on Assurance Engagement ("ISAE") 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.


Objective
The objective of this limited assurance engagement was to confirm whether any objective evidence existed to suggest that Indo Count's GHG Emissions were not accurate, complete, consistent, transparent, or suggested material errors or omissions.

Intended Users
This Assurance Statement is intended to be a part of the Annual Report FY2024-25 of Indo Count Industries Limited and may be used for stakeholders including investors, regulators, and sustainability rating agencies.

Responsibilities
Indo Count is solely responsible for developing GHG statement and its presentation. Indo Count is also responsible for designing, implementing and maintenance of internal controls relevant to the preparation of GHG statement so that it is free from material misstatement, whether due to fraud or error.
Intertek's responsibility, as agreed with Indo Count, is to provide limited level assurance and express an opinion on the data and assertions in GHG statement based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope
The assurance has been provided for Scope 1, 2 and 3 GHG emission presented by Indo Count in GHG statement. The assurance boundary included data and information for the projects and operations of Indo Count sites in India (includes Kolhapur, Bhilad, Mumbai, Thane) in accordance with Greenhouse Gas Protocols Guidance. Our scope of assurance included verification of data and information on selected disclosures reported below:
The verification covered scope 1, 2 and 3 GHG emissions in 2024-25, which included the following activities:

- Scope 1: Emission from fuel and Fugitive Emissions
- Scope 2: Purchased Electricity
- Scope 3: Other indirect GHG emissions
 - Category 1- Purchased goods and services
 - Category 2- Capital goods
 - Category 3- Fuel and Energy Related Activities
 - Category 4- Upstream transportation and distribution
 - Category 5- Waste generated in operations
 - Category 6- Business travel
 - Category 7- Employee commuting
 - Category 9- Downstream transportation and distribution



Indo Count Industries Ltd. | GHG statement FY 2024-25 | Limited Assurance Statement Page 1 of 3

Assurance Criteria
Intertek conducted the assurance work in accordance with the requirements of 'limited assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement'.

A limited assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Limitations
We have relied on the information, documents, records, data, and explanations provided to us by Indo Count for the purpose of our review.
The assurance scope excludes:

- Any disclosures beyond those specified in the scope section above.
- Data and information fall outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in GHG statement.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

Methodology
Intertek performed assurance work using a risk-based approach to obtaining information, explanations and evidence that was considered necessary to provide a limited level of assurance. The verification was conducted by desk review with regard to the GHG Statement, reporting and supporting records for FY 2024-25. Data and information supporting the GHG Statement were historical in nature and proven by evidence. Our assurance task was planned and carried out from during Aug-Sep 2025. The assessment included the following:

- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data, and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by Indo Count for data analysis.
- Review of GHG related data on sample basis for the duration from 1st April 2024 to 31st March 2025 was carried out remotely through virtual interactions.
- Recalculation of GHG emissions based on the data provided.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

Conclusions
In our opinion, based on the procedure performed and evidence obtained as per the scope of this assurance engagement, the data and information provided by Indo Count, nothing has come to our attention that causes us to believe that the data and information presented in GHG emission statement is not materially correct and is not fairly represented as per Greenhouse Gas Protocols Guidance.




Indo Count Industries Ltd. | GHG statement FY 2024-25 | Limited Assurance Statement Page 2 of 3

GHG statement GHG emissions for the year 2024-25 are equal to:


Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)
1,93,142.40	90,354.2	1,67,469.8
Biogenic Carbon (tCO₂e)		1551.2
Scope 3 Category wise:		
Category 1: Purchased goods and services		1,24,311.7 tCO ₂ e
Category 2: Capital goods		1,135.0 tCO ₂ e
Category 3: Fuel and Energy Related Activities		26,495.6 tCO ₂ e
Category 4: Upstream Transportation and Distribution		4,299.6 tCO ₂ e
Category 5: Waste generated in operations		221.3 tCO ₂ e
Category 6: Business travel		462.4 tCO ₂ e
Category 7: Employee commute		5,686.9 tCO ₂ e
Category 9: Downstream transportation and distribution		4,857.2 tCO ₂ e
Total		1,67,469.8 tCO₂e

Intertek's Competence and Independence
Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.




Poonam Sinha
Sustainability Verifier
Intertek India
2025/09/11



Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
2025/09/11

No member of the verification team (stated above) has a business relationship with Indo Count Ltd. stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or after the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.



Indo Count Industries Ltd. | GHG statement FY 2024-25 | Limited Assurance Statement Page 3 of 3

1.9 Independent Limited Assurance- Supplier assessment, Gender Pay Indicators and Diversity & Equal Opportunity



Independent Limited Assurance Statement to Indo Count Industries Limited on Sustainability Disclosure Reported in Sustainability Report 2024-25

To The Management of Indo Count Industries Limited

Introduction

Intertek India Private Limited ("Intertek") was engaged by Indo Count Industries Limited ("Indo Count") to provide an independent limited assurance on selected sustainability disclosures reported in Sustainability Report 2024-25 (the Report). The Report is prepared by Indo Count based on Global Reporting Initiative (GRI) Standards and Business Responsibility and Sustainability Report (BRSR) guideline for sustainability reporting. The assurance was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), issued by the International Auditing and Assurance Standards Board (IAASB), under the auspices of IFAC.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of Indo Count's Sustainability Report 2024-25 and may be used for stakeholders including investors, regulators, and sustainability rating agencies."

Responsibilities

Indo Count is responsible for developing the Report and its presentation. Indo Count is also responsible for designing, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with Indo Count, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for selected sustainability related disclosures presented by Indo Count in its Report. The assurance boundary included data and information for the operations of Indo Count India in accordance with GRI Standards 2022 and BRSR guidelines. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

- Supplier Environmental Assessment 2016: GRI 308-1,2
- Supplier Social Assessment 2016: GRI 414-1,2
- Diversity and Equal Opportunity 2016: GRI 405-2

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.



Indo Count Industries Limited | Sustainability Report 2024-25 | Limited Assurance Page 1 of 3

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using a risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review & stakeholder interviews with regard to the reporting and supporting records for the FY 2024-25. The assessment included the following:

- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data, and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations, and thresholds used by Indo Count for data analysis.
- Review of sustainability disclosures on sample basis for the duration from 1st April 2024 to 31st March 2025 was carried out remotely through virtual interactions and screen sharing tools.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

Conclusions

In our opinion, based on the procedure performed and evidence obtained as per the scope of this assurance engagement, the data and information provided by Indo Count for the selected sustainability disclosures in the Report, nothing has come to our attention that causes us to believe that the selected sustainability data and information presented in the Report is not materially correct.

Assured data of supplier assessment are presented in Annexure I.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.



Poonam Sinha
Sustainability Verifier
Intertek India
2025/12/29



Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
2025/12/30

No member of the verification team (listed above) has a business relationship with Indo Count stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.



Indo Count Industries Limited | Sustainability Report 2024-25 | Limited Assurance Page 2 of 3


Annexure-I

S. No.	Supplier detail	FY 2024- 2025
a	Total number of Tier-1 suppliers	453
b	Total number of significant suppliers in Tier-1	58
c	% of total spend on significant suppliers in Tier-1	75
d	Total number of significant suppliers in non Tier-1	42
e	Total number of significant suppliers (Tier-1 and non Tier-1)	100

S. No.	Supplier Assessment	FY 2024- 2025
1	Total number of suppliers assessed via desk assessments/on-site assessments	100
2	% of unique significant suppliers assessed	100%
3	Number of suppliers assessed with substantial actual/potential negative impacts	29
4	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100
5	Number of suppliers with substantial actual/potential negative impacts that were terminated	0


S. No.	Corrective action plan support	FY 2024- 2025
1	Total number of suppliers supported in corrective action plan implementation	29
2	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100

S. No.	Corrective action plan support	FY 2024- 2025
1	Total number of suppliers in capacity building programs	29
2	% of unique significant suppliers in capacity building programs	100



Indo Count Industries Limited | Sustainability Report 2024-25 | Limited Assurance Page 3 of 3

1.10 Independent Limited Assurance Statement -Indo Count Industries Limited Sustainability Report 2024-25-Intertek



Independent Limited Assurance Statement to Indo Count Industries Limited on Sustainability Disclosure Reported in Annual Report 2024-25

To The Management of Indo Count Industries Limited

Introduction

Intertek India Private Limited ("Intertek") was engaged by Indo Count Industries Limited ("Indo Count") to provide an independent limited assurance on selected sustainability disclosures reported in Annual Report 2024-25 ("the Report"). The Report is prepared by Indo Count based on Global Reporting Initiative (GRI) Standards and Business Responsibility and Sustainability Report (BRSR) guideline for sustainability reporting. The assurance was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), issued by the International Auditing and Assurance Standards Board (IAASB), under the auspices of IFAC.

Objective

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of Indo Count's Annual Report 2024-25 and may be used for stakeholders including investors, regulators, and sustainability rating agencies."

Responsibilities


Indo Count is responsible for developing the Report and its presentation. Indo Count is also responsible for designing, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with Indo Count, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for selected sustainability related disclosures presented by Indo Count in its Report. The assurance boundary included data and information for the operations of Indo Count India in accordance with GRI Standards 2022 and BRSR guidelines. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

<p>General Disclosures</p> <ul style="list-style-type: none"> Organization and its reporting practices 2021: 2-1, 2-2, 2-3, 2-5 Activities and Workers 2021: 2-7 Strategy 2021: 2-22 Governance 2021: 2-9 Strategy, policies and practices 2021: 2-28 Approach to stakeholder engagement 2021: 2-29 <p>Material Topics</p> <ul style="list-style-type: none"> Process to determine material topics 2021: 3-1 	<p>Topic Specific Disclosures</p> <p><i>Environmental Disclosures</i></p> <ul style="list-style-type: none"> Energy 2016: 302-1 Emissions 2016: 305-1, 305-2, 305-7 Water and effluent 2018: 303-3, 303-4, 303-5 Waste 2020: 306-3, 306-4, 306-5 <p><i>Social Disclosures</i></p> <ul style="list-style-type: none"> Employment 2016: 401-1, 401-2
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Indo Count Industries Limited | Sustainability Report 2024-25 | Limited Assurance Page 1 of 2

- List of material topics 2021:3-2
- Occupational Health and Safety 2018: 403-5, 403-9
- Diversity and Equal Opportunity 2016: 405-1

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology

Intertek performed assurance work using a risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review & stakeholder interviews with regard to the reporting and supporting records for the FY 2024-25. The assessment included the following:

- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data, and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations, and thresholds used by Indo Count for data analysis.
- Review of sustainability disclosures on sample basis for the duration from 1st April 2024 to 31st March 2025 was carried out remotely through virtual interactions and screen sharing tools.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

Conclusions

In our opinion, based on the procedure performed and evidence obtained as per the scope of this assurance engagement, the data and information provided by Indo Count for the selected sustainability disclosures in Annual Report, nothing has come to our attention that causes us to believe that the selected sustainability data and information presented in the Report is not materially correct as per GRI and BRSR reporting guidelines.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.



Poonam Sinha
Sustainability Verifier
Intertek India
2025/09/11



Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
2025/09/11



Sandeep Vig
Director-Business Assurance
Intertek India & MENAP



Indo Count Industries Limited | Sustainability Report 2024-25 | Limited Assurance Page 2 of 2

1.11 SMETA Intertek Certificates (Bhilad and Kolhapur Units)

SMETA Sedex Audit Reference: ZAA600064815 Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC1036475	Sedex Site Reference: (only available on Sedex System)	ZS1086104
Business name (Company name):	Indo Count Industries Limited		
Site name:	Indo Count Industries Limited Made Up Division		
Site address:	D - 1 MIDC, Gokul Shrigaon, Tal - Karveer Kolhapur - Maharashtra 416236 IN	Country:	IN
Site contact and job title:	Mr. Rajesh Mohite / AGM - Compliance		
Site phone:	02241511815	Site e-mail:	jteshoza@indocount.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	2024-05-15		

Audit Company Name: Intertek India

Audit Conducted By			
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)	

Audit company: Intertek India Report reference: ZAA600064815 Start Date: 2024-05-15 End Date: 2024-05-16 Sedexglobal.com 2

SMETA Sedex Audit Reference: ZAA600065373 Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC1036475	Sedex Site Reference: (only available on Sedex System)	ZS1041010
Business name (Company name):	Indo Count Industries Limited		
Site name:	Indo Count Industries Limited		
Site address:	T - 3, Five Star MIDC Kagal Hathkanangle At Post: Talanagle Hatkanagle 416236 IN	Country:	IN
Site contact and job title:	Mr. Rajesh Mohite / AGM - Compliance		
Site phone:	02241511815	Site e-mail:	jteshoza@indocount.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	2024-05-17		

Audit Company Name: Intertek India

Audit Conducted By			
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)	

Audit company: Intertek India Report reference: ZAA600065373 Start Date: 2024-05-17 End Date: 2024-05-18 Sedexglobal.com 2

SMETA Sedex Audit Reference: ZAA600081205 Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC1015131	Sedex Site Reference: (only available on Sedex System)	ZS1020605
Business name (Company name):	INDO COUNT INDUSTRIES LTD		
Site name:	INDO COUNT INDUSTRIES LIMITED		
Site address:	191 - 192 Mahala Palla, Tal Umargaon, Dist Valsad Bhilad 396105 IN	Country:	IN
Site contact and job title:	Mr. Dina Nath Mishra / DGM HR & IR		
Site phone:	+912607143000	Site e-mail:	dhaval.desai@indocount.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	2024-08-08		

Audit Company Name: BUREAU VERITAS CPS - ASIA

Audit Conducted By			
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)	

Audit company: BUREAU VERITAS CPS - ASIA Report reference: ZAA600081205 Start Date: 2024-08-08 End Date: 2024-08-09 Sedexglobal.com 2



Complete Comfort

Indo Count Industries Limited

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