SAVITA
bonds build businesses

Towards Creating a **Resilient** and **Sustainable Future**

SUSTAINABILITY REPORT 2024-25

Towards creating a resilient and sustainable future

Sustainability is one of the core elements driving our business, transcending mere compliance and disclosure. As a prominent player in the petroleum specialty sector in the country, we recognize the meaningful impact our activities have on both society and the environment.

In the face of mounting global challenges such as climate change, resource depletion, and social inequalities, the need for resilience and sustainability has never been more apparent.

- **'Sustainability'** involves managing our resources and systems in a way that their long-term viability is maintained. It is about creating systems that are not only efficient and productive but also equitable, and that preserve the planet's ecological balance.
- **'Resilience'** refers to the ability of an organization to withstand and recover from disruptions. Sustainable resilience is about improving this ability not just to recover but to adapt and thrive in the face of future challenges.

Guided by our Company's core value of continuous improvement, we approach sustainability as a fundamental aspect in our quest for operational and business excellence. To consolidate our resilience journey and ensure sustainable growth, we have undertaken several initiatives such as adoption of renewable energy, development of bio-based products, continuous process improvement, and transparent stakeholder communication. We believe that for us, the path towards a resilient and sustainable future involves embracing change and innovation. By adopting these strategies, we can mitigate our environmental impacts, enhance adaptability to global changes, and secure a competitive position in an increasingly sustainability-focused world. This transformation is not just beneficial but also essential for the long-term success.

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About The **Report**

We, at **Savita Oil Technologies Limited** (hereafter referred to as 'Savita Oil', 'SOTL', 'the Company', 'we', 'our'), are delighted to present our second Environment, Social, and Governance (ESG) Report which has been developed for the Financial Year (FY) 2024-25. This Report demonstrates our unwavering commitment to sustainability, and provides a comprehensive overview of our ESG initiatives, including performance data. Within these pages, you will discover stories of our collaborations with customers, employees, suppliers, communities, and other stakeholders, each contributing significantly to our collective ESG vision.

Reporting Frameworks

This Report has been prepared in accordance with Global Reporting Initiatives (GRI) Universal Standards, 2021, and complies with the nine (9) reporting requirements prescribed by GRI under GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021. Our disclosures are also in alignment with United Nations Sustainable Development Goals (UNSDGs). Furthermore, we have adopted the Business Responsibility and Sustainability Reporting (BRSR) Framework published by the Securities and Exchange Board of India (SEBI), which is presented in our Annual Report FY 2024-25.

Reporting Period
1st April, 2024 to
31st March, 2025

Reporting Cycle
Annual

Our last ESG Report was published for FY 2024. This year, the structure of the Report remains the same, and facts and figures have been updated for FY 2025.

Scope and Boundary of Report

The scope of disclosures includes our management approach, performance data, and aspirations on identified material topics. The content of this Report is based on material topics those were identified through a structured stakeholder engagement process. The boundary of our Report covers the entire business operations and activities of SOTL, including the following:

Corporate Office, Mumbai

Four (4) Manufacturing Facilities at

- Kharadpada, Silvassa
- Mahad, Maharashtra
- Silli, Silvassa
- Turbhe, Maharashtra

Assurance

The sustainability performance disclosures and key performance indicators presented in the Report have been reviewed and internally assured by Savita Oil through set checks and balances.

Contact Details

We welcome your feedback and suggestions on any information/disclosure presented in this Report. We maintain an open channel of communication with all our stakeholders and would be happy to receive your valuable suggestions. Please feel free to reach out to us at psood@savita.com.

Message From
MANAGING DIRECTOR

Dear Stakeholders,

It gives me immense pleasure to present to you our Environmental, Social, and Governance (ESG) Report for FY 2024-25. This Report describes our approach to sustainability, and highlights our performance across material Environmental, Social, and Governance topics. The report revolves around our efforts '*Towards creating a resilient and sustainable future*', outlining the future roadmap towards achieving our ESG aspirations. Sustainability has been one of the core philosophies driving our growth strategy. Our commitment to sustainable development can be demonstrated from the pioneering initiatives in adopting renewable energy, developing bio-based product portfolio, and enhancing operational ecoefficiency.

Gautam N. Mehra

Chairman and Managing Director.

External Outlook

Driven by increased consumer demand, petroleum specialty products are expected to witness a robust growth ahead. To leverage growth opportunities, organizations need to be cognizant of inherent sectoral risks, emerging industry trends, and evolving market landscape. We strive to identify emerging risks, adopt appropriate mitigation measures, and innovate to build resilience through continuous improvement. Our risk management is guided by the Precautionary Principle. Extreme weather events such as heavy rainfall, cyclones, heat waves, etc., are some of acute risk factors resulting from climate change. These risks can potentially affect our business operations and value chain. Furthermore, we focus on water stewardship and have adopted requisite interventions in alignment with principles of reuse and recycling. Understanding and mitigating these risks is essential for ensuring long-term sustainability and resilience in the future.

At Savita Oil, we have integrated operational ecoefficiency as a crucial component of our business strategy. Energy source diversification, adoption of bio-based products, and operational excellence are some of the strategic levers we have adopted to augment our ecoefficiency. Furthermore, integrating sustainable practices into new product development like our bio-based products and market strategy not only helps in creating a positive environmental impact but also ensures long-term profitability and market competitiveness.

Quest for Operational Excellence

Savita Oil, a leading player in the Indian lubricants and oil industry, has actively pursued sustainability as a core element of its corporate business strategy with a legacy of over six decades. We are the first Indian Company to venture into mineral oil, natural oil, and ester-based products. Our quest for operational excellence focuses on measuring our environmental footprint and implementing activities to minimize our impact while promoting responsible practices across our business operations. During FY 2023-24, we have formalized our comprehensive ESG Policy which outlines our commitments and acts as a foundational framework guiding our business practices and decision-making processes.

By emphasizing innovation and process optimization, our advanced high-performance fluid, Transol-Synth, stands out as a biodegradable and more sustainable alternative to traditional base oils. We are the first Indian Company to manufacture ester molecule within our in-house Research and Development wing, having versatile application in EV coolants, immersion cooling fluids, power, cosmetics, and nutraceuticals. Our recent development, Savsol Ester5 is empowered with this new ester molecules which enhances the oil's stability and performance under extreme temperature and operating conditions increases engine life and thus, resulting in lower emissions.

Minimizing our environmental footprint

Strategic focus on reducing our environmental footprint through sustainable manufacturing practices is a testament to Savita Oil's commitment to environmental stewardship. By integrating energy-efficient technologies, optimizing water use, minimizing waste, controlling emissions, and engaging employees in sustainability initiatives, not only enhance our competitive edge but also contributes positively to global sustainability goals. As Savita Oil continues its journey towards sustainability, it sets a benchmark for the industry, demonstrating that economic success and environmental responsibility can go hand in hand.

Across our business operations, we have taken several measures to enhance resilience of our infrastructure and de-risk supply chain in an endeavour to mitigate climate change risks. We have also adopted rainwater harvesting infrastructure across our manufacturing sites to reduce reliance on external water supply and minimize adverse impact on water availability. We have also invested in modern, energy-efficient machinery and equipment that consume less power and operate with higher precision, such as replacement of diesel based forklifts to electric forklifts. 54% of our forklift operations have been shifted to electric and are committed to replace all diesel-based forklifts with electric forklifts over the next few years. Savita Oil has integrated renewable energy sources such as solar and wind into its green energy portfolio. In fact, Savita has been harnessing wind resource since past 25 years. Solar installations on our factory roof tops cover a significant portion of plant's energy requirement, reducing reliance on fossil fuels and lowering greenhouse gas (GHG) emissions.

Savita Oil's dedication to ESG principles reinforces its role as a pioneer in sustainable industrial practices. Our future aspirations underscore a proactive approach to addressing environmental and social challenges while enhancing governance standards. As Savita Oil moves forward on its ESG journey, it remains steadfast in its mission to create lasting value for all stakeholders and to contribute positively to the global sustainability agenda. We are further committed to foster a dynamic workplace where every employee is engaged and empowered to harness their unique capabilities and driving forward our ESG initiatives. This enduring commitment will ensure that we remain a leader in not only operational excellence but also in pioneering a sustainable and responsible future for the industry. Furthermore, we will be very happy to have your feedback and suggestions while you read through our tale of sustainability efforts.

Our ESG Performance Highlights FY 2024-25

Environment

20.54%
Electricity consumption from **Renewable Energy (RE) sources**

57,870 GJ
Total Energy Consumption

55%
lower Product Carbon Footprint [LCA Study: Biotransol v/s Mineral Based Transformer Oil; Cradle to Gate].

46.2%
lowered Product Carbon Footprint [LCA Study: TRANSOLSynth 100 v/s Mineral Based Transformer Oil; Cradle to Grave]

Commissioned **New Synthetic Ester** Plant in Q2 FY24

0.15 GJ/MT
Energy Intensity per metric ton of product

64%
Waste sent for recycling

Established **Rainwater Harvesting (RWH) Systems**

0.02 tCO_2e/MT
GHG Emissions Intensity per metric ton of product

53.1 MW
Installed Renewable Capacity (As on 31.03.2025)

Social

Zero
LTIFR

22.89 Hour
Average training hours per employee

Great Place to Work

Governance

16.67%
Women at Board level

100%
manufacturing sites
ISO 45001:2018 certified

CSR-ESG Board Level Committee for ESG Governance

External Initiatives

We are cognizant of importance of collaborative approach towards achieving goals of sustainable and inclusive development. In this endeavor, our approach encompasses a range of strategic actions aimed at engaging with communities, influencing industry standards, or addressing broader social, environmental, and economic challenges. These initiatives serve as a bridge between the internal interests of a company and the wider world, allowing us to extend our impact beyond immediate business operations. We actively participate at various industry forums ranging from global to regional associations.

1. Confederation of Indian Industry (CII)
2. Indian Merchants' Chamber of Commerce and Industry
3. Indian Transformer Manufacturers' Association (ITMA)
4. Manufacturers of Petroleum Specialties Association (MOPSA)
5. Indian Electrical and Electronics Manufacturers' Association (IEEMA)
6. Federation of Indian Export Organizations
7. Chemicals Export Promotion Council
8. Bombay Chamber of Commerce and Industry (BCCI)
9. Electrical Research and Development Association (ERDA)
10. Dadra Nagar Haveli Industrial Association
11. Silvassa Industrial Association
12. Mahad Manufacturers' Association

International standards and endorsements are instrumental in transcending geographic boundaries, fostering trust, and facilitating standardization. We have subscribed to several international standards. Furthermore, we have received endorsements on various global and national standards.

"AS TO FIRE HAZARD ONLY"
Biotransol HF
"CLASSED 4 to 5 less hazardous than paraffin oil with respect to fire hazard".
MH62641

NATIONAL SAFETY COUNCIL-MAHARASHTRA CHAPTER

DSIR
DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH

NSF

Government Recognized Star Export House

ISO 17025 ACCREDITED LABORATORY

ISO45001:2018

ISO 9001:2015

ISO 14001:2015

REACH COMPLIANT

Awards and Accolades

Savita Oil's dedication to integrating sustainability has been recognized through numerous prestigious awards. These accolades affirm our efforts and motivate us to advance on our journey towards a resilient and sustainable future, ultimately achieving operational and business excellence.

BHEL's SAMVAAD 3.0 for indigenous synthetic ester fluid developed in India received in November'23

Hyundai: Best Performance in Quality, Cost and Delivery (2023)

Tata-Hitachi: Consistent Supplies for After Market in Consumables (2023-24)

Shape Our Future - Sustainability Award by Schneider Electric

About **Savita Oil Technologies Limited**

Savita Oil Technologies Limited is one of the leading companies that specializes in the manufacturing and marketing of petroleum specialty products. Our history is an inspiring tale of growth and expansion. Our Company was founded in 1961 by Late Shri Nandkishore Mehra. It initially started its journey as a small-scale industry with a mission to provide specialty products in the petroleum sector.

Over the years, we expanded our product lines to include petroleum specialty oils (transformer oils, white & mineral oils, and formulated specialty products), and lubricating oils (automotive and industrial oils), among other products. We have established a strong foothold in the market by delivering high-quality products and maintaining robust relationships with our customers.

Furthering our commitments to environment and society, we are the first company in the country to have introduced bio-based and natural ester-based products. Ester-based oils are used in various applications including lubricants and transformer oils. These products contribute to our extensive portfolio, allowing us to cater to a diverse range of market demands, especially in sectors that prioritize sustainability along with quality.

Our
Sustainability Journey

1961 Savita's 1st manufacturing unit incorporated at Sakinaka, Mumbai by Late Mr. N. K. Mehra

1969 Setting up of the 2nd manufacturing unit at Turbhe for petroleum specialties

1976 Setting up of a state-of-the-art Research and Development Centre

1989 Setting up of manufacturing plant at Mahad in Maharashtra

1994 Public issue and listing of Savita on BSE and NSE

1997 Accredited with ISO 9001 Certification, the first and only company in the petroleum specialty sector to receive this certification at the time.

1998 Setting up of the 4th manufacturing unit in Kharadpada, Silvassa

1999 One of the first Indian Corporate House to install windmills

2002 Started exporting to 75 plus countries worldwide, achieved the Star Export House by GoI

2007 Launched SAVSOL, Savita's own brand of lubricating oils

2009 Renamed to Savita Oil Technologies Limited

2013 Setting of the 5th, fully-automated manufacturing unit in Silli, Silvassa for the manufacture of entire range of petroleum specialty oils

2018 Relaunched SAVSOL in a new green avatar

2020 Launched SAVSOL Bio Boost, one of India's most biodegradable engine oils

2023 Establishment of synthetic ester plant

2024 Launch of 'SAVSOL Ester5' and 'TRANSOL Synth' & Publication of 1st ESG Report

- CDP Disclosure
- Conducted 'Double Materiality Assessment'
- 1st GRI-based Sustainability Report FY 24
- 1st BRSR Report FY 24
- First Indian Company to have a synthetic ester plant for lubricants
- Focus on integrating bio-based raw materials into products
- Respond to EcoVadis Questionnaire
- Establishing of a Sustainability Steering Committee (SCOM)

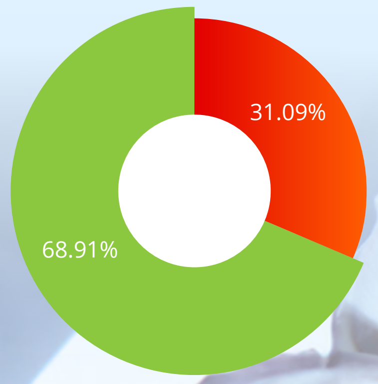
bioTRANSOL
efficient | safe | eco-friendly
A Natural Ester Based Dielectric Fluid

TRANSOL Synth
efficient | safe | eco-friendly
Synthetic Ester Based Dielectric Fluid

Our Legal Status and Shareholding Pattern

We are a public company limited by shares with its registered office located in Mumbai, Maharashtra. Our shares are listed on the Bombay Stock Exchange (BSE) and National Stock Exchange (NSE) since 1994. As on 31st March 2025, 68.91% of the total shares is held by the Promoters, Promoter Group and Promoter Directors. The remaining 31.09% of the total shares is held by the public which includes domestic mutual fund houses, foreign institutional investors, and others. Details of our shareholding pattern can be accessed from our website: https://www.savita.com/investors/index.php

Shareholding Pattern (as on 31st March, 2025)



Our Vision, and Core Value System

SOTL's Vision

To create value for all stakeholders by developing a diversified portfolio that builds on our core competencies and to do so in an ethically and socially responsible manner.

Our ESG Vision

To integrate principles of sustainability as a core element in our quest for operational & business excellence.

Values

INTEGRITY

To be honest in all our dealings with colleagues, customers, suppliers, shareholders, and all other stakeholders.

RELIABILITY

To be responsive and proactive on meeting commitments, and to be responsible and accountable for the same.

SIMPLICITY AND HUMILITY

To maintain a friendly attitude with all stakeholders and stay true to our belief 'Bonds build Businesses'.

ACCOUNTABILITY

To recognize and be concious of our impact on the community that we work in and to positively impact our environment and society.

PERFORMANCE DRIVEN

To strive to deliver superior products in the most efficient and effective manner.

CONTINUOUS IMPROVEMENT

To constantly adapt to customer needs and changing environments and to improve current processes to maximise value.

Our Manufacturing Footprint

We operate four state-of-the-art manufacturing units located in the state of Maharashtra, and union territory of Dadar and Nagar Haveli and Daman Diu (DNHDD). Our advanced facilities are equipped with latest innovations in chemical processing, automation, and safety protocols, ensuring production efficiency. Our commitment to operational excellence is evident in every facet of our operations, from rigorous selection of raw materials to implementation of cutting-edge technologies that enhance product quality and minimize environmental impact.

Market Coverage

India	Global (75+ Countries)
82% Revenue	18% Revenue

Did you Know ?

Our sites are certified with:
ISO 45001:2018 – Silli, Kharadpada, Turbhe, Mahad

Our Value Chain

Central to Savita Oil's operations is a carefully structured value chain that covers every aspect of our product lifecycle, from sourcing premium raw materials to delivering top-quality oils and lubricants to our customers for end-use. Innovation, efficiency, and a strong commitment to sustainability guides us at each stage of our value chain. Our cohesive approach guarantees the highest standards of product excellence while also creating value for our stakeholders through the cultivation of lasting relationships.

Raw Materials
- Base Oil
- Bio-based Oils
- Natural Esters

Processing
- Blending
- Filtration
- Oxidation/ hydrogenation
- Chemical Reaction
- Processing
- Esterification

Output
- Mineral Oil
- White Oils
- Transformer Oil
- Lubricating Oils
- Other Specialty Products

End-use
- Industrial Application
- Automobile Application
- Pharmaceuticals and Healthcare
- Personal Care

Our Product Portfolio

Transformer Oils

Only Global manufacturer of mineral, natural and synthetic ester-based Transformer Oils

End-User Industries

- Transformer Manufacturers
- Power Plant Operators
- Electricity Boards

White & Mineral Oils

Amongst top suppliers of white and mineral oils

End-User Industries

- Personal Care
- Elastomers
- Pharmaceutical
- Rubber Compound
- Plastic

Formulated & Specialty Products

Leading supplier of formulated & specialty products in India

End-User Industries

- Optic Fibre Cables
- Polymers
- Textile & Leather
- Refrigeration Compressors
- Auto components

Automotive Oil (B2C)

Market popular SAVSOL range of lubricants, greases, and coolants to all retail customers

End-User Industries

- Retail Customers

Automotive Oil (B2B)

Leading supplier of automotive oils in India

End-User Industries

- Two-Wheelers
- Commercial Vehicles
- Four-Wheelers
- Farm Equipment

Industrial Oils

Leading supplier of industrial oil in India

End-User Industries

- Industrial Machines & Equipment

Transformer Oils

TRANSOL - We offer a full range of transformer oil under the brand 'TRANSOL', which is used as an insulating and cooling medium in distribution, power, and instrumentation transformers.

Bio-TRANSOL – A natural ester based di-electric fluid based on vegetable oils, which is biodegradable, environmentally friendly, and non-toxic to aquatic life. It significantly increases the life and performance of the transformer.

TRANSOL Synth – A unique formulation, which is environment friendly and can withstand high temperatures, thereby ensuring long life of the transformers. It is an alternative to Silicones, mineral oils, and dry type transformers.

White and Mineral Oil

White oils are created from highly refined base oils, consisting of saturated paraffinic and cycloparaffinic hydrocarbons. These are primarily used as bases in pharmaceutical, and personal care products. We offer two brands of white mineral oils, i.e., *Savonol* and *Technol*. Savonol grades are used for direct food contact applications, lubricating food handling equipments, manufacture of cosmetic products such as creams and lotions. Technol grades are Technical White Oils, and are used for applications in polymers and plastic industries. Furthermore, we manufacture industrial-grade petroleum jellies – *Savogel*, which offer good lubricity, smoothness, softness, and resistance to moisture in formulations.

Lubricating Oils

At Savita Oil, we pride ourselves on delivering top-quality lubricating oils tailored to meet a wide range of industrial and automotive (B2C and B2B segments) needs under the brand name – *Savsol*. Our lubricating oils are meticulously processed to ensure optimal performance, longevity, and reliability under various operating conditions. Our *Savsol* lubricants has revamped its brand identity to *Savsol Ester5* & *Savsol*. It is crafted for New Ambitious India and is empowered for new engine norms.

Range of Our Products

SAVSOL ESTER5
ESTERMAX 9000 4T

SAVSOL ESTER5
SYNTH RACETRACK PRO

SAVSOL ESTER5
TRACTOR SPECIAL POWER

SAVSOL
CARGO SPECIAL

SAVSOL ESTER5
ESTERMAX 7000 4T

SAVSOL ESTER5
SYNTH RACETRACK SUV

SAVSOL
TRACTOR SPECIAL PLUS

SAVSOL
SUPER TURBO

Formulated and Specialty Products

We are dedicated to advancing the specialty fluids industry with a diverse range of formulated and specialty products designed to meet the precise demands of various applications. Our formulated and specialty products are tailored to provide optimum functionality, delivering superior protection and performance where it matters most. We manufacture specialized waxes and emulsions including paraffin wax emulsions, microcrystalline wax, Polyethylene wax, oxidized PE wax and a range of wax emulsions. We also deal in production of cable filling and flooding compounds for copper and optic fibre cables under our brand names such as *'Savofil', 'Savoflod'* and *'Vitagel'*.

For more details on our product offering, please refer to our website under 'Businesses' section - **http://www.savita.com/businesses/transol-transformer-oil.php**

Our Reach and Markets Served

A majority of our business is derived from the B2B segment which consists of corporates, Original Equipment Manufacturers (OEMs), distributors/channel partners, transmission, and distribution companies etc. Our products are also marketed to retail customers as well, especially coolants, greases and lubricants which are required for the maintenance of passenger cars, motorcycles, and other heavy vehicles.

- FMCG
- Plastics
- Power generation and distribution
- Refrigeration
- Pharmaceuticals
- Automotive
- Thermoplastic rubbers
- Polymers
- Agriculture

Our domestic network comprises of a pan-India nexus of retailers, distributors, exclusive stock points and franchise dealers who are the immediate touchpoints of our industrial clients.

41 Stock Points	**20,000+** Retailers	**400+** Distributors	**1500+** Franchise Dealers

Our **Responsible Governance**

Material topics discussed

- Corporate Governance
- Non-Discrimination
- Risk Management

We strongly believe that a strong corporate governance is crucial for fostering a culture of accountability, transparency, risk management, and ethical behavior within an organization. By adhering to sound governance principles, companies can build trust, manage risks effectively, make informed decisions, drive performance, and create long-term value for all stakeholders.

Our corporate governance philosophy stems from a place of deep-rooted inclination towards integrity and excellence. We strive to nurture a culture of integrity, reliability, and accountability. Our robust governance ensures fairness, the highest standards of ethical and moral conduct and enable us in making informed decisions for the greater good of all our stakeholders.

Mapped UN SDGs

8 DECENT WORK AND ECONOMIC GROWTH

Our Board of Directors

A focus on strong corporate governance and compliance with applicable regulations are integral element of our corporate culture. Effective Board Governance is essential for guiding organizations towards sustainable growth, ensuring transparency, and upholding ethical standards. The Board of Directors serves as the governing body responsible for overseeing the Company's management, operations, and strategic direction, while representing the interests of various stakeholders.

We have constituted our Board of Directors in accordance with the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Currently, our Board has six Directors. All our Directors possess the requisite qualifications and experience in general corporate management, finance, banking, insurance and other allied fields enabling them to contribute effectively in their capacity as Directors of the Company.

Mr. Gautam N. Mehra
Chairman and Managing Director

Mr. Siddharth G.Mehra
Whole-Time Director

Mr. Vishal Sood
Whole-Time Director
(w.e.f. 27th August, 2024)

Ms. Kavita Nair
Independent Director

Mr. Ravindra Pisharody
Independent Director

Mr. Hariharan Sundar
Independent Director

**Note: Board of Directors presented is as of 31.03.2025 and in alignment with our Annual Report FY 24-25*

Did you Know ?

16.67% Women On Board

50% Independent Directors

Board Oversight

Board oversight is a fundamental component of corporate governance, ensuring that organizations operate effectively, ethically, and in alignment with their strategic objectives. Our Board exercises effective oversight through various Board Committees as mentioned below:

Audit Committee

Independent Directors- 2 | (66.67% Independent) | Non-Independent Directors-1

Corporate Social Responsibility & Environment Social and Governance Committee

Independent Directors- 1 | (33.34% Independent) | Non-Independent Directors-2

Nomination and Remuneration Committee

Independent Directors- 3 | (100% Independent) | Non-Independent Directors-0

Stakeholders' Relationship Committee

Independent Directors- 1 | (33.34% Independent) | Non-Independent Directors-2

Risk Management Committee

Independent Directors- 1 | (25% Independent) | Non-Independent Directors-3

Operations Review Committee

Independent Directors- 2 | (50% Independent) | Non-Independent Directors-2

For details of roles and responsibilities of various Board-Level Committees, please refer to Corporate Governance section of our Annual Report and our website: **http://www.savita.com/about/pdf/Committee-Composition-SOTL.pdf**

Nomination and Remuneration Process

Our Nomination and Remuneration Policy, formulated as per the directives of the Nomination and Remuneration Committee, is a crucial guideline for determining the compensation of Directors and Key Managerial Personnel (KMPs), which encompasses the Managing Director, Whole-time Director, Chief Financial Officer, and Company Secretary. This Policy extends to the senior management of the company, encompassing KMPs, Presidents, Vice-Presidents, and the Head of Human Resources and Personnel. This Policy delineates specific criteria and procedures concerning the appointment, dismissal, and evaluation of Directors and senior management staff.

ESG Governance Navigating the Path to Business Excellence

Realizing importance of Board oversight on ESG, we have restructured our Corporate Social Responsibility Committee as Corporate Social Responsibility & Environment Social and Governance (CSR-ESG) Committee. It has been established with the key objective of ensuring robust governance and oversight on sustainability matters. The CSR-ESG is responsible for assisting the BOD in meeting its responsibilities in relation to Environment, Social, and Governance (ESG) matters.

We have established a management-level Committees headed by CMD and comprising Executive Director, and Heads of various functions. Composition, roles and and responsibilities of this committee are as follows:

CORE COMMITTEE

- Chairman and Managing Director (CMD)
- Executive Director (ED)

Head of Renewable Energy (Responsible for updating core committee on ESG initiatives and performance of SOTL and coordinating with working committee)

WORKING COMMITTEE (Functional heads of business departments)

- Information Technology (IT) Head
- Plant Head
- Procurement Head
- Risk and Compliance Heads
- Environment, Health, and Safety (EHS) Head [Plant-wise]
- Human Resource (HR) Head
- Marketing Head

- Reviewing, recommending, and approving its ESG policy, CoC, standards, guidelines, action plans regarding ESG matters
- Bi-Annual/Quarterly review of ESG performance and implementation of ESG Strategy and reporting to the Board
- Review and monitor operational, regulatory, and reputational risks and impact of ESG on the Company
- Ensure accurate, transparent, and timely disclosure of ESG performance to external stakeholders
- Recommend Audit, Risk, Nomination and Remuneration Committee, and other Board Committees on metrics relating to Board Matters on ESG
- Perform any other duties and responsibilities as are consistent with the purpose of the CSR-ESG

Board Performance and Evaluation

We conduct annual performance evaluation of Board in accordance with the provisions of Companies Act, 2013 and relevant provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The performance evaluation of the Independent Directors is also carried out by the entire Board and the performance evaluation of the Chairman and Non-Independent Directors is carried out separately by the Independent Directors.

Our Policy Framework

Our robust policy framework is crucial for the effective functioning and sustainability of our organization. This framework helps establish clear guidelines and expectations for all stakeholders, including employees, management, and investors. It also helps prevent misconduct, fraud, and conflicts of interest within the Company. It promotes fairness, responsible decision-making, and risk management practices. Furthermore, a strong policy framework facilitates effective communication and collaboration between different levels, fostering a culture of compliance and ethical behavior. Our corporate policies include:

Corporate policies and their ESG interface

ESG Policy Aligned with all key material topics	**Parental Leave Policy (Maternity Leave)** Talent Attraction Human Capital	**Remuneration Policy** Talent Attraction Non-Discrimination
Work-from-home Policy Talent Attraction Human Capital	**Risk Management Policy** Risk Management	**POSH Policy** Business Ethics
Inclusive Health Insurance Policy Talent Attraction Human Capital	**Whistleblower Policy** Non-Discrimination	**Policy on Diversity of Board** D&I
Grievance Redressal Policy Non-Discrimination Human Rights	**CSR Policy** Community Engagement Biodiversity	**Code of Conduct** Corporate Governance Non-Discrimination
Policy of dealing with Related Party Transactions Corporate Governance	**Anti-Corruption and Anti Bribery Policy** Non-Discrimination	**Nomination and Remuneration Policy** Talent Attraction Human Capital
Sustainable (Green) Procurement Policy Supply Chain	**Information Technology Security Management (ITSM) Policy** IT Security	**Code of UPSI and Insider Trading** Corporate Governance Risk Management

Few of our policies are available internally on our intranet, and other corporate policies can be accessed from our website under the 'About Us-Policies' Section: **https://www.savita.com/about/index.php**

Our ESG Vision and Policy

To formalize our commitment to sustainability, during the reporting year, we have developed a comprehensive ESG Policy developed in accordance with recommendations of various national and global frameworks. Salient features of our ESG Policy are as follows:

ESG Vision: To integrate principles of sustainability as a core element in our quest for operational & business excellence.

Principle 1: Ethical, Transparent and Accountable Business Operations

Ethical, lawful business conduct, transparency, accountability, and adherence to regulations in stakeholder interactions.

Principle 2: Sustainable Goods and Services

Intertwined principles of safety and sustainability into product lifecycle covering procurement of raw material, product design, manufacturing, and delivery to the customers

Principle 3: Employee Well Being

Prioritization of employee professional development through talent attraction and growth opportunities

Principle 4: Stakeholder Engagement

Stakeholder engagement through regular interactions platforms

Principle 5: Human Rights

Striving to protect employees' basic rights.

Principle 6: Protect and Restore the Environment

Dedication to safety, environmental preservation, resource conservation.

Principle 7: Policy Advocacy

Expression of concerns on policies safeguard business and stakeholders' interests; engagement with associations.

Principle 8: Promote Inclusive Growth and Equitable Development

Implementation of socially relevant programs for community welfare and sustainable development.

Principle 9: Responsibility Towards Customers

Strive to make products that are safe and competitively priced for the benefit of customers.

Risk Governance

We stand firm on the belief that sound business operations are the result of a sustained and fortified risk management system. Identifying key risks and opportunities central to our business remains an important area of attention at SOTL. Consequently, mapping such risks with possible mitigation strategies and leveraging the opportunities to our strategic advantage have been the go-to approach towards our risk management philosophy.

The Risk Governance system at SOTL is designed to ensure transparency, proactive identification, and strategic mitigation. To commit to sustainable operations, we constantly aim to identify, assess, and manage various types of risks in an effective manner, through a robust risk governance procedure.

We have established Risk Management Committee (RMC) on Board. This Committee is tasked with diligently overseeing the comprehensive risk management practices and whether these are aligned with our robust Risk Framework continuously. We have also adopted a Risk Management Policy, which aims to optimize business performance, and promote confidence amongst the Group's stakeholders in the effectiveness of its business management process and its ability to plan and meet its strategic objectives. Our three-tier risk governance framework is a collaborative effort, involving ongoing communication between different departments to foster a shared commitment towards analyzing risks effectively.

At an operational level, the respective functional managers are responsible for identifying and assessing risks within their area of responsibility; implementing agreed actions to treat such risks; and for reporting any event or circumstance that may result in new risks.

A Risk Management Committee (RMC) comprising senior executives of the Company, chaired by the Managing Director, is responsible for the review of risk management processes within the Company, and for overseeing the implementation of the requirements of the Risk Management Policy.

The RMC provides updates to the Board on a regular basis on key risks faced by the Company, and the relevant mitigant actions. The Board of Directors of the Company and the Audit Committee of Directors shall periodically review the Risk Management Policy of the Company so that the management controls the risk through properly defined network.

Risk Management Framework

We have established a robust risk management framework integral to our operational processes. Within this framework, risks are systematically identified across all business processes, ensuring a continuous and dynamic assessment. Once identified, these risks are then categorized into various risk types, depending on their nature. The existing risk management framework comprises a dynamic blend of centrally issued policies and division or function-wise policies fostering a robust and comprehensive approach to addressing business risks. This amalgamation ensures that risk mitigation strategies are effectively implemented throughout the organization.

Recognizing the dynamic nature of the business environment, the senior management conducts periodic reviews of the risk management framework. This ongoing evaluation ensures that the framework remains contemporary and adept at addressing emerging challenges in the ever-evolving business landscape.

Risk Management Process

ESG Risks and Opportunities

We are committed to sustainable business operations by integrating ESG considerations into our day-to-day decisions. We proactively collaborate with our stakeholders, cultivate inclusive work environments, and promote top-tier governance standards. This holistic strategy not only serves to mitigate risks but also builds lasting value, resilience, and positive societal impact.

Our commitment extends to a continuous identification of risks and opportunities tied to our prioritized material topics. Our strategy involves adapting and mitigating risks while leveraging opportunities for sustained and meaningful progress. For detailed information of our ESG Risks and Opportunities identified based on our material topics that are determined after extensive discussions with different stakeholders, please refer to the section on *Stakeholder Engagement and Materiality Assessment* of this report.

Stakeholder **Engagement and Materiality Assessment**

Fostering Long-term Relationships

Stakeholder engagement process is a vital component of our business sustainability strategy. Effectively involving stakeholders offers numerous advantages, including enhanced insights and decision-making, better risk management, trust building, and the establishment of long-term strategic partnerships. Various departments across Savita Oil are tasked with the responsibility of engaging with stakeholders to understand their needs and expectations from the Company.

Our approach ensures that a wide range of perspectives are considered, promoting a more agile and responsible business model in line with our core values. Insights gathered during the stakeholder engagement process inform the adoption of appropriate mitigation measures. Periodically, we also conduct surveys to engage with stakeholders and gather their feedback to ensure business and operational excellence.

Our Key Stakeholders

The stakeholder identification process is a critical step in stakeholder engagement. It involves prioritization of potential stakeholders based on their influence, urgency, and legitimacy. Such stakeholders are further classified as external and internal, based on their association with our Company. We have implemented a thorough stakeholder engagement framework that outlines methods and frequency of communication, their respective needs and expectations, and suitable mitigation measures.

- Employees and Workers
- Government and Regulatory Authorities
- Customers
- Business Partners and Vendors
- Investors and Shareholders
- Local Communities
- Industry and Trade Associations

Internal Stakeholders

External Stakeholders

Our Stakeholder Engagement Framework

Employees and Workers
Frequency of Engagement: Quarterly, Need Basis

Mode of Interaction
- Training programs
- Internal Email Communication
- Newsletters
- Direct communication through emails
- Annual performance discussion
- Through Collective Bargaining Agreement (CBA)
- Worker Committee Meetings – Safety Committee, Transportation Committee

Needs and Expectations
- Training and learning
- Health and safety
- Career progression
- Growth opportunities
- Job security
- Fair remuneration
- Diversity and inclusivity

Customers
Need basis

Mode of Interaction
- Customer satisfaction survey
- Customer emails & phone communication
- Customer visits
- Conference & exhibitions

Needs and Expectations
- Product quality and safety
- Supply chain management
- Data privacy and security
- Customer relationship and service
- Transparency in disclosure

Investors and Shareholders
Annually, Quarterly, Need basis

Mode of Interaction
- Quarterly analyst presentation
- Investor presentation
- Annual reports and stock exchanges
- Annual General Meetings
- Press releases

Needs and Expectations
- Good ESG and corporate governance
- Transparency
- Economic value generated and distributed
- Long-term value creation

Industry and Trade Associations
Need basis

Mode of Interaction
- Memberships and Association meetings
- Conferences and Seminars
- Communication emails

Needs and Expectations
- Peer learning
- Industry concerns
- Collaborative growth

Local Communities
Need basis

Mode of Interaction
- CSR initiatives implementation
- Community meetings
- Need assessment

Needs and Expectations
- Community job creation
- Community health and safety
- Environmental impact
- Contribution to community welfare

Government and Regulatory Authorities
Need basis

Mode of Interaction
- Compliance filings
- Communication emails
- Seminars and conferences

Needs and Expectations
- Regulatory compliance
- Corporate governance
- Disclosures
- Participation in public policy

Business Partners and Vendors
Need basis

Mode of Interaction
- Trade Negotiations
- Conferences
- Supplier Meets

Needs and Expectations
- Payment terms
- Ethical sourcing and business conduct
- Sustainable business growth
- Timely payment of invoices
- Knowledge sharing and technical capacity building
- Long-term partnerships

Materiality Assessment Process

Materiality assessment is a vital process that we have undertaken to identify, evaluate, and prioritize our ESG topics that are most significant to Savita Oil. As we strive to help build a sustainable and resilient future, we conducted our first comprehensive double materiality assessment during FY2023-24 to identify and evaluate the topics that are most critical to our business and our stakeholders. During the course of this strategic exercise, we have engaged with our internal and external stakeholders to gather their insights on key concerns and expectations from Savita Oil. The assessment was performed as per the requirements in GRI Universal Standards 2021.
By systematically analyzing the input, we were able to identify ESG factors that could most impact our operational and financial performance, reputation, and overall value creation capacity. Our results are presented in a two-dimensional materiality matrix in this section, which helps prioritize topics by their impact on environment and society and impact on our business. The findings from this exercise have further supported us in focusing our resources and initiatives on topics that offer the highest potential for positive impact, ensuring that our ESG strategy is aligned with our stakeholder priorities and long-term sustainable growth.

Our detailed process of identification and prioritization of ESG material topics is highlighted below:

Approach towards our Materiality Assessment

Identify

Identification of universe of material topics by analyzing:

- Recommendations from Global Frameworks
- Peer analysis
- Industry analysis

Engage

Engaging with key internal and external stakeholders to capture their insights on the relevance of universe of material topics.

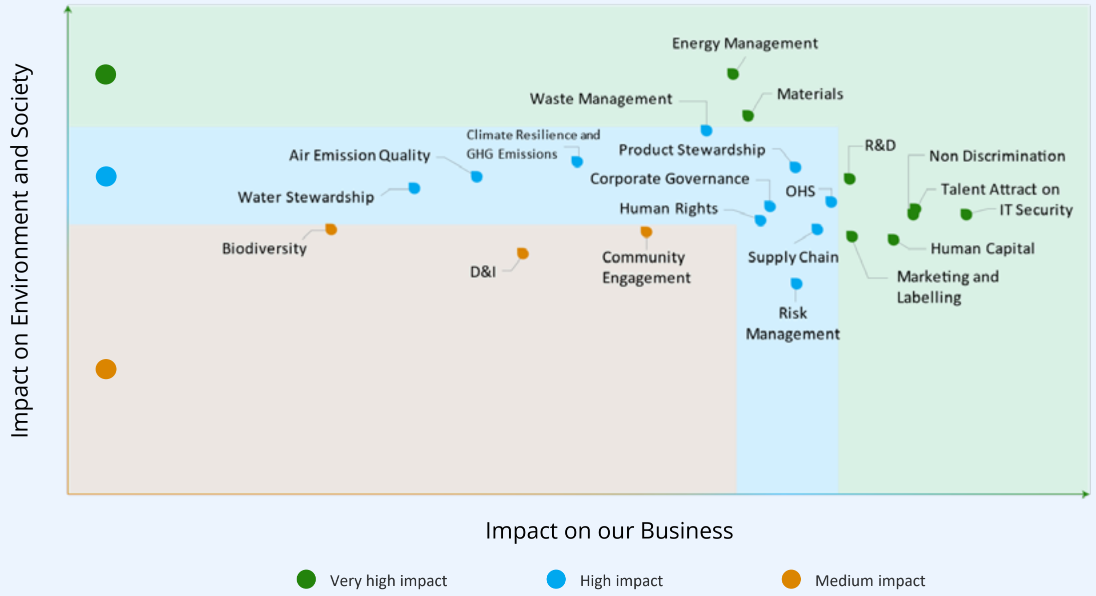
- Modes of engagement
- Web-based materiality survey
- Management discussions to identify associated risks and opportunities

Priortise

Selection and prioritization of material topics based on:

- Data consolidation and analysis
- Prioritization based on key inputs from management discussions and materiality survey backed by strategic decision
- Development of materiality matrix

Our Materiality Matrix



Environment

- Climate Resilience and GHG emissions
- Energy Management
- Air Emission Quality
- Water Stewardship
- Biodiversity
- Materials
- Waste Management
- Product Stewardship
- Supply Chain

Social

- Occupational Health and Safety
- Talent Attraction
- Human Capital
- Diversity and Inclusion
- Human Rights

Governance

- Marketing and Labelling
- IT Security
- Risk Management
- Corporate Governance
- Research and Development
- Non-Discrimination

Material Issues as Risks and Opportunities

S No.	Material Topic	R or O[1]	Rationale for identifying as Risk/ Opportunity	Savita Oil's Initiatives for identified Risk/Opportunity (R/O)	Financial Implication of R/O
1.	**Air Emissions Quality**	Risk	Non-compliance with air quality regulations may lead to legal fines and operational disruptions.	At Savita Oil, we are committed to rigorously monitoring our air emissions to ensure compliance with environmental standards. We monitor our air emissions from DG sets, boilers, and thermopac by undergoing frequent testing through certified laboratories in accordance with applicable regulations.	Negative implication due to increased cost as a result of any non-compliance
2	**Biodiversity**	Risk	To maintain long-term sustainability, it is crucial for us to operate in harmony with our ecosystem and biodiversity.	Dedication to protecting and enhancing biodiversity by implementing sustainable practices that preserve natural habitats and promote ecological balance is important to us. Though, none of Savita Oil's manufacturing sites are in ecological sensitive areas, we conduct plantation drives both within and around our operational premises to ensure sustainability of green belt.	Negative implication due to cost incurred for protection of ecosystem and biodiversity
3	**Climate Resilience and GHG Emissions**	Risk	With rapid global warming and increasing carbon emissions, it is essential for us to be prepared to tackle climate change. Various stakeholder groups are demanding immediate action and aggressive strategies to address potential risks associated with these environmental changes, leading to potential disruptions in our manufacturing operations.	Savita Oil is committed to addressing climate risks and building resilience by reducing our carbon footprint and adopting adaptive measures to ensure stability of our operations. We are continuously measuring, estimating, and monitoring our carbon footprint (Scope 1 and 2 emissions) and have adopted renewable energy measures. During FY23-24, we had extended our estimation beyond our operations by measuring our scope 3 emissions to develop future strategies for decarbonization.	Negative implication due to mitigation cost due to any adverse impact of climate change
4	**Community Engagement**	Opportunity	Positive local community engagement fosters social progress and relationship building as well as keeps us complied with the regulatory CSR requirements and various compliances.	We are committed to actively engaging with and supporting our local communities by fostering partnerships, promoting social development, and contributing to initiatives that enhance the well-being and quality of life for all residents. We have a dedicated CSR Policy highlighting our 4 focus areas of healthcare, education, sustainable livelihood, and rural development. If required, we conduct need assessment for our local communities and undertake requisite initiatives in their interest.	Positive implication - Better reputation and goodwill
5	**Corporate Governance**	Risk	The external regulatory landscape regarding corporate governance is constantly changing and differs by region. Corporate governance standards, frameworks, and activism are evolving and require ongoing enhancement.	Savita Oil maintains a robust governance framework throughout its business operations and guarantees transparent communication of its corporate governance policies and procedures to facilitate smooth operations. This is crucial for protecting the priorities and expectations of its stakeholders.	Positive implication due to smooth business operations
6	**Diversity and Inclusion (D&I)**	Opportunity	Recognizing importance of diversity and inclusion within our business, brings new perspectives, varied experiences, innovative ideas, and creative approaches that contribute to sustainable value creation for our stakeholders in the long run.	We are committed to fostering a collaborative, diverse and inclusive work environment, which inspires professionalism, respect for all, and transparency. We also ensure that we recruit, and onboard employees based on their merit and do not tolerate any form of discrimination at Savita Oil.	Positive Implication – Increased productivity and employee retention

1 - R/O: Associated Risk or Opportunity

1 - R/O: Associated Risk or Opportunity

S No.	Material Topic	R or O[1]	Rationale for identifying as Risk/ Opportunity	Savita Oil's Initiatives for identified Risk/Opportunity (R/O)	Financial Implication of R/O
7	**Energy Management**	Opportunity	Utilizing renewable energy sources, implementing energy-efficient solutions, and decreasing reliance on non-renewable energy sources for consumption, helps in significant potential to lower costs, and foster innovation for enduring growth and resilience.	Savita Oil is harnessing renewable energy like wind since 1999. During FY 24-25, we generated a total of 80.40 million units from our 53.1 MW of installed capacity as on 31.03.2025. We have also adopted solar energy in our business operations by installing solar panels on the roofs of our manufacturing units with combined capacity of 865 KWp and plan to scale up further as per the utility guidelines. 54% of our forklift operations have been shifted to electric and we are committed to replace all diesel-based forklifts with electric forklifts over the next few years across all manufacturing sites.	Positive Implication - Due to reduction in operational cost in future
8	**Human Capital**	Opportunity	Human capital which encompasses skills, knowledge, and experience of employees, is crucial for driving innovation. Investing in human capital enables companies to enhance productivity, cultivate a positive corporate culture, and achieve superior financial performance, ultimately gaining a competitive edge in the market.	We provide equal opportunities to all employees, irrespective of their gender, race, or religion. Our policies, procedures, and training programs highlight our commitment to protection and well-being of our workforce. We have a robust induction program for new joinees, training needs identification for employees and training calendar to enhance employee productivity in their job role.	Positive implications due to increased productivity of workforce
9	**Human Rights**	Risk	Human rights are a comprehensive concern for us and across our entire supply chain. It also has the potential to impact our Company's reputation and public relations, making them a crucial aspect of business conduct.	Savita Oil has implemented an ESG Policy highlighting our commitment to Human Rights under Principle 5. We have a redressal mechanism in place to address and mitigate any risks associated with human rights issues. Additionally, we have established policies and procedures regarding ethical conduct, equal opportunities, prevention of sexual harassment, child and involuntary labor.	Negative implication - Adhering to and enforcing fundamental human rights has resulted in increased costs

1 - R/O: Associated Risk or Opportunity

S No.	Material Topic	R or O[1]	Rationale for identifying as Risk/ Opportunity	Savita Oil's Initiatives for identified Risk/Opportunity (R/O)	Financial Implication of R/O
10	**IT Security**	Risk	Ensuring IT security is essential for maintaining trust among stakeholders. The changing regulatory landscape and growing concerns over data privacy are elevating the emphasis on information security.	We are committed to maintaining highest standards of IT security by implementing robust measures to protect our systems and data thereby ensuring compliance with regulatory requirements. In addition, we are performing Vulnerability Assessment and Penetration Testing (VAPT) on our IT systems and network infrastructure to create a safe and secure work environment thereby maintaining trust of our customers.	Negative Implication – Cost incurred on purchase
11	**Marketing and Labelling**	Risk	Non-compliance with labeling regulations can lead to legal penalties, fines, and product recalls. Failure to accurately represent products can also expose a company to requisite authorities, leading to reputational damage.	We adhere to upholding the highest standards in marketing and labeling practices. We ensure to provide clear, accurate, and transparent information about our products, ensuring compliance with all regulations while fostering trust and confidence among our customers and stakeholders. Through our Material Safety Data Sheet (MSDS), proper labelling is provided on all our products.	Negative Implication - Substantial fines and penalties imposed by regulatory authorities, in case of non-compliance, and loss of sales
12	**Non-Discrimination**	Risk	Non-discrimination is a critical concern for a company and failure to uphold non-discriminatory practices can lead to several significant reputational, legal, and financial risk.	We have implemented strong guiding principles to guarantee ethical operations throughout our value chain. Our 'Code of Conduct' for Board members, senior management, employees, suppliers, vendors, and contractors is in line with our dedication to ethical, non-discriminatory, and transparent business practices.	Negative Implication – Due to any cost incurred for non-compliance
13	**Occupational Health and Safety**	Risk	Inadequate equipment management, lack of proper safety protocols, or insufficient training can increase the likelihood of accidents and injuries at workplace and has a potential for an occupational hazard.	Savita Oil is ISO 45001 certified and is committed to fostering a safe and healthy working environment for all its employees. We prioritize occupational health and safety by implementing rigorous safety protocols and reporting mechanism, providing comprehensive training, and ensuring compliance with all applicable regulations. Hazard Identification and Risk Assessment (HIRA) is conducted for all activities with control measures in place.	Negative implication -Increased operational cost incurred on safety training and protective gears.

1 - R/O: Associated Risk or Opportunity

S No.	Material Topic	R or O[1]	Rationale for identifying as Risk/ Opportunity	Savita Oil's Initiatives for identified Risk/Opportunity (R/O)	Financial Implication of R/O
14	**Product Stewardship**	Opportunity	The growing demand for safe and sustainable products offers our Company an opportunity to expand its customer base through product stewardship initiatives.	We commercialized our Synthetic Ester Plant in 2023 and are the first Indian Company to have synthetic ester plant for lubricants. It is biodegradable and sustainable as compared to regular base oil. We have also launched Savsol Ester 5, to optimize this technology for Indian Consumers. Savita Oil has also conducted comprehensive Lifecycle Impact Assessment for select few products to understand its carbon footprint impact, thereby adopting requisite interventions.	Positive implication - Customer trust, loyalty, and strategic partnerships
15	**Research and Development (R&D)**	Opportunity	Robust R&D allows to develop advanced oil formulations that improve engine performance, fuel efficiency, and protection. Innovations can include synthetic and bio-based lubricants that meet the evolving demands of modern engines.	Our in-house R&D focusses on creating new products and technologies that are more environmentally friendly, biodegradable, and sustainable. Significant emphasis is being placed on developing Ester Technologies. An exciting new area of focus for our R&D efforts is the development of coolants for electric vehicles and for immersion cooling of batteries.	Positive Implication - Due to increased productivity and new product development
16	**Risk Management**	Risk	Assessing risks and its management offers valuable insights to us. This proactive, dynamic, and ongoing process encompasses all operations and aims to prioritize and implement essential actions to mitigate risks and manage them.	We have established a comprehensive Risk Management system to identify, address, and mitigate business risks. Risk management, internal controls, and assurance processes are integrated into all aspects of our business operations.	Positive implications - Due to benefits incurred by mitigating risks and delivering opportunities
17	**Supply Chain**	Risk	Complicated and varied supply chains present multiple risks that can impact both the cost and quality of raw materials.	Savita Oil has implemented a robust Sustainable (Green) Procurement Policy highlighting our policy commitments towards supply chain sustainability. We encourage our suppliers to sign our supplier code of conduct mentioning our vision for sustainability across value chain. We are in the process of developing a systemic plan to engage with our suppliers on ESG aspects.	Negative implication -Due to increase in supplier evaluation cost

1 - R/O: Associated Risk or Opportunity

S No.	Material Topic	R or O[1]	Rationale for identifying as Risk/ Opportunity	Savita Oil's Initiatives for identified Risk/Opportunity (R/O)	Financial Implication of R/O
18	**Talent Attraction**	Opportunity	Talented employees bring new ideas and solutions that can lead to product and process improvements, fostering company growth.	Savita has been certified as *a Great Place To Work*. We primarily hire the right talent laterally through various platforms like job portals, social media, employee referrals, etc. . We offer competitive benefits to our employee based on industry standards. We have established a comprehensive performance management as a part of our talent and retention strategy.	Negative implication -Due to increase in supplier evaluation cost
19	**Waste Management**	Risk	As regulatory constraints on waste disposal become more stringent, it is essential for the Company to implement responsible waste management practices.	We ensure that hazardous waste produced by our operations is managed and disposed of safely and in an environmentally responsible way. We are registered with Central Pollution Control Board (CPCB) to fulfill our EPR compliance for all applicable categories of plastics. We have adopted various waste recycling and reduction interventions, which is further highlighted in 'Waste Management' section of this Report.	Negative implication – Due to expenditure incurred on waste reduction measures and safe handling
20	**Water Stewardship**	Risk	Inadequate water stewardship presents numerous risks, from regulatory and operational challenges to reputational damage and financial costs. Furthermore, with decreasing availability of water, there are risks of regulatory restrictions, and stakeholder activism.	Our commitment to water stewardship involves responsible & effective management of water resources to ensure sustainability, minimize environmental impacts, and support the well-being of our communities. We fulfil our daily water requirement from third party water, and groundwater. We have been practicing rainwater harvesting at one of our manufacturing facility since 1998 wherein we harvest rainwater and recharge groundwater table. This is then routed for all operations at the factory thereby reducing our reliance on external water supplies. We plan to replicate this model in our other manufacturing units subject to due diligence.	Negative Implication - Water scarcity or contamination may disrupt production processes, affecting supply chains and revenue

1 - R/O: Associated Risk or Opportunity

Sustainable **Business Strategy**

A sustainable business strategy for Savita Oil involves incorporating environmental, social, and economic considerations into our core business operations and strategic decision-making processes. It further supports in environmental stewardship, long-term economic viability, and societal impact. Our strategy focuses on reducing environmental footprint through innovative product development, enhancing energy efficiency, and minimizing waste, all while adhering to stringent environmental regulations to ensure safety. By embedding sustainable practices throughout our entire value chain—from sourcing of raw materials to production, distribution, and end-of-life product management—Savita Oil can cater to the increasing demand for eco-friendly solutions. This approach not only strengthens our brand reputation and customer loyalty but also unlocks new market opportunities and builds resilience against future environmental challenges.

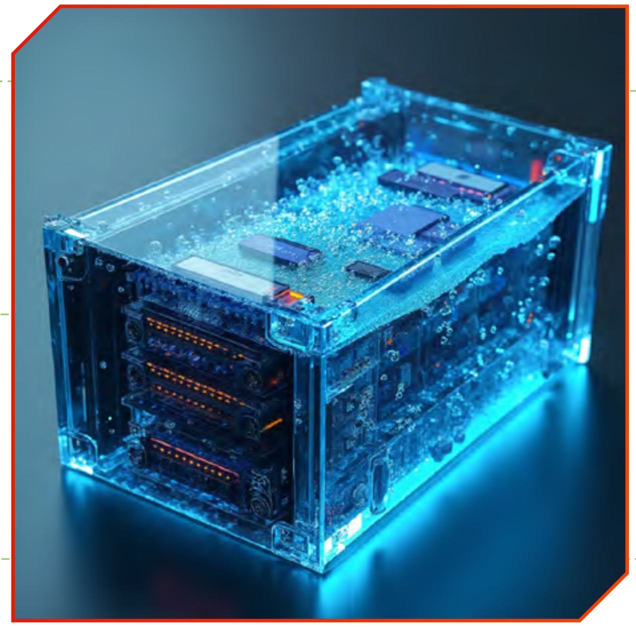
Our Commitment to Innovative and Sustainable Solutions

Savita Oil is dedicated to developing innovative and sustainable products. Among these is our development of specialized immersion coolants. These coolants enhance cooling efficiency, potentially leading to significant power savings, and reducing the necessity for extra cooling systems. Their advantages include:

Effcient Heat Transfer: Immersion coolants are typically designed with high thermal conductivity, enabling them to absorb and dissipate heat from electronic components more effectively than air. By submerging components in a cooling liquid, heat is rapidly removed, helping to maintain optimal operating temperatures.

Reduced Energy Use for Cooling: Traditional cooling methods, such as fans and air conditioning units, are often energy-intensive. Immersion cooling can minimize or even eliminate the need for these systems. By addressing heat directly at its source, immersion cooling can decrease the overall energy required for cooling

Enhanced Reliability: Maintaining a stable temperature for components through immersion cooling decreases the risk of failures due to overheating. This can enhance the longevity and reliability of equipment, potentially lowering maintenance expenses and reducing downtime.



Higher Component Density: The efficiency of immersion cooling allows for higher power densities and more compact designs, enabling more components to be housed in a smaller space without excessive heat buildup. This efficiency can result in power savings, as fewer resources are needed for managing cooling needs.

Reduced Air Conditioning Demand: In environments like data centers, where many electronic devices are used, air conditioning systems usually handle heat management. Immersion cooling can significantly lessen the heat load managed by air conditioning, resulting in reduced energy consumption for facility cooling.

Immersion coolants offer a more sustainable solution to current cooling methods by directly addressing the heat produced by electronic components and minimizing the need for additional cooling infrastructure. This approach can result in substantial power savings and enhanced energy efficiency.

Environment **Stewardship**

Material topics discussed

- Energy Management
- Climate Resilience and GHG Emissions
- Air Emission Quality
- Water Stewardship
- Waste Management
- Product Stewardship

Mapped UN SDGs

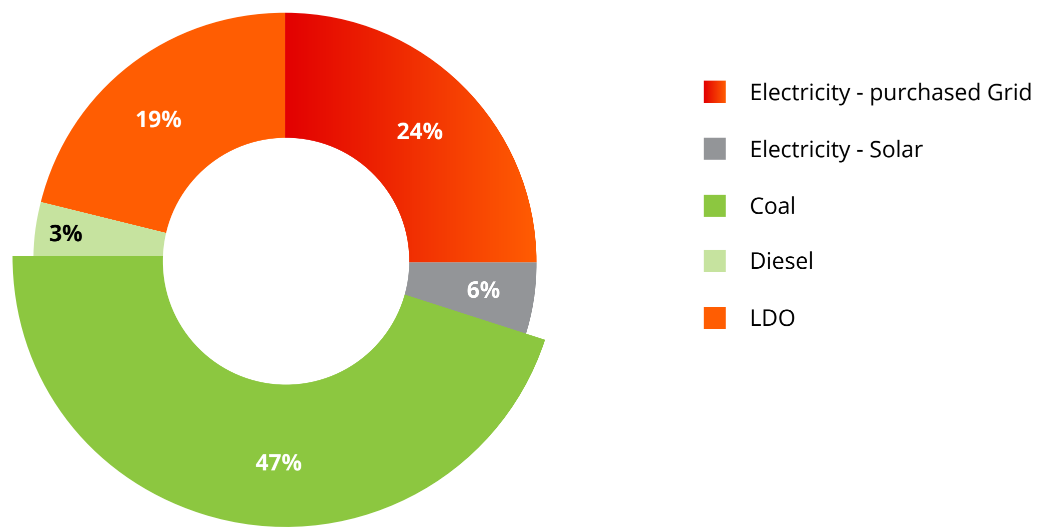
Environmental stewardship is a fundamental principle that guides the operations and practices at Savita Oil, emphasizing on our commitment to responsible and sustainable environmental management. This includes adopting eco-friendly production processes, water management initiatives, and implementing stringent waste management protocols. By integrating eco-conscious practices into our operations, such as energy efficiency initiatives and sustainable sourcing of raw materials, we strive to mitigate environmental impacts and contribute to the preservation of natural resources for future generations. These initiatives help us not only achieve operational excellence but also reduce our impact on the environment. To manage our emissions, protect nature, and reduce water consumption and impact on water resources, we have adopted external standards and principles developed by the Global Reporting Initiative (GRI), United Nations Global Compact (UNGC), and Sustainable Development Goals (SDGs). Through a steadfast dedication to environmental stewardship, Savita Oil demonstrates its role as a responsible corporate citizen, fostering a cleaner, greener, and more sustainable future for both the industry and the planet.

Energy Management

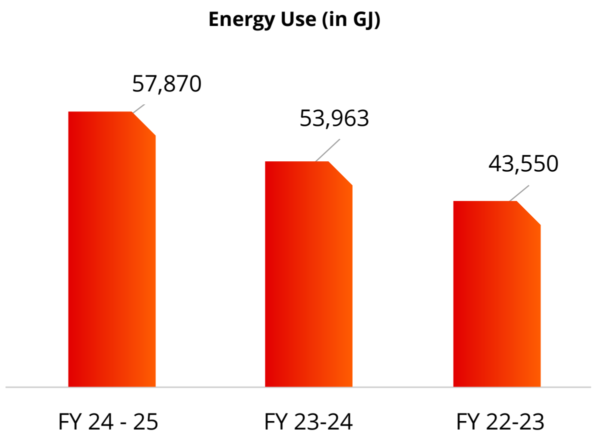
At Savita Oil, we recognize the critical importance of energy management in achieving both operational excellence and our sustainability goals. Our commitment to efficient energy use is rooted in a comprehensive approach that involves strategic planning, continuous improvement, and stakeholder engagement. We have developed a robust ESG policy that aligns with global best practices and regulatory requirements. Our policy focuses on reducing energy consumption, minimizing environmental impact, and fostering innovation in energy efficiency. We continuously invest in state-of-the-art technologies and equipment that enhance our energy efficiency. This includes upgrading to energy-efficient machinery, adherence with smart energy management systems, and exploring renewable energy sources where feasible.

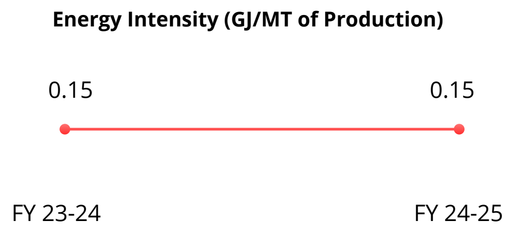
Our primary energy sources encompass coal, furnace oil, diesel, LDO, purchased grid electricity, and solar power. In our effort towards decarbonization, we aim to enhance the proportion of renewable energy (RE) in our total energy mix.

Energy Mix for FY 2024-25



We consumed 57,870 GJ of energy during the reporting period, compared to 53,963 GJ in FY 23-24. The increase in the absolute energy consumption is due to construction activities, plant trials, commissioning of synthetic ester plant and increased production.





Particulars	FY 2024-25 (GJ)	FY 23-24 (GJ)	FY 22-23 (GJ)
Purchased Electricity			
Electricity – Purchased	14,060	13,569	11,221
Captive Consumption			
Captive Solar	3,635	2,952	2,721
Fuel Consumption			
Coal	26,988*	23,999	20,611
Furnace Oil	-	138	435
Diesel	1,968	1,953	1,921
LDO	11,220	11,351	6,642
Total Fuel Consumption	40,176	37,441	29,608
Total Energy Consumption	**57,870**	**53,963**	**43,550**
Energy Intensity per metric ton of product (GJ/MT)	**0.15**	**0.15**	**0.13**

**Note - Increase in coal in FY 25 as compared to FY 24 is attributed to increase in production and change in production methods.*

Did you Know ?

6.28% of our total energy consumption is derived from Solar Energy

Electric Forklifts Driving Efficiency and Sustainability

Electric forklifts are revolutionizing material handling across industries, offering a blend of efficiency, sustainability, and advanced technology. As businesses strive to enhance operational efficiency and reduce their environmental footprint, electric forklifts have emerged as a preferred choice for Savita Oil over the traditional diesel - based forklifts. We are further committed to replace all diesel forklifts with electric forklifts over the next few years across our manufacturing sites.

- 54% of our forklift operations have been shifted to electric forklifts
- Avoidance of combustion of approximately 4.5 kL of diesel per forklift per year
- Environmental benefits: Zero tail pipe emissions, improved ambient air quality, potential to make zero carbon operations

We remain steadfast in our commitment to energy conservation and have dedicated investments in renewable energy sources. Additionally, we have successfully implemented and activated rooftop solar units at four of our plants, with a combined capacity exceeding 865 kWp (as on 31.03.2025). These eco-friendly initiatives underscore our emphasis on achieving environmentally conscious and sustainable performance.

Case Study

Harnessing the Power from Renewables for over 25 years

Wind energy plays a critical role in transitioning to a more sustainable and resilient energy future. Harnessing natural and inexhaustible power of wind through advanced turbine technology offers a multitude of benefits. Wind energy reduces dependence on fossil fuels, reduces greenhouse gas emissions, and mitigates the impacts of climate change, all while providing a reliable and increasingly cost-effective power supply.

With this, in 1999, driven by a vision to harness wind energy, Savita Oil initiated a scouting mission to find locations with robust wind potential. After thorough research and careful consideration, we established our first Wind Power Project in collaboration with the country's home brand, Suzlon. Our foray into the renewable sector began modestly with a 350 kW Wind Turbine Generator (WTG) at the Vankusawade Wind Park - a wind farm located on a high mountain plateau at 1,150 m above the Koyana Reservoir in Satara District of Maharashtra, which is amongst the largest wind farms in the country. The successful commissioning and operation of three 350 kW WTGs highlighted our business insight and our dedication to nation-building and environmental sustainability through non-conventional energy sources. The following year, we expanded our capacity fourfold to 4.05 MW. By exploring a wider range of OEMs and technologies, from 4.05 MW at the beginning of the new decade, our installed capacity today stands at 53.10MW in 2025. Today, our fleet consists of 46 Wind Turbines spread across three states (Karnataka, Maharashtra, Tamil Nadu) and 17 sites.

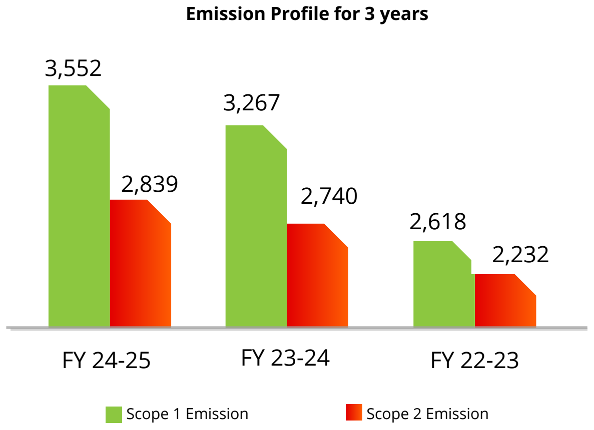
On March 20, 2024, we marked the 25th anniversary of our first Wind Power Project consisting of 350 kW WTGs. Remarkably, the project operated for five years beyond its intended 20-year lifespan. During FY 24-25, 80.40 MU of renewable power was generated from our wind power plants which resulted in avoidance of 58,540.80tCO_2eq. We are committed to continuing our efforts in providing clean energy, playing our part in combating climate change, and fostering a resilient and sustainable future.

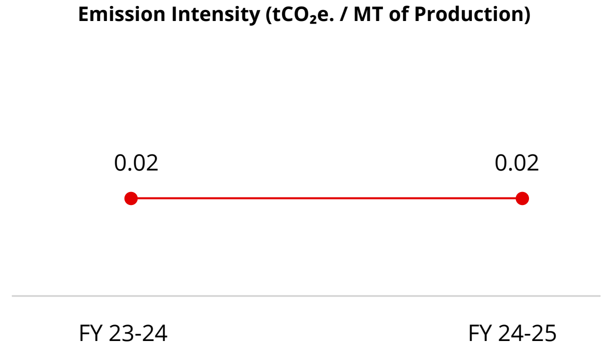
4X950kW Wind Power Project at Chitradurga, Karnataka

350kW WTG at Vankusawade Site, Satara, Maharashtra

Climate Resilience and GHG Emissions

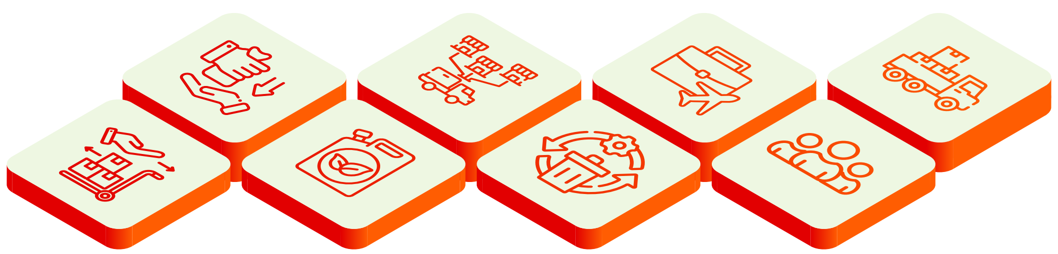
At Savita Oil, we acknowledge that climate change poses significant risks to businesses and communities where we operate. As a committed Company, we have been dedicated on reducing our operational emissions aspire to contribute towards national and global goals to achieve net zero emissions. Our sources of direct GHG emissions include stationary combustion of fuels like coal, furnace oil, diesel, and LDO. Our in-direct emissions include the consumption of purchased grid electricity. During the reporting year, our scope-1 and scope-2 emissions were 3552 tCO_2eq. and 2839 tCO_2eq. respectively. Our absolute total emissions has increased to 6,391 tCO_2eq. in FY 24-25 from 6,007 tCO_2eq. in FY 23-24 due to increased production.





GHG Emissions	FY 2024-25 (tCO₂e.)	FY 2023-24 (tCO₂e.)	FY 2022-23 (tCO₂e.)
Diesel	146	145	142
Furnace Oil	-	11	34
LDO	834	841	492
Coal	2,571	2,270	1,950
Scope 1 Emissions	3,552	3,267	2,618
Grid Electricity	2,839	2,740	2,232
Scope 2 Emissions	2,839	2,740	2,232
Total GHG Emissions	**6,391**	**6,007**	**4,850**
GHG Emissions Intensity per metric ton of product (tCO₂e./MT)	**0.02**	**0.02**	**0.01**

Furthermore, we understand that comprehensive greenhouse gas emissions management goes beyond direct operations (Scope 1) and energy consumption (Scope 2). Addressing Scope 3 emissions, those that occur in our value chain but are not directly controlled by us, becomes crucial for achieving our sustainability and net zero emissions targets. In FY 2023-24, we began to meticulously map our value chain to identify all potential sources of Scope 3 emissions, and continue to do the same for FY2024-25 including emissions from upstream and downstream activities. We used primary data and secondary emission factors to calculate these numbers. We have selected and calculated the Scope 3 category for the reporting period using screening and prioritization method and all category data has been collected based on availability and accuracy. This helped us in identifying 8 categories relevant to Savita Oil out of 15 categories of Scope 3. We have established systems and process for the estimation of our emissions from Business Travel and Employee Commute during the reporting year and will be disclosing the same in subsequent years ahead.



Category	Data Source	Methodology	Emissions in tCO_2 e
Category 1*: Purchased Goods and Services	Material suppliers	Average Data Methods and Average Spend Based	5,99,189
Category 2: Capital Goods	Capital Assets	Average Spend Based	711
Category 3: Fuel and Energy Related services	Energy Suppliers & Government agencies	Supplier Specific Method	2,239
Category 4: Upstream Transportation and Distribution	Purchase Records	Distance Based Method	10,189
Category 5: Waste Generation in Operations	Total Mass of Waste Generated in Operations	Waste Type Specific Method	9
Category 9: Downstream Transportation and Distribution	Purchase Records	Distance Based Method	41,271

**Note - Category 1 includes our major raw material, i.e., base oil, and packaging raw material inclusive of LDPE, and HDPE.*

Calculation Methodology

Emission factors are used to calculate emissions for all direct emission-related activities as per IPCC guidelines for GHG inventories (2006). We used the Baseline Carbon Dioxide Emission Database Version 17 factor for indirect emissions (i.e., purchased electricity). For Scope 3, emissions factors of the included categories were sourced from publicly available databases such as Ecoinvent and IPCC. The following standards, protocols, or methodologies have been used to collect activity data and calculate emissions: India GHG Inventory Programme, IPCC Guidelines for National Greenhouse Gas Inventories, 2006, The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), The Greenhouse Gas Protocol: Scope 2 Guidance.

Air Emission Quality

At Savita Oil, we are deeply committed to minimizing our impact on air quality. Recognizing the significant role that industrial activities can play in contributing to air pollution, we have adopted a comprehensive management approach to monitor, control, and reduce air emissions from our operations. Our strategies encompass regulatory compliance, process optimization, the integration of advanced technologies, and proactive stakeholder engagement. We are committed to maintain such emissions at a level well below the norms prescribed by the Air (Prevention and control of pollution) Act, 1981 (and amended from time to time) and Environment Protection Act, 1986 rules and regulations.

We have implemented continuous monitoring systems to track air emissions at our manufacturing facilities from DG sets, boilers, and thermopac. This includes monitoring for key pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM). Regular audits and inspections ensure that our monitoring equipment is functioning optimally and providing accurate data.

Air Emission Parameter	FY 24-25 (MT)
Particulate Matter (PM) Emission	6.91
SOx Emission	4.28
NOx Emission	1.75

We do not use any Ozone Depleting Substance (ODS) in our manufacturing facilities; therefore, there are no emissions of ODS from our manufacturing facilities.

Water Stewardship

Water stewardship entails responsible management and utilization of water resources to ensure sustainability for current and future generations. It involves practices and policies that promote the efficient use of water, protect water quality, and safeguard water resources from over-extraction and pollution. At Savita Oil, we are dedicated to responsible water stewardship, ensuring that our water usage is sustainable, efficient, and considerate of the environment and surrounding communities. Our approach encompasses conservation, efficiency, treatment, and community engagement, demonstrating our commitment to preserving this vital resource.

We have implemented strategies to optimize water use in our operations. In an effort to minimize our water footprint, we have been practicing rainwater harvesting , allowing us to contribute to the environment and decrease our dependence on external water sources. Through our water stewardship efforts, we aim to preserve and protect local water resources, promote biodiversity, and ensure the well-being of surrounding communities. We continually assess and improve our water management practices to align with industry standards and regulatory requirements by adopting interventions such as rainwater harvesting, effluent treatment plant, and water recycling measures. The installation of a Sewage Treatment Plant (STP) is currently underway at one of our facilities to improve wastewater management. At the same time, we are evaluating proposals for the development of both STP and Oil Water Separator (OWS) facilities at another site. These initiatives demonstrate our proactive commitment to providing thorough water treatment solutions that comply with strict regulatory standards and promote sustainable operational practices across our facilities.

Our major water withdrawal sources includes third-party water and groundwater at a few sites. We undergo a groundwater feasibility study before extraction of ground water near around our facilities. Our specific water consumption has decreased to 0.12 m3/MT of production in FY 2024-25 from 0.16 m3/MT, in FY 2023-24.

Water Particulars	FY 2024-25 (m^3)	FY 2023-24 (m^3)	FY 2022-23 (m^3)
Water Withdrawal	47,621	59,428	52,712
Water Discharge*	2,233	1,510	173
Water Consumption	45,388	57,918	52,539
Water Intensity per metric ton of product (m^3/MT)	**0.12**	**0.16**	**0.15**

**Note – Water discharge has increased due to the increase in production and expansion of Synthetic Ester Plant.*

Rainwater Harvesting and Storage

Pacing Towards Water Positivity

Rainwater Harvesting (RWH) is a core component of our water stewardship initiatives. This allows us to capture and utilize rainwater effectively, reducing our dependence on traditional water sources while promoting environmental conservation. We have installed rainwater harvesting systems at several of our facilities. These systems are designed to collect and store rainwater from rooftops and other surfaces, channeling it into storage tanks for future use. By harnessing this natural resource, we supplement our water supply and decrease our reliance on local municipal sources.

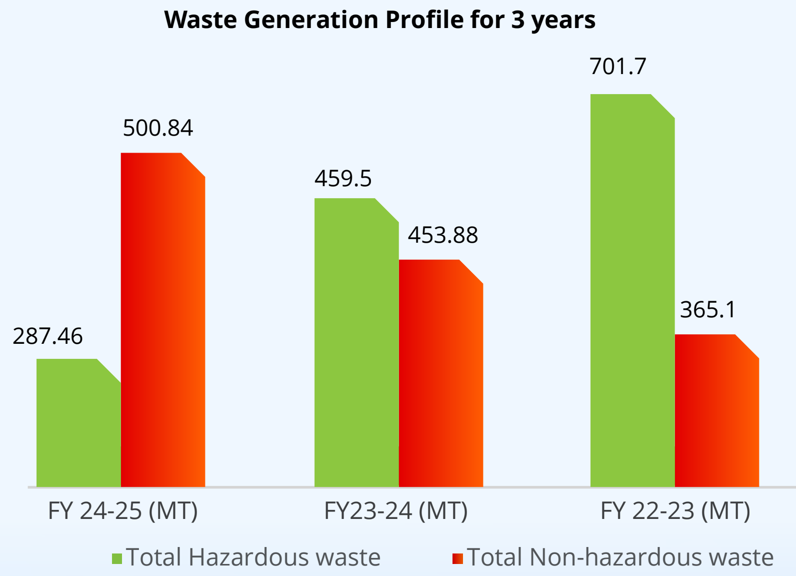
- Initiated rainwater harvesting at our Silvassa facilities since 1998
- More than 5,900 sq meter area under rainwater harvesting infrastructure at all our manufacturing facilities
- Approx 1,700 sq meter area under development for RWH at our Silvassa facilities
- Total rainwater storage capacity of 169.27 kl across all our manufacturing facilities

Waste Management

At Savita Oil, efficient waste management is a key element of our dedication to environmental stewardship. We understand that responsible waste handling and reduction are crucial for decreasing our ecological footprint and safeguarding the health and safety of our employees, communities, and the environment. Our waste management strategy takes a holistic approach that includes minimizing waste, recycling, and safely disposing of hazardous materials. By adopting innovative practices and technologies, we aim to foster a circular economy within our operations, ensuring that waste is handled in an efficient and sustainable manner. This commitment not only enables us to meet regulatory requirements but also enhances our role as a responsible corporate citizen in the sectors we operate in.

Hazardous waste, including ETP sludge, oil-soaked filters, oil-contaminated drums, spent earth, and E-waste, is properly sent to government-approved recycling facilities. Non-hazardous waste is redirected to vendors for recycling or reuse, while general and kitchen (food) waste is managed through municipal authorities. It's important to mention that our operations do not involve the use of hazardous or toxic chemicals. Our commitment to Extended Producer Responsibility (EPR) is demonstrated by our adherence to CPCB regulations across all relevant categories of plastics. We adhere to the guidelines as provisioned in the Plastic Waste Management Rules, 2016, and its subsequent amendments.

Waste Generated	FY 2024-25 (MT)	FY 2023-24 (MT)
Total Hazardous waste	287.46	459.46
Total Non-hazardous waste	500.84	453.88
Total waste generated	**788.30**	**913.34**



Waste Disposal	FY 24 -25 (MT)
Waste sent to landfill	156.20
Waste sent for incineration	2.07
Waste sent for recycling	501.71

Biodiversity Management

At Savita Oil, we acknowledge the importance of robust ecosystems to the health of our planet and the communities we influence. As we grow and innovate, we remain devoted to embedding biodiversity conservation into our operational and strategic initiatives. Our manufacturing facilities are located within designated Notified Industrial Estates, with none of our operational sites situated in protected or high biodiversity value areas. We do not oversee any restored ecosystems or lands. Additionally, we are committed to maintaining green belts at our operational sites in line with established norms and industry standards.

Social **Inclusiveness**

Material topics discussed

- Human Capital
- Talent Attraction
- Diversity and Inclusion
- Human Rights
- Occupational Health and Safety
- Supply Chain
- Community Engagement
- Marketing and Labelling

Mapped UN SDGs

Social responsibility and community engagement are essential components of sustainable development for us at Savita Oil. Our commitment extends beyond the operational realm, impacting lives and fostering communal prosperity. In this section, we delve into our efforts to ensure a safe and inclusive workplace, promote equitable labor practices, and create a positive social footprint by supporting community initiatives. By fostering collaborative partnerships and implementing impactful programs, we strive to effect meaningful change, improve the quality of life for our stakeholders, and create a resilient and sustainable future for generations ahead.

Human Capital

At Savita Oil, we recognize that our employees are our most valuable asset. Our commitment to human capital development is central to our business strategy, empowering our workforce to achieve business and operational excellence. By imbibing our values of simplicity, humility, reliability, and accountability, we foster a supportive atmosphere where employees feel appreciated and driven. We believe in open communication and actively encourage feedback to develop workplace policies that reflect the diverse needs and aspirations of our team. By investing in our people, Savita Oil not only fosters personal growth but also ensures long-term organizational success, positioning ourselves as a leader in the industry while contributing positively to societal progress.

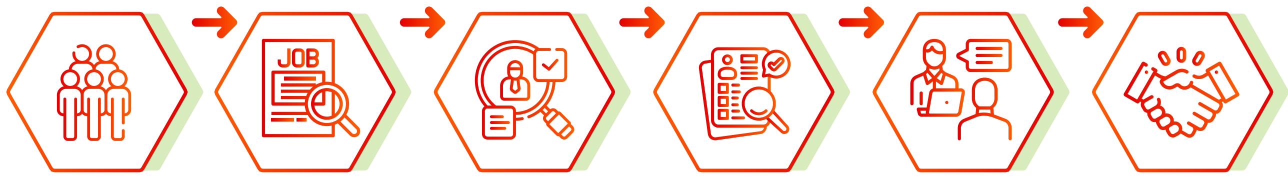
We focus on recruiting right talent for right positions and ensuring that our team members are provided resources and opportunities they need to excel in their job role. We adhere to merit-based recruitment standards. We recruit talented and dedicated individuals through multiple channels, including job portals, search firms, referrals, and lateral hiring. We are an equal opportunity employer and we do not discriminate against our people based on religion, caste, gender, ethnicity, race, language, etc.

Did you Know ?

Certified Great Place to Work

Our well-defined HR policies guide the processes of recruitment, retention, turnover, employee well-being, and learning and development. We offer a range of training programs that hone skills, foster innovation, and encourage leadership. Regular performance evaluations aid in identifying potential and ensuring optimal utilization, while tailored growth plans provide clear pathways for professional advancement.

Process of Talent Attraction



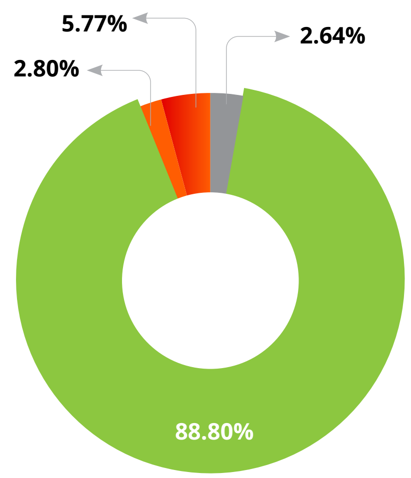
As of 31st March 2025, we have a total of 607 permanent employees and 482 contract workers in our Company. We hired 107 new employees in the reporting period and women constituted 6% of our newly hired employees. Currently, 100% of our workforce including the senior leadership team are hired from the local community.

Workforce Data for 3 years

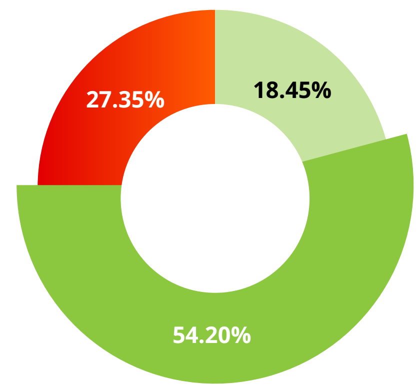
Employee Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Associates	294	28	322	308	28	336	293	29	322
Middle Management	193	16	209	174	16	190	169	16	185
Senior Management	45	1	46	40	1	41	36	0	36
Top Management	27	3	30	32	3	35	29	3	32
Grand Total	**559**	**48**	**607**	**554**	**48**	**602**	**527**	**48**	**575**

**Note: Workforce data as of 31st March, 2025.*

Employee Profile FY 2024-25 (By Region - India)



Employee Profile FY 2024-25 (By Age Group)



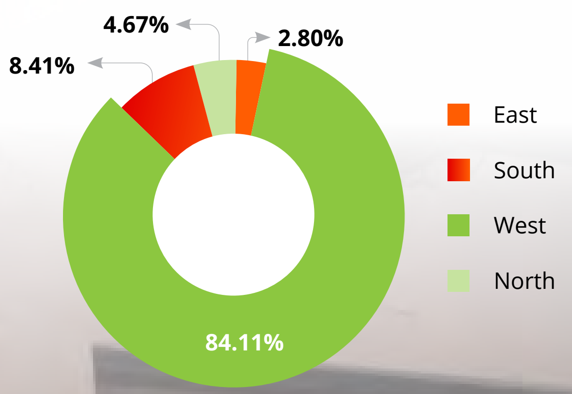
Did you Know ?

18.45% of our total workforce is less than 30 years of age

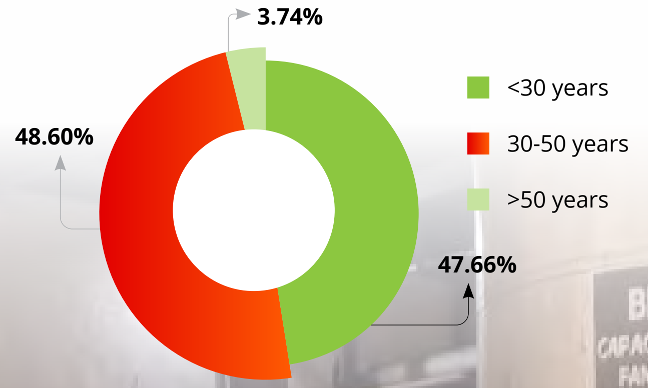
Employee hired during the reporting period (FY 2024-25) by gender, region, and age group

Employee Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Associates	65	5	70	95	5	100	93	3	96
Middle Management	31	0	31	19	2	21	22	1	23
Senior Management	5	1	6	8	1	9	9	0	9
Top Management	0	0	0	7	0	7	4	0	4
Grand Total	**101**	**6**	**107**	**129**	**8**	**137**	**128**	**4**	**132**

New Hire FY 2024-25 (By Region - India)



New Hire FY 2024-25 (By Age Group)



As a responsible employer, SOTL provides several employee benefits such as group term life insurance, maternity leave, retirement provision, and provident fund. We believe that the journey of parenthood deserves recognition and support. At present, we only offer maternity leave to our female employees; however, we are dedicated to implementing a paternity leave provision for our male employees in the years to come.

FY 2024-25	No. of employees entitled to parental leave	No. of employees that took parental leave	No. of employees who returned to work after leave ended	No. of employees who returned to work after leave ended and were still employed after 12 months
Maternity Leave	48	1	1	1

100%
Return to Work Rate
(From maternity leave)

100%
Retention Rate
(After maternity leave)

Did you Know ?

We have a dedicated ***Work From Home Policy*** for our employees providing them flexi work options

Performance Management System

We understand that effective performance management is crucial to the success of our organization and the achievement of our strategic objectives. Our performance management system is designed to not only enhance individual and team performance but also to align employee contributions with the overall goals of the company. We have implemented a comprehensive digitized performance management system (PMS) software for mid-year and end year assessment. Line managers actively engage with their team members to offer constructive feedback and support their professional and personal development.

Did you Know ?

100% of our workforce receive performance management reviews

Employee Engagement

Employee engagement is a critical factor in driving organizational success and fostering a positive workplace culture. It reflects the level of commitment, motivation, and enthusiasm that employees have towards their roles and the company as a whole. At Savita Oil, we recognize that engaged employees are more productive, innovative, and dedicated to delivering exceptional results. We are committed to creating an environment that promotes open communication, collaboration, and professional development, empowering our workforce to contribute fully to the organization's vision and goals. By prioritizing employee engagement, we aim to build a motivated and engaged team that is not only aligned with our business objectives but also invested in their own growth and well-being. Below mentioned are our employee engagement initiatives throughout the reporting period:

- International Yoga Day
- New-Born Gift Hamper to employee's residence
- SOTL Foundation Day
- International Women Day
- Women's Health Awareness Programme
- Cricket Tournaments

Supply Chain Sustainability

We understand that a sustainable supply chain is pivotal to our commitment to environmental stewardship and corporate responsibility. As a key part of our sustainable business strategy, we are dedicated to ensuring that every link in our supply chain aligns with our core value system. By collaborating closely with our suppliers and business partners, we strive to adopt best practices that reduce environmental impact, uphold ethical standards, and enhance social well-being. Through continuous improvement and innovation in our supply chain processes, we aim to contribute to a more resilient future while delivering high-quality sustainable products to our customers.

Our primary raw materials consist of base oils, bio-based base oils, and natural esters, with most of our supplies sourced from within India. We've established a sustainable procurement policy and are working on enhancing it to become a strategic procurement policy that addresses environmental, social, and governance issues. We have begun to factor 'sustainability' performance into our supplier selection criteria, alongside cost, quality, and delivery considerations. In the fourth quarter of FY 2023-24, we started requiring both existing and new suppliers to sign our Supplier Code of Conduct and are continuing on this endeavor to ensure adherence across our supply chain. Our Annual Supplier Meets offer a platform for engaging with suppliers to understand their needs and expectations and discuss our roadmap for FY 2024-25, including plans for developing more sustainable solutions.

Customer Relationship Management and Customer Satisfaction

Fostering strong and enduring relationships with our customers is a cornerstone of Savita Oil's business strategy. We are committed to understanding and anticipating the evolving needs of our clients to deliver tailored solutions that drive mutual success. Through proactive engagement and responsive service, we ensure that customer satisfaction is at the heart of our operations. By leveraging customer relationship management systems and tools, we collect valuable insights and feedback that enable us to enhance our products and services continually. To ensure we effectively meet and exceed customer expectations, we conduct regular customer satisfaction surveys in accordance with ISO procedures as an integral part of our customer relationship management strategy. Our focus on building trusted partnerships not only strengthens our market position but also propels us toward achieving our long-term business objectives.

Customer Grievance Redressal Process

Addressing customer grievances effectively is crucial to maintaining trust and satisfaction. Our customer grievance redressal process is designed to ensure that any concerns or issues raised by our customers are handled promptly, fairly, and transparently. We ensure implementation of ISO procedure for managing customer complaints, followed by a Corrective and Prevention Action (CAPA) meeting to find resolutions and mitigation plans. A comprehensive report is prepared to address customer grievances and complaints.

Customer Engagement

We understand that building strong relationships with our customers is essential for mutual long-term success and sustainability. Our commitment to engaging with our customers goes beyond merely fulfilling their business requirements; it involves creating meaningful interactions that foster loyalty, trust, and satisfaction. As a part of our customer meets, we ensure showcasing our manufacturing facility to build customer confidence & open up new business avenues. Providing the customer's technical team with information about our latest products, including their handling, performance advantages, and the environmental benefits of our product range. We also emphasize the quality and safety measures that should be observed when using our products.

We aim to assist our customers in reaching their sustainability goals by providing innovative solutions that are both effective and efficient. We adhere to international labeling standards and maintain Material Safety Data Sheets (MSDS) in accordance with current regulations. Throughout the reporting period, there were no instances of non-compliance related to product and service information and labeling. Additionally, we did not receive any complaints or incur any monetary or non-monetary penalties during this time.

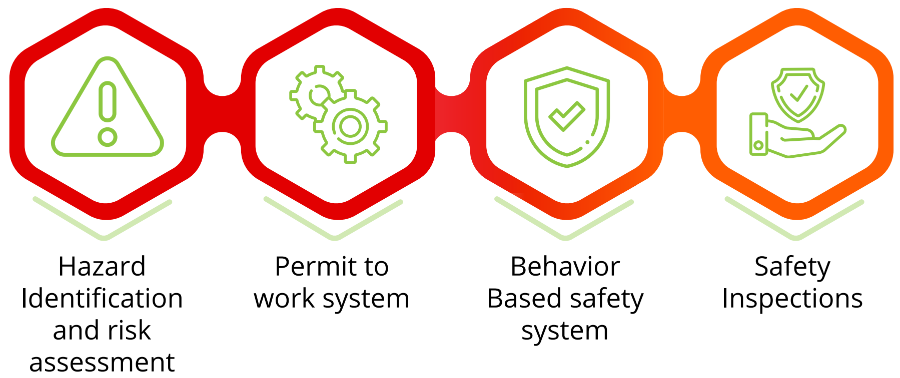
Occupational Health & Safety Management System

At Savita Oil, the well-being and safety of our employees are of utmost importance. Our commitment to occupational health and safety is a foundational aspect of our operational philosophy and sustainability efforts. We strive to create a work environment where every team member feels secure and empowered to perform at their best. Through rigorous safety protocols, continuous training, and a proactive approach to risk management, we aim to prevent workplace incidents and promote a culture of safety awareness. Our dedication extends beyond compliance with regulations; we are constantly innovating and implementing best practices to ensure the highest standards of health and safety across all our operations. By prioritizing the welfare of our workforce, we not only protect our most valuable asset but also foster a resilient and sustainable organization.

We ensure in safeguarding the health and safety of our employees and workers throughout. Our Risk Management Policy and OHS Policy ensure implementation of safety regulations and effective risk management. We are ISO 9001:2015 certified and our manufacturing sites are ISO 14001:2015 and 45001:2018 certified. This ensures a secure and inclusive work culture while managing associated risks in supply chain disruptions.

Periodic health and safety related trainings like firefighting and emergency response are provided to our employees and workers. Also, safety audits and inspections are undertaken to ensure compliance with health and safety requirements. Our infrastructure is also well equipped with safety & fire-fighting equipment's like extinguishers, fire alarms, beam and smoke detectors and a dedicated water tanks.

Hazard Identification, risk assessment, and incident investigation



Our workers are provided periodic trainings on Hazard Identification and Risk Assessment (HIRA), to report unsafe conditions, near misses, incidents and accident investigations identified. Safety Audits and Inspections are carried out on regular intervals to ensure compliance of health and safety requirements. We foster awareness, education, and training among stakeholders about HSE and mitigate direct impacts linked to our operations, products and services. We also conduct periodic HIRA studies to identify work related hazards and risks. Furthermore, job safety analysis is also undertaken for non-routine job and new projects.

Our employees and workers report about work related hazards in Unsafe Acts and Conditions Form and Workers Reports Complaints and provide suggestions related to OHS, in Safety Committee meeting.

Our employees have the authority to report any work-related hazards and remove themselves from potentially risky situations, knowing that we take immediate corrective actions to eliminate hazards and follow up with preventive measures to ensure their safety.

Our assessment for the reporting period is detailed below:

- 100% of our employees and workers are covered under OHS management system and benefit from our health insurance policy.
- No work-related injuries and work-related ill health reported. This indicates our commitment towards ensuring safety and health standards.

Workers report about work related hazards like unsafe acts, near misses, incidents/ accidents through safety suggestion drop boxes.

Community Engagement

Conducting our business in a socially responsible and ethical manner is of prime importance to Savita Oil. Our Corporate Social Responsibility (CSR) policy, which is available at our website, serves as a guiding framework that reflects our dedication to contributing positively to society while minimizing our environmental impact. We believe that a successful business must not only focus on financial growth but also prioritize the well-being of the communities we serve, our employees, and the environment.

Our CSR initiatives are designed to address critical social, economic, and environmental issues, aligning with our core value system. We aim to create meaningful, long-lasting impacts through initiatives that promote education, health, and rural development. By engaging with various stakeholders, including local communities, government organizations, and civil society, we strive to understand their needs and contribute to their development.

Savita Oil's CSR policy underscores our belief in accountability and transparency. We continuously assess and improve our strategies to ensure that our efforts effectively address the challenges faced by communities. Through our commitment to CSR, we seek not only to enhance our corporate reputation but also to create a sustainable future where business success and social welfare go hand in hand.

Healthcare	Education	Rural Development
INR 44.91 million	INR 3.96 million	INR 6.08 million

Total Expenditure for FY 2024-25

INR 54.95 million

CSR Initiative in FY 2024-25

Healthcare

- Lions Club of Thane North Charitable Trust (For purchase of medical equipments for their Day Care Hospital Project)
- Shri Chaitanya Health and Care Trust, Mumbai (For construction and cost of equipments for ICCU ward Intensive Cardiac Care Unit)
- Krishna Cancer Aid Association, Silvassa - Cancer Awareness Program

Education

- Chintamani Arts, Mumbai (Donation to Traffic Police for Road Safety Campaign)
- Torchit Foundation (For Distribution and Training of 'Jyoti Smart AI Pro Assistive aids to Visually Impaired persons)
- All India Cricket Association of the Deaf, UP (Welfare of differently-abled persons)
- Kartavya Foundation, Pune (For Education purpose at Zilla Parishad School)
- Akshay Patra Foundation - Mid-Day Meal Programme
- National Society for the Blind, Borivali - Vocational Training for the Blind
- DEEDS Charitable Trust, Mumbai (Vocational Training for the Deaf) School in Dehradun
- Ram Lal Kapoor Trust, Revali, Haryana (For Education purpose at the Panini Mahavidyalaya)

Rural Development

- ISKCON, Navi Mumbai (For Food for Life – Annadanam Program)
- UT Administration of Dadra & Nagar Haveli and Daman & Diu, Department of Labour & Employment (For providing mid-day meals to contract workers)
- Construction of common/public road under Rural Development Project (RCC Road, Kharadpada)

AKSHAYA PATRA MID-DAY MEAL PROGRAMME: A Commitment to Education and Nutrition

The Akshaya Patra Foundation operates one of the largest mid-day meal programs, aimed at combating hunger and malnutrition among school-going children. The initiative seeks to ensure that every child receives at least one wholesome meal during school hours, thus promoting attendance, retention, and overall educational outcomes. By serving hot, nutritious meals, the program not only addresses the issue of food insecurity but also fosters a conducive learning environment.

As a responsible corporate entity, Savita Oil is committed to supporting significant social initiatives that align with our values. Our partnership with the Akshaya Patra Foundation involves sponsoring mid-day meals for children in Silvassa. This collaboration ensures that children receive meals that are not only tasty but also nutritionally adequate.

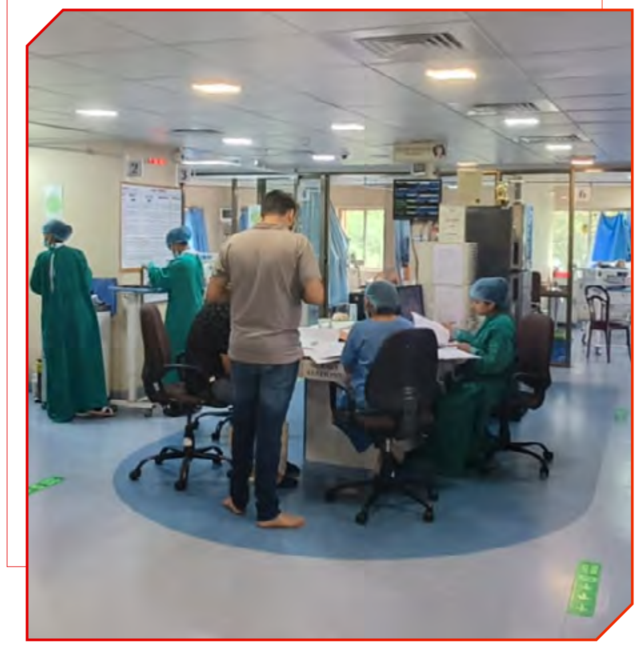
Did you Know ?

18,25,144 Mid-Day Meals Provided

7,867 Number of Children Supported

In FY 24, we have aided in the purchase of healthcare equipments such as bone densitometer and steam sterilizer for the welfare of the community.

During the reporting year, we partnered with Bhaktivedanta Hospital & Research Institute to strengthen their hospital infrastructure, reaffirming our commitment to community welfare. Our contribution supported the construction of Operation Theatres - General & Urology, an Intensive Cardiac Care Unit (ICCU) ward and the purchase of equipments, including a full room digital X-ray machine, bone densitometer, USG machine.



Focus Area	Impact
Healthcare	• Enhanced capacity for mid-day meals • Improved healthcare services through performing various surgical operations such as small size kidney stones, gall bladder etc. Improved healthcare services • Enhanced road safety awareness
Healthcare and Education	Supported 7,867 children studying in government schools of Silvassa with 18,25,144 meals Contributed to the construction of a new school facility, including the addition of terraces and balconies, specifically designed to benefit hearing-impaired students, fostering an inclusive learning environment.
Healthcare and Sustainable Livelihood	Contribution to child welfare and healthcare
Infrastructure Development	Supported community infrastructure and strengthen hospital infrastructure

AKSHAYA PATRA MID-DAY MEAL PROGRAMME: A Commitment to Education and Nutrition

ESG **Data pack**

Index highlighting all the sustainability performance of SOTL for FY 2024-25

Table: Economic Performance as on 31st March 2025

Particulars	FY 2024-25 (CR)
Net revenue from ops	3,813.72
Revenue from other sources	55.14
Total revenue	3,868.86
Operating cost (includes the cost of raw materials, depreciation, and other expenses)	3,580.35
Employee wages and benefit	95.00
EBIT	193.51
Interest	27.88
PBT	165.63
Tax	41.86
PAT	123.77
Dividend Paid	27.42
Retained earnings (for the FY)	96.35
CSR Expenditure	5.49

Table: Economic Performance as on 31st March 2025

Contribution to Benefit Plan (In crore)	FY 2024-25 (CR)
Contributions to Provident and Other Funds	6.55
Staff Welfare Expenses	3.92
Total	10.47

Financial Assistance Received from Government

Financial Assistance from Government	FY 2024-25 (CR)
Custom, excise duties waived	26.97

Table: Energy Management

Energy Management	FY 2024-25 (GJ)	FY 2023-24 (GJ)	FY 2022-23 (GJ)
Purchased Electricity			
Electricity – Purchased	14,060	13,569	11,221
Captive Consumption			
Captive Solar	3,635	2,952	2,721
Fuel Consumption			
Coal	26,988	23,999	20,611
Furnace Oil	-	138	435
Diesel	1,968	1,953	1,921
LDO	11,220	11,351	6,642
Total Fuel Consumption	**40,176**	**37,441**	**29,608**
Total Energy Consumption	**57,870**	**53,963**	**43,550**
Energy Intensity per metric ton of product (GJ/MT)	**0.15**	**0.15**	**0.13**

Table: Emission Management

GHG Emissions	FY 2024-25 ($tCO_2e.$)	FY 2023-24 ($tCO_2e.$)	FY 2022-23 ($tCO_2e.$)
Diesel	146	145	142
Furnace Oil	-	11	34
LDO	834	841	492
Coal	2,571	2,270	1,950
Scope 1 Emissions	**3,552**	**3,267**	**2,618**
Grid Electricity	2,839	2,740	2,232
Scope 2 Emissions	**2,839**	**2,740**	**2,232**
Total GHG Emissions	**6,391**	**6,007**	**4,850**
GHG Emissions Intensity per metric ton of product (tCO2e./MT)	**0.02**	**0.02**	**0.01**

Table: Water Management

Water Particulars	FY 2024-25 (m3)	FY 2023-24 (m3)	FY 2022-23 (m3)
Water Withdrawal	47,621	59,428	52,712
Water Discharge	2,233	1,510	173
Water Consumption	45,388	57,918	52,539
Water Intensity per metric ton of product (m^3/MT)	**0.12**	**0.16**	**0.15**

Table: Air Management

Air Emission Parameter	FY 2024-25 (MT)
Particulate matter	6.91
SOx Emission	4.28
NOx Emission	1.75

Table: Waste Management

Waste Generated		
Waste Generated	**FY 2024-25 (MT)**	**FY 2023-24 (MT)**
Total Hazardous Waste	287.46	459.46
Total Non-Hazardous Waste	500.84	453.88
Total Waste Generated	788.30	913.34
Waste Disposal	**FY 2024-25 (MT)**	
Waste sent to landfill	156.20	
Waste sent for incineration	2.07	
Waste sent for recycling	501.71	

Table: Material Consumption

Material	FY 2024-25 (MT)
Raw material	3,80,651
Semi manufactured goods	674.06
Packaging material	13,170.54

Table: Workforce Data for 3 years

Employee Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Associates	294	28	322	308	28	336	293	29	322
Middle Management	193	16	209	174	16	190	169	16	185
Senior Management	45	1	46	40	1	41	36	0	36
Top Management	27	3	30	32	3	35	29	3	32
Grand Total	**559**	**48**	**607**	**554**	**48**	**602**	**527**	**48**	**575**

Table: Employee hired during the reporting period (FY2024-25) by gender, region, and age group

Employee Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Associates	65	5	70	95	5	100	93	3	96
Middle Management	31	0	31	19	2	21	22	1	23
Senior Management	5	1	6	8	1	9	9	0	9
Top Management	0	0	0	7	0	7	4	0	4
Grand Total	**101**	**6**	**107**	**129**	**8**	**137**	**128**	**4**	**132**

GRI **Content Index**

GRI Standard	Disclosure	Page Number	Remarks
GRI 2: General Disclosures 2021	2-1 Organizational details	12	
	2-2 Entities included in the organization's sustainability reporting	4	
	2-3 Reporting period, frequency and contact point	4	
	2-4 Restatements of information	Scope 2 emission data for FY 2024 has been revised because of duplication in data collation, which stands corrected in this report of FY 2024-25.	
	2-5 External assurance	4 (Report has been reviewed and internally assured by Savita Oil through set checks and balances)	
	2-6 Activities, value chain and other business relationships	18-21	
	2-7 Employees	61	
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	2-19 Remuneration policies	29	
	2-20 Process to determine remuneration	29	

GRI Standard	Disclosure	Page Number	Remarks
	2-21 Annual total compensation ratio	-	47, 53, 54, 85 (Refer to Annual Report FY 2024-25)
	2-22 Statement on sustainable development strategy	6	
	2-23 Policy commitments	30	
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GRI 202: Market Presence 2016	3-3 Management of material topics	38	
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	202-2 Proportion of senior management hired from the local community	62	
GRI 204: Procurement Practices 2016	3-3 Management of material topics	38	
	204-1 Proportion of spending on local suppliers	-	92 (Refer to Annual Report FY 2024-25)
GRI 205: Anti-corruption 2016	3-3 Management of material topics	38	
	205-1 Operations assessed for risks related to corruption	30	
	205-2 Communication and training about anti-corruption policies and procedures	30	76 (Refer to Annual Report FY 2024-25)
	205-3 Confirmed incidents of corruption and actions taken	30	76 (Refer to Annual Report FY 2024-25)

GRI Standard	Disclosure	Page Number	Remarks
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	30	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	30	77 (Refer to Annual Report FY 2024-25)
GRI 301: Materials 2016	3-3 Management of material topics	38	
	301-1 Materials used by weight or volume	75	
	301-2 Recycled input materials used	56	
	301-3 Reclaimed products and their packaging materials	We do not reclaim any of our products and their packaging material	
GRI 302: Energy 2016	3-3 Management of material topics	38	
	302-1 Energy consumption within the organization	50	
	302-2 Energy consumption outside of the organization	50	
	302-3 Energy intensity	50	
	302-4 Reduction of energy consumption	50	
	302-5 Reductions in energy requirements of products and services	Not applicable	
GRI 303: Water and Effluents 2018	3-3 Management of material topics	38	
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	303-2 Management of water discharge-related impacts	55	
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	308-2 Negative environmental impacts in the supply chain and actions taken	65	
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	405-2 Ratio of basic salary and remuneration of women to men	-	85 (Refer to Annual Report FY 2024-25)
GRI 406: Non-discrimination 2016	3-3 Management of material topics	38	
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GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	38	
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GRI 408: Child Labor 2016	3-3 Management of material topics	38	
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GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	38	
	414-1 New suppliers that were screened using social criteria	65	
	414-2 Negative social impacts in the supply chain and actions taken	We did not have any negative social impacts in the supply chain	
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	38	
	416-1 Assessment of the health and safety impacts of product and service categories	38	22, 72 (Refer to Annual Report FY 2024-25)
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We do not have any non-compliance concerning the health and safety impacts of products	
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