**Theme: Driving Sustainable Excellence 2024-25**

**Content**

**Introduction:**

In the early stages of India's economic liberalization, Padma Shri Rajinder Gupta, a visionary first-generation entrepreneur, laid the foundation of what would become one of India's most respected and responsible business groups — Trident Limited.

From its modest beginnings as a single-unit yarn manufacturer, Trident has evolved into a diversified global enterprise spanning textiles, paper, energy, and chemicals, driven by innovation, sustainability, and inclusive growth. Today, Trident's presence extends far beyond home textiles — it stands as a symbol of responsible manufacturing, creating value for customers, employees, investors, and communities across more than 100+ countries.

At Trident, we believe that sustainability is not a goal but a journey — a continuous process of balancing economic growth with environmental stewardship and social responsibility. Guided by our core philosophy, *"Inspired by Challenge, We Add Value to Life,"* we integrate ESG principles across every aspect of our operations, from sourcing renewable raw materials to reducing carbon emissions and empowering people.

During FY 2024–25, we continued to make significant progress in our sustainability journey — advancing towards carbon neutrality through science-based climate resilience goals, circular economy practices, waste diversion projects, and resource efficiency. In paper manufacturing, our wheat-straw-based pulp innovation has reduced dependence on wood fibre, reaffirming our commitment to nature-positive growth.

As we look ahead, Trident remains steadfast in its purpose — to grow responsibly, care deeply, and innovate sustainably. Every initiative we take — from promoting biodiversity and circularity to empowering local communities — echoes our belief that true progress is one that uplifts both people and the planet.

## Message from the Chairman Emeritus

**Rajinder Gupta | Chairman Emeritus | Trident Limited**

*"At Trident, sustainability is a continuous journey – one that embodies our values, strengthens our purpose, and shapes the better world we aspire to create."*

It gives me immense pleasure to present the ESG Data Book of Trident Limited for FY 2024–25. This Databook underscores our commitment to transparency and integration of ESG principles across operations. Within this report, we emphasize the ESG progress, challenges, and opportunities encountered during FY 24-25. In a rapidly evolving world facing environmental and social challenges, Trident remains committed to driving positive change and sustainable growth across its diversified businesses — Textiles, Paper, Energy, and Chemicals. Guided by our vision *"Inspired by challenge, we will*

*add value to life, and together, prosper globally,"* we continue to harness technology and innovation for responsible progress.

Recognizing that climate change is real, we **are firmly committed to climate action and environmental stewardship across our operations.** As part of this commitment, we have successfully validated Science Based Targets (SBTi), in the reporting year. In line with SBTi goals, Trident is working towards **achieving net zero by 2050**. We are actively developing integrated strategies, and our efforts include

a phased transition away from coal, scaling up renewable and clean energy sources, investing in technologies that enhance operational efficiency, strengthening systems to measure, monitor, and reduce greenhouse gas (GHG) emissions.

We are advancing towards carbon neutrality and in FY 2024-25, **biofuel consumption rose by 18.23% to 3,89,980 MT, representing 49.29% of our total fuel energy mix**. - Trident has installed 51.98 **MWp of solar capacity producing 53.8 million kWh power** and we aim to expand our solar capacity further to 57.38

4

MWp. The current solar infrastructure supports our goal of sourcing 50% of energy from renewables by 2025, a target we overachieved with 52.74**% Renewable Energy share in total energy mix**. Trident's sustainability roadmap is both ambitious and actionable. Rooted in responsibilities, we look forward to expanding Renewable Energy against Grid Electricity at Budhni premises, through hybrid renewable energy projects. The project involves development of a **hybrid renewable energy plant comprising of solar power and wind power** to meet the renewable energy (RE) requirements.

Water is a critical input in textile manufacturing, necessitating robust and strategic management across all operational levels. At Trident, we are advancing our water stewardship initiatives by leveraging cutting-edge technologies such as zero liquid discharge (ZLD) systems, membrane filtration, and real-time water quality monitoring, and technology integration in plant machinery and operations. We have established **robust water storage infrastructure to ensure uninterrupted supply for industrial operations.**

Waste Management forms a core pillar of our Environment Management System, driving our journey toward embedding circularity into daily operations. Trident has instituted robust systems and facilities to manage hazardous waste, battery waste, e-waste, and scrap materials in full compliance with applicable environmental regulations. Guided by the principles of the 5Rs framework—Reduce, Reuse, Recycle, Re-engineer, and Redesign—the company prioritizes minimizing waste generation and maximizing reuse. For the reporting year, our textile operations achieved zero waste to landfill and complied with ZDHC, RSL, and MRSL standards, reinforcing our commitment to sustainable waste management. We are moving towards establishing an ecosystem for extended producer responsibility have proactively taken responsibility under the Plastic Waste Management Rules, 2016, by registering as a Brand Owner and actively participating in the Extended Producer Responsibility (EPR) framework.

Our company wide Biodiversity and Climate Change Policy articulate Trident's commitment to discourage deforestation by preserving and maintaining the existing green cover at all the operational sites and compensating through future afforestation efforts like **tree plantation drives, rainwater harvesting systems, rejuvenation of local water bodies**, and the **creation of biodiversity-supporting resources**. With naturally declining slopes, terrain and thoughtfully maintained green zones, we let rainwater flow, settle, and soak into the earth, replenishing the groundwater like nature intended. Our green belt is more than just aesthetic – it's an ecological sponge. The Biodiversity Risk Assessment for our own operations at Budhni location is completed using location specific approach.

We are equally focused on diversity and inclusion, with 17.37% women employees' representation in the reporting year. We are aiming for 30% representation by 2030. Through CSR programmes in education, health, women empowerment, and agro-waste management, we continue to uplift communities. Our flagship initiative, Hastkala, exemplifies women empowerment and sustainability through upcycling and circular practices. In the

reporting year, we spent **INR 48.09 Million** on CSR initiatives.

At Trident, ESG excellence is part of our culture — driving accountability, innovation, and shared value creation. As we move forward, our focus remains on giving back more than we take and ensuring sustainable, responsible growth for generations to come. We acknowledge the evolving business landscape and the growing demands from stakeholders regarding ESG challenges. We aim to inspire the right talent and foster a supportive team that embraces change and supports our organization's cause. We strive to minimize our environmental footprint, uphold good governance, and create shared value.

We recognize that our growth is intrinsically linked to the trust and aspirations of our customers. In alignment with our customers' ESG and sustainability goals and collaborative approach we continuously innovate to reduce our environmental footprint, promote circularity, and ensure social equity across our value chain. Through transparent practices, sustainable sourcing, and responsible manufacturing, we aim to deliver products that embody both quality and conscience.

While we celebrate our achievements, we also recognize the ongoing work ahead in implementing ESG and sustainability in the industry which is a multi-dimensional challenge, involving economic, environmental, and social trade-offs.

Overcoming these requires collaboration among stakeholders—brands, suppliers, policymakers, and consumers—supported by technology, transparent reporting, and financial incentives for sustainable transformation. Our near, short and long-term strategic vision and action plan, coupled with genuine determination, guides us toward a more responsible future.

For more comprehensive insights into our initiatives and accomplishments, I invite you to explore the relevant sections of our ESG Databook.

*Warm Regards,*
*Rajinder Gupta*
*Chairman Emeritus*

## Message from the Group Chief of ESG



**Dr. Satish Mishra**
**Chief of ESG –Trident Group**

It is my privilege to present the ESG Data Book for FY 2024–25, a year that signifies both meaningful progress and a deepened commitment to embedding sustainability into the core of Trident's business model. As global megatrends continue to reshape the manufacturing landscape—climate change, resource constraints, stakeholder expectations and technological shifts, Trident stands firmly committed to leading responsibly, acting with purpose and delivering shared value.

At Trident Group, sustainability is not a chapter in our journey—it is the very fabric from which our future is woven. As a company whose products reach millions of homes across the world, our responsibility extends far beyond manufacturing excellence. We are stewards of natural resources, partners to the communities around us, and custodians of the trust those generations of consumers have placed in us. Sustainability for us is not an obligation—it is our purpose, our compass, and our promise.

FY 2024–25 has been a defining year in this journey. It marked a transition from commitment to acceleration, from individual initiatives to enterprise-wide transformation, and from measuring progress to creating measurable impact. Guided by our strategic ESG pillars—Climate Action, Water Circularity, Resource Efficiency, Responsible Sourcing, and Inclusive Growth—we strengthened our ability to operate responsibly today while building resilience for tomorrow. Throughout the year, we worked tirelessly to embed sustainability into operations, logistics, and people practices, ensuring that every function contributes to the Group's long-term stewardship goals.

A significant highlight of the year has been the deep decarbonization in our indirect emissions. Our expanding portfolio of renewable energy assets, including upcoming solar projects (5.7 MWp) and increasing adoption of biomass (presently 49.24%), has steadily advanced our mission to transition toward 100% renewable energy. We have also achieved progress in reducing Scope 1, 2, and Scope 3 emissions, aligned with our Science Based Targets initiative (SBTi) commitments, and continue to invest in technologies that will take us closer to our ambition of Net Zero well ahead of global timelines.

Water stewardship remains central to our sustainability philosophy—particularly as a textile-intensive business operating in water-stressed regions. This year, our integrated water management systems—recycling, zero-liquid-discharge technologies, and rainwater harvesting—ensured that we continued to move towards water positivity.

On circularity, we strengthened our commitment to eliminating waste from our

ecosystem. A significant portion of our waste—including textile, packaging, chemical, and process by-products—was recycled, co-processed, or re-engineered into new materials. Our shift toward circular product innovation, supported by Life Cycle Assessment (LCA) capabilities, marks the beginning of a future where every Trident product is designed with a "planet-first" lens. These LCAs will also support emerging frameworks such as Digital Product Passports (DPP), enabling transparency and empowering consumers to make informed, sustainable choices.

We value the people who make our success possible. Our farmer engagement programs in Punjab under Parali Samadhan, livelihood initiatives - Hastkala, DEI policy, and community development projects continued to touch thousands of lives across India. Whether through skill development, education, healthcare, or building self-sufficiency of women, our CSR interventions demonstrated that sustainable growth must always include social progress. Internally, we expanded ESG awareness through structured programs – trainings, environment supporting drives etc. that equip employees at every level to participate in and lead sustainability initiatives.

This was also a year of strengthened governance, transparency, and global benchmarking. Our improved performance in leading ESG ratings and frameworks—including increased alignment with international standards—reflects our commitment to credible, verifiable, and stakeholder-centric disclosures. As expectations from global customers, investors, and regulators continue to rise, we remain committed to operating with integrity and providing clear disclosure of our performance, progress, and priorities.

Looking ahead, our path is clear. The next phase of our sustainability strategy focuses on Net-Zero transition pathways, material circularity, supply chain engagements, and full digitization of ESG data systems. With innovation at our core and collaboration as our strength, we are prepared to shape a future where environmental responsibility and business excellence thrive together.

Our progress has only been possible because of the unwavering trust of our customers, partners, investors, communities, and employees. Together, we will continue to redefine what responsible manufacturing looks like—not just for today, but for the generations that will inherit the world we create.

In unity, purpose, and responsibility, we move forward—toward a future where sustainable living is not an aspiration, but an everyday reality.

**About the ESG Data book**

The ESG data book contains an additional set of ESG (Environmental, Social, and Governance) information and should be read in conjunction with the Integrated Annual Report for FY 2024-25. The terms "we," "us," "our," and "Trident" as used in this report refer collectively to Trident Limited unless indicated otherwise.

We are a public limited company having its registered office in Sanghera, Barnala, Punjab. The scope of this report includes our home textile business in Dhaula, Sanghera (Punjab) and Budhni (Madhya Pradesh) and the paper, chemical and energy business operations in Dhaula (Punjab). The reporting period is from April 1, 2024, through March 31, 2025, and the ESG data provided in the report is an aggregate of the performance at all the reported manufacturing sites. This ESG Report has been prepared in accordance with the requirements of the Global Reporting Initiatives (GRI) Universal Standards 2021 and is aligned with CSA-DJSI 2025, SASB & SDGs.

In the reporting year, we do not have any restatement of information. The Databook has been published on 26-Dec-2025. All the entities in the organization's financial reporting are also included in the Databook reporting, reference to the list of entities included in its audited consolidated financial statements or financial information filed on public record can be found in the Integrated Annual Report for FY24-25 via _Trident_Group_IR_2024_25_C2_C_ec077b0793.pdf._

**Assurance:** The data present in the IR report, in accordance with GRI standards, has obtained a limited assurance level from Bureau Veritas India Pvt. Ltd.

For any questions or concerns regarding the report, please contact us at: _corp@tridentindia.com_

**Sustainability Reporting Boundaries:**

| Aspect | Boundary Description | Coverage / Entities Included | Remarks |
|---|---|---|---|
| **Organizational Boundary** | Defines the operations and business units covered under ESG reporting. | All manufacturing facilities of Trident Limited (Textiles, Paper, Energy & Chemicals) at Budhni (MP) and Barnala (Punjab). | Subsidiaries and joint ventures are excluded. |
| **Operational Boundary** | Identifies the scope of operational control | Includes all operations under Trident's | Covers processes from raw |

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| | for environmental and social data. | direct management and control. | material sourcing to finished product dispatch. |
| **Geographical Boundary** | Specifies physical locations included in reporting. | India – Trident's integrated manufacturing sites, offices, and utilities. | Data consolidated across states of Madhya Pradesh and Punjab. |
| **Environmental Boundary** | Covers environmental impacts under organizational control. | Energy, water, wastewater, waste, emissions, and biodiversity initiatives. | Scope 1, 2 & 3 emissions fully covered. |
| **Social Boundary** | Defines workforce, community, and supply chain coverage. | Permanent and contractual employees, local communities near sites, and Tier-1 suppliers. | CSR and worker welfare programs are implemented across all sites. |
| **Governance Boundary** | It includes corporate policies, oversight, and ethical governance. | Board of Directors, senior leadership, compliance, & risk management framework. | Applies group-wide at corporate and site levels. |
| **Reporting Period / Year** | Defines the timeframe of ESG data and narrative. | Financial Year 2024–25 (April 1, 2024 – March 31, 2025). | Aligns with Annual Report and BRSR disclosures. |
| **Reporting Frameworks** | Indicates global standards followed for disclosures. | GRI Standards, SEBI BRSR, TCFD, UNGC, and S&P Global CSA. | Ensures alignment with international best practices. |
| **Sustainability Revenue from operations** | For the reporting year the company revenue was 69,870,800,000 INR. Revenues in US Dollars was 826,231,500 USD | The sustainability framework is applied across core operations, covering 75% to 100% of the company's revenue base. | |

**Sustainability Taxonomies:**

| Pillar | Focus Area | Key Parameters / Metrics | Trident Initiatives & Highlights (FY 2024–25) |
|---|---|---|---|
| **Environmental** | Climate Strategy & Energy Management | Carbon emissions (Scope 1, 2, 3), Renewable energy mix, Energy intensity | Increased renewable energy share with 51.98 MWp solar capacity; 49.29% biomass in fuel mix; roadmap towards carbon neutrality |
| | Water & Wastewater | Water recycling, ZLD compliance, | 98% water recovery through ZLD; treated water |

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|---|---|---|---|
| | Management | Effluent treatment | reused in process; continuous monitoring via digital systems. |
| | Circular Economy & Waste | Waste diversion, recycling & resource optimization | Zero textile manufacturing waste to landfill; paper made from wheat straw; focus on recycling and reuse initiatives |
| | Environmental Reporting | ESG data disclosure, audits, compliance | Aligned with GRI, BRSR, and TCFD frameworks; third-party assured |
| **Social** | Human Capital Development | Workforce diversity, training hours, employee well-being | 17.37% women employees; target 30% by 2030; continuous skill and leadership development programs |
| | Occupational Health & Safety | Injury rate, safety training, OHS systems | Digital safety monitoring; periodic risk assessments |
| | Community Impact & CSR | CSR investment, beneficiaries, program outcomes | CSR in education, health, women empowerment (Hastkala), agro-waste management |
| **Governance** | Corporate Governance & Ethics | Board diversity, ethics policy, compliance | Independent Board oversight; Anti-bribery & Ethics Policy; Whistleblower and Vigil mechanism |
| | Risk & Opportunity Management | ESG risks integration, supply chain resilience | ESG risks mapped in enterprise framework; supplier ESG assessment initiated |
| | Transparency & Reporting | Disclosure quality, stakeholder communication | Regular ESG newsletters; ESG Data Book; participation in EcoVadis and S&P CSA assessments |

**About Trident**

Trident Limited is a vertically integrated solution provider in textiles and paper with strong fiber to fabric capabilities. We operate in- Yarn, Bed Linen, Bath Linen, Paper, Chemical and Energy. We are one of the largest players in home textiles with a 17,500+ strong workforce and state-of-the-art manufacturing setups located in Punjab and Madhya Pradesh

The Company has a significant presence in the international market and exports its products to 100+ countries, including the United States, Europe, the Middle East, and Africa. Our customers abroad consist of retailers, distributors, and wholesalers who value Trident's commitment to quality, timely delivery, and competitive pricing.

**We Stand for**

Trident is dedicated to purpose-driven business. Our sustainability journey embraces challenges for transformative improvements, as we believe in continuous enhancement.

- OUR VISION: Inspired by challenge, we will add value to life, and together, prosper globally.
- OUR VALUES: To provide customer satisfaction, through teamwork, based on honesty and integrity, for continuous growth and development.

Over three decades, Trident has evolved into a billion-dollar company with a global impact, driven by consistency, persistence, and a commitment to creativity. Our infrastructure is designed with sensitivity to community well-being, emphasizing health, education, and empowerment. Our strong foundation is built on unwavering values, ensuring satisfaction for our customers, employees, and investors alike.

**Global Footprint**

Trident's towel, yarn, bedsheets and paper businesses have earned global recognition and have been delighting millions of consumers across India and the world. The company's value chain includes several activities, from the initial production of raw materials to the final distribution of finished products, which facilitates bringing the organization's products and services from their conception to end use.

**Current Product Segment:** Our product segment can be referred from our latest Integrated Annual Report – Page Number: 67

**Economic Performance and Tax Governance**

Direct economic value generated and distributed (EVG&D) on an accrual basis including economic value generated, economic value distributed, and economic value retained, can be referred from Integrated Annual report for FY 2024-25. This is reported on an overall level and not on country, regional, or market levels.

Any financial assistance received by the organization from government during the reporting period, including tax relief and tax credits, subsidies, investment grants, research and development grants, and other relevant types of grants, financial incentives and other financial benefits received or receivable from the government are mentioned in the Integrated Annual report for FY 2024-25.

Trident Limited has devised a tax policy that articulates our approach to tax management and ensures compliance with applicable laws and regulations in all our operating markets. The policy is governed by taxation head, and the responsibility matrix at different levels has been charted out. Further details on policy governance matrix, approach to regulatory compliance, and tax approach towards sustainable development strategies can be accessed from the tax policy available on our company's internal platform.

Trident has deployed a whistleblowing policy for individuals to raise concerns about the organization's business conduct, or about activities that compromise the organization's integrity in relation to tax. All concerns related to tax are discussed at leadership and board level to resolve challenges, if any.

We actively engage with stakeholders regarding tax practices and foster open & positive relationships with government and tax authorities, welcoming constructive debates on taxation policy.

**Tax Strategy:**

The Company's tax strategy is guided by a strong commitment to comply with both the spirit and the letter of applicable tax laws and regulations in all jurisdictions in which it operates. The Company does not engage in the artificial transfer of value to low-tax jurisdictions and avoids the use of tax structures that lack commercial substance. Transfer pricing practices are undertaken in accordance with the arm's length principle and are supported by appropriate documentation. The Company does not use secrecy jurisdictions or so-called tax havens for tax avoidance purposes. The tax policy and overall tax governance framework are approved by the Board of Directors, ensuring appropriate oversight, accountability, and alignment with the Company's ethical and governance standards.

**Certifications & Frameworks**

Our certifications and frameworks reiterate commitment towards integrating best available technology, processes, practices and raw materials in our operations that help safeguard the environment and prioritize the well-being of our workforce, customers and communities.

| | Category | Certification / Framework | Scope / Description |
|---|---|---|---|
| ISO 9001:2015 | Facility & Product Certifications | Integrated Management System: ISO 9001:2015 | Quality Management System – Focus on customer satisfaction & continual improvement |
| ISO 14001:2015 | | Integrated Management System: ISO 14001:2015 | Environmental Management System – Environmental impact control & legal compliance |
| ISO 45001:2018 | | Integrated Management System: ISO 45001:2018 | Occupational Health & Safety Management – Safe, healthy workplace systems |
| ISO 27001:2022 | | ISO 27001:2022 | Information Security Management System – Data protection & risk control |
| ORGANIC 100 content standard | | Organic 100 Content Standard (OCS) | Ensures product integrity & traceability of organic materials |

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|---|---|---|---|
| | | Recycled 100 Claim Standard (RCS) | Verifies recycled material content in products |
| | | Fairtrade Certified | Supports ethical trade & fair wages for farmers |
| | | Global Recycled standard (GRS) | Verifies recycled content & responsible social, environmental practices |
| | | GOTS Global Organic Textile Standard | Ensures Organic fiber content & sustainable processing |
| | | Egyptian Cotton™ Certified | Guarantees genuine Egyptian cotton fiber usage |
| | | Better Cotton Initiative (BCI) | Promotes sustainable cotton farming practices |
| | | OEKO-TEX® / MADE IN GREEN | Certifies safe, environmentally friendly & socially responsible facilities |

| | | OEKO-TEX® / STANDARD 100 | Tests for harmful substances ensuring product safety |
|---|---|---|---|
| | | OEKO-TEX® / STeP | Sustainable Textile Production – Continuous environmental & social improvement. All our products are sustainably manufactured. |
| | | ZDHC Zero Discharge of Hazardous Chemicals | Eliminates hazardous chemicals from textile production. |
| | | amfori BSCI | Business Social Compliance Initiative – Ethical labor standards |
| | | SMETA (Sedex Members Ethical Trade Audit) | Social & labor audit assessing working conditions |
| | | Social & Labor Convergence Program (SLCP) | Standardized tool for social & labor data sharing |
| | | Higg Index (FEM/FSLM) | Sustainability measurement tool – Facility Environment, Social and Labour modules |
| | | WRAP Certified | Worldwide Responsible Accredited Production – Ethical manufacturing |
| | Frameworks & Disclosures | GRI (Global Reporting Initiative) | ESG disclosure framework (Universal Standards 2021) |

| | | UN Global Compact (UNGC) | Commitment to 10 principles on human rights, labor, environment & anti-corruption |
|---|---|---|---|
| | | CDP (Carbon Disclosure Project) | Climate, water & supply chain transparency reporting |
| | | SBTi (Science-Based Targets initiative) | Climate action through science-aligned emission reduction targets |
| | | TCFD (Task Force on Climate-related Financial Disclosures) | Climate risk governance, metrics & scenario-based disclosure |
| | | UN Sustainable Development Goals (SDGs) | Global blueprint for sustainable growth across 17 SDGs |
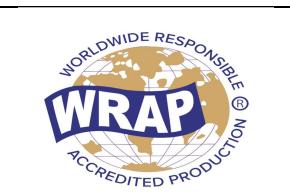
**Sedex Supplier Plus Membership:**

- Trident Limited has achieved Sedex Supplier Plus Membership, demonstrating our active commitment to transparency, ethical sourcing, and continuous improvement across our supply chain.
- This premium membership places Trident among an exclusive group of global businesses recognized for leadership in sustainable and responsible practices. It reflects our dedication to maintaining the highest standards of Environmental, Social, and Governance (ESG) performance throughout our operations and supply chain.
- Through Sedex's advanced platform, we enhance visibility, strengthen supplier relationships, and provide our customers with added assurance of ethical business conduct, social compliance, and environmental responsibility

**Proud Participant – United Nations Global Compact (UNGC)**

- Trident Limited is a proud participant of the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative. Our participation reaffirms our commitment to align business operations and strategies with the Ten Principles of the UNGC,

encompassing human rights, labour, environment, and anti-corruption, while contributing actively to the UN Sustainable Development Goals (SDGs).

- Through this association, we continue to strengthen our governance framework, enhance transparency, and drive responsible business growth in harmony with global sustainability standards.

**Operational Excellence through Six Sigma**

- At Trident, Six Sigma methodology forms a core part of our continuous improvement culture. By leveraging data-driven process optimization and defect reduction, Six Sigma projects have enabled measurable improvements in operational efficiency, product quality, energy optimization, and resource utilization.
- This approach supports our ESG objectives by minimizing waste, improving productivity, and fostering a culture of innovation and excellence across all business functions.

**Product Lifecycle Management:**

- LCA (Life Cycle Assessment) for four of our key products (3 bedsheets and 1 towel) completed in FY 2024-25 as per ISO 14040/ ISO 14044
- Carbon Footprint assessment for Paper initiated

Embracing Environmental Stewardship, Nurturing Communities, Upholding Responsible Governance

Standing by Core Values: Honesty & Integrity, Teamwork, Continuous Growth & Development, Customer Satisfaction

**ESG Vision:**

**Environment:** Preserving the Plant, minimizing our Footprint, Championing Responsible Manufacturing

**Social:** Empowering the Individual, Fostering Social Equity, Transforming Communities

**Governance:** Upholding Transparent, Inclusive, & Responsible Governance for all our Stakeholders and Communities

**Environmental | Executive Highlights**

**Energy:**

- 49.29 % Biomass consumption in fuel mix
- 3 MT Biogas generated from wastewater per day
- 51.98 MWp Solar Power Capacity
- 1.3% in FY22 to 10.09% in FY25, increase in solar % of total electricity consumed in Budhni
- 964.77% Increase in Solar power generation (50,49,810 kWh in FY22 to 5,37,69,045 kWh in FY25)
- 36927.67 GJ Energy saved from Kaizen Initiatives in FY25
- 2,731 MTCO2e Emissions reduced from Kaizen Initiatives in FY25

**Water:**

- 97% Water recycling in towel and sheeting production at Budhni plant through a Zero Liquid Discharge (ZLD) system, significantly reducing dependency on surface water sources.
- Generating 3.22 MT/Day of Biogas from wastewater in Punjab and using it as a fuel in captive power plants

**Waste, Circularity & Innovation:**

- Zero Textile Manufacturing Waste to Landfill
- 5.30 % Reduction in Hazardous Waste Generation (5,957 MT in FY23 to 5641.28 MT in FY25)
- 17.44 % Reduction in Incineration of Hazardous Waste (41.73 MT in FY23 to 34.45 MT in FY25)

**Biodiversity:**

- We follow the principles of avoid, minimize, restore, and regenerate, ensuring harmony between industrial progress and environmental preservation.
- 1 million+ trees planted and nurtured over the years

**Climate Change:**

- Committed to SBTi for short-term and long-term goals & validated targets
- 16.71% reduction in GHG emissions (Scope 1 and 2) from base year FY 2021-22

**Social | Executive Highlights**

**DEI:**

- 17.37 % of women workforce
- 16.7 % of women directors on the board
- Practice equal pay criteria irrespective of gender for all cadres across the organization

**Training:**

- 13.25 % increase in trainings of workers on human rights issues & policies (from 13,350 members in FY24 to 15120 members in FY25)

**Health & Safety:**

- 0.51% increase in spending towards wellbeing measures with respect to previous year
- All Our Manufacturing Sites - Certified with Business Social Compliance Initiative (BSCI), SMETA 4 pillar (SEDEX Members Ethical Trade Audit), Higg FSLM/ SLCP (Facility Social and Labor Module/ Social and Labor Convergence Program)

**Corporate Social Responsibility:**

Focus Areas for CSR Funds- Quality Education, Access to Healthcare, Skill Development & Livelihood Generation, Clean Environment and Social Welfare INR 48.09 Million Spent on CSR in the FY 2024-25

## Governance | Executive Highlights

**Responsible Sourcing:**

- 30.7% inputs sourced sustainably
- 95% of inputs sourced directly from within India
- 28.7% inputs directly sourced from MSME / small suppliers
- 145 suppliers assessed on E, S and G parameters

**GOVERNANCE DIMENSION**

**Board Election, Evaluation & Remuneration:**

The Company has duly approved the Nomination and Remuneration Policy by prescribing the criteria for appointment, remuneration and performance evaluation of the directors, amongst others. The board members are elected individually, and the Board's performance evaluation is carried out by the Nomination and Remuneration Committee (NRC) and Board (through regular self-assessment).

Additional details on the process to determine remuneration as well as Executive and Non-Executive Director's remuneration are available in the Integrated Annual Report for FY24-25 under the section Corporate Governance Report - Page number 126–149.

The Company has implemented a structured, objective, and organization-wide performance evaluation system applicable to all employees, including the CEO. The CEO's remuneration is aligned with long-term value creation and is determined based on clearly defined and mutually agreed Key Responsibility Areas (KRAs), which are tracked and monitored through a centralized performance management system.

Environmental, Social, and Governance (ESG) performance is a key component of the overall performance evaluation framework. Critical ESG Key Performance Indicators (KPIs) are formally integrated into the performance assessments of the CEO, departmental heads, and senior management, ensuring accountability for ESG outcomes at the highest levels of the organization.

As climate action represents a strategic priority for the company, progress on climate-related initiatives—such as the implementation and scaling of renewable energy projects, energy efficiency measures, and emissions reduction actions—is embedded within the KRAs of relevant senior leaders, including the CEO. Performance against these ESG and climate-related targets is periodically reviewed as part of the leadership evaluation process.

The Company maintains transparency in CEO and Executive remuneration. Executive shareholding is encouraged to align management interests with long term shareholder value creation. Collectively, these practices reinforce the Company's commitment to transparency, independence, diversity, sound governance, and sustainable long-term performance.

**Table: Details of Board Directors (As on March 31, 2025)**

| Name of Directors | Designation | Years Of Experience | Industry Experience |
|---|---|---|---|
| Dr. Anthony DeSa | Independent/Non-Executive Director | More than three decades | Dr. DeSa has served as Chief Secretary to the Gov. of Madhya Pradesh & as Chairman of the Real Estate Regulatory Authority of MP. He has also rendered his professional services to the Government of India in the Ministry of Commerce & Industry as Joint Secretary & in the Ministry of Environment & Forests and Controller of Bhabha Atomic Research Centre (BARC), Mumbai as Director |
| Mr. Rajiv Dewan | Non-Independent/Non-Executive Director | More than three decades | Mr Rajiv Dewan has experience in tax planning, management consultancy, business restructuring, capital market operations, SEBI-related matters and other corporate laws |
| Ms. Usha Sangwan | Independent/Non-Executive Director | More than three decades | Ms Sangwan has served on the Boards of several national & international companies, including Axis Bank, BSE, Grasim Industries, Ambuja Cements and Ultratech Cement, LIC, LIC Housing Finance, GIC RE of INDIA, LIC Baharain, Singapore, Nepal, SRI Lanka etc amongst others. Currently, Mrs. Sangwan holds independent directorships at major listed entities viz., Torrent Power, SBI Life, Tata Motors Limited and Tata Technologies Ltd. She has been awarded the "Women Leadership Award" in BFSI sector by Institute of Public Enterprise and "Brand Slam Leadership Award" by CMO Asia for her excellent contribution to LIC |
| Mr. Deepak Nanda | Managing Director | More than three decades | Mr. Deepak Nanda possesses more than three decades of experience in Business Development, Client Relationship, Contract Negotiations, Project Implementation and Delivery, improving the Efficiency and Effectiveness of businesses. He has vast experience |

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| | | | in working closely with different State Governments, PSUs, boards and corporations, educational institutions in North-West India helping them develop e-governance strategies, IT roadmaps, deploying key solutions and facilitating change management. He holds a Master of Science in Chemistry from the Panjab University, Chandigarh and has also participated in the Programme on Strategic IT Outsourcing at the Indian Institute of Management, Ahmedabad. In addition, <br>He is the Chairman of the District Cricket Association, Barnala. In addition, he also holds the position of Director in M D E-Infra Consultants Private Limited. |
| Mr. Rajeev Ahuja* | Independent/Non-Executive Director | More than three decades | Mr. Rajeev Ahuja, is associated with Indian Institute of Technology (IIT) Ropar as Director and Professor of Computational Materials Science at Uppsala University, Sweden |
| Mr. Raj Kamal* | Independent/Non-Executive Director | More than two decades | Mr Raj Kamal has experience in operating, consulting, and investing in financial services and tech-enabled businesses coupled with the unique experience of having operated across geographies - India, Asia Pacific, Europe, LatAm, Middle East & Africa |

*Mr. Rajiv Ahuja & Mr. Raj Kamal completed their tenure on August 08, 2025.

**Board Committees:**

The Board has constituted various statutory and non-statutory Committees for smooth and efficient operation of the activities and is responsible for constituting, assigning, co-opting and fixing the terms of reference for the committees in line with the law of land. The Chairperson, quorum, and the terms of reference of each committee have been approved by the Board. The Committees meet at regular intervals and take necessary steps to perform the duties entrusted by the Board. The Board reviews the functioning of these Committees from time to time (preferably quarterly). The composition of the Board's Statutory Committees of the Company is listed in below Table.

**Table: Composition of Board Committees**

| Name of the Board Committee | Number of Members in the committee | Statutory/Non-statutory Committee | Designation of the Chairperson of the committee | % Independence |
|---|---|---|---|---|
| Audit Committee | 04 | Statutory | Independent/Non-Executive Director | 75% |
| Nomination & Remuneration Committee | 03 | Statutory | Independent/Non-Executive Director | 66.66% |
| Stakeholders' Relationship Committee | 03 | Statutory | Non-Independent/Non-Executive Director | 33.33% |

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|---|---|---|---|---|
| Risk Management Committee | 03 | Statutory | Independent/Non-Executive Director | 33.33% |
| Corporate Social Responsibility Committee | 03 | Statutory | Non-Independent/Non-Executive Director | 33.33% |
| Financial Management Committee | 03 | Non-Statutory | Non-Independent/Non-Executive Director | NIL |

For detailed corporate governance report, refer to the GRI Mapping present in ESG Databook and read in conjunction with Integrated Annual Report for FY24-25 via *https://assets.tridentindia.com/Trident_Group_IR_2024_25_C2_C_ec077b0793.pdf* .

## STAKEHOLDER ENGAGEMENT

At the heart of our Sustainability / ESG Strategy lies collaboration and we consider Stakeholder Engagement crucial to guiding our efforts and action. Our stakeholders are entities or groups that are related to Trident and have the capacity to influence our Company with their decisions and opinions.

We proactively engage and collaborate with a broad range of stakeholders to inform, discuss, listen, and learn. Our stakeholder engagement framework is based upon established long-term relationships with key stakeholders such as investors, shareholders, suppliers, vendors, employees, customers, local communities and regulatory bodies. We identify material challenges, prioritize, and integrate them within the overall organizational strategy to make business sustainable in the longer run.

**Details of Stakeholder Engagement:**

| STAKEHOLDER GROUP | ENGAGEMENT FORUMS | FREQUENCY | KEY OUTCOMES | EMPHASIS AREA |
|---|---|---|---|---|

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| **CUSTOMERS** | • Customer meetings<br>• Official communication channels: advertisements, publications, website and social media<br>• Conferences, seminars and events, expos<br>• Customer feedback and satisfaction survey<br>• Customer visits, phone calls, emails and meetings<br>• Written & Email Communication<br>• E-commerce channels | Ongoing-throughout the year | • Timely delivery<br>• Product design<br>• Wide range of high-quality products that meet customer requirements<br>• Competitive pricing<br>• Easy availability through large distribution network<br>• Post-sales support – Digital CRM to ensure quickly accessible customer support | • Value-added products<br>• Offerings based on solutions<br>• Sustainable products<br>• Responsible & safe manufacturing<br>• Warranties and quality assurances<br>• Assessment and product survey<br>• Product feedback<br>• Environment protection collaboration<br>• Emission reduction target engagement<br>• Communication and best practices sharing |
| **EMPLOYEES** | • Trident Group – portal, newsletters<br>• Employee satisfaction surveys<br>• Emails and meetings<br>• Orientation/Induction<br>• Town Hall Programs<br>• Learning and Development<br>• Training programmes like Karamyogi Assessments, DST's Dual System Training scheme at ITIs (Barnala, Budhlada, Malerkotla, Bathinda)<br>• Employee engagement initiatives<br>• Performance appraisal<br>• Grievance redressal mechanisms<br>• Notice boards | Ongoing-throughout the year | • Satisfaction and motivation<br>• Fair wages and rewards<br>• Improved work-life balance<br>• Regular upskilling & market aligned development<br>• Career Progression<br>• Safe and secure work environment | • Health and safety awareness<br>• Collaboration & co-creation<br>• Technical trainings<br>• Compensation and benefits<br>• Employee programs & engagement initiatives<br><br>• Communication and best practices sharing<br>• Wellbeing and benefits<br>• Best-in-class work practices & working conditions<br>• Employee engagement<br>• Learning and development |
| **COMMUNITIES** | • Need assessment<br>• Meetings and briefings<br>• Partnerships in community development projects<br>• In-Person Meeting<br>• Focused Group Meeting | Ongoing-throughout the year | • Local employment and procurement<br>• Infrastructure development<br>• Funding for community development<br>• Training and livelihood | • Community engagement<br>• Capacity building<br>• CSR penetration<br>• Grievance redressal<br>• Livelihood & self- sufficiency building |

| | • Capacity building sessions<br>• Telephonic communication<br>• Training and workshops<br>• Impact assessment surveys<br>• Official communication channels: Advertisements, publications, websites and social media<br>• Complaints and grievance mechanism<br>• Community Development Projects: Hastakala | | programmes<br>• Contribution to local economy<br>• Community upliftment | • Training and development<br>• Infrastructure development<br>• Health and safety<br>• Local development with livelihood opportunities, skill development and education<br>• Lower pollution and healthy living environment |
|---|---|---|---|---|
| **GOVERNMENT & REGULATORY BODIES** | • Official communication channels: Advertisements, publications, websites and social media<br>• Phone calls, emails and meetings<br>• Regulatory audits/inspections<br>• Industry Bodies<br>• Corporate Reports and Presentations<br>• Written and Email Communication<br>• In-Person Meeting | As per requirement, and applicable to rules and laws | • Aligning with the government to support economic development<br>• Continued contribution to the exchequer | • Regulatory compliance<br>• Pollution Control Board statutory reporting<br>• Compliance monitoring and reporting |
| **INSTITUTIONS** | • Conferences<br>• Joint R&D initiatives<br>• Internship opportunities for students<br>• Networking through meetings, brainstorming sessions, discussions<br>• Written and Email communication<br>• In-Person Meeting<br>• Seminars and Knowledge sharing platforms | Ongoing-throughout the year | • Exchange of knowledge<br>• Collaboration in R&D<br>• Industry exposure for students | • Championing sustainability as a standard practice<br>• Setting the tone for the development of the industry and economy<br>• Collaboration<br>• Talent acquisition<br>• Leadership and Employee Training<br>• Sharing Industry Best practices<br>• Hiring of fresher candidates<br>• Training of Trident employees |
| **INVESTORS & SHAREHOLDERS** | • Analyst meets and conference calls<br>• Annual General Meeting<br>• Official communication channels: | Ongoing-throughout the year | • Sustainable growth and returns<br>• High standards of | • Robust financial and non-financial performance across parameters<br>• Consistent returns |

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|  | Advertisements, publications, websites and social media<br>• Investor meetings and roadshows<br>• Key Memberships<br>• Annual Reports<br>• Disclosures, Seminars, Investor Calls, and in-person meetings<br>• Media and Press Release<br>• Email and Telephonic Communication | | corporate governance and risk management<br>• Compliance with global ESG norms and setting benchmarks in key areas | • Sustainability-linked bonds<br>• Respond to concerns and queries<br>• Financial performance<br>• Governance and strategy<br>• Company's financial performance<br>• Corporate strategy updates<br>• Research and Innovation<br>• Investor Relations |
| **SUPPLIERS**<br> | • Vendor assessment and review<br>• Training workshops and seminars<br>• Supplier audits<br>• Official communication channels: Advertisements, publications, website and social media<br>• Site visits<br>• In-person and telephonic communication<br>• Supplier Onboarding<br>• Quality Trainings<br>• Email Communication | Ongoing-throughout the year | • Timely payment<br>• Continuity of orders<br>• Capacity building<br>• Transparency | • Sustainable supply chain practices<br>• Local procurement<br>• Human rights, health and safety<br>• Material supply quality<br>• Supplier audit<br>• Supplier negotiations<br>• Pricing, policy and material features<br>• Material design, quality and delivery<br>• Communication and best practices sharing<br>• Health and safety training<br>• Awards and recognition program |

**Materiality:**

Trident recognizes that its operations influence more than just financial outcomes. To remain relevant and thrive over time, it is crucial to identify and understand the key issues that matter most to various stakeholder groups. In FY 2023–24, we carried out our first materiality assessment, incorporating a double materiality approach for climate-related concerns using the Task Force on Climate-Related Financial Disclosures (TCFD) framework. Going forward, we will review our materiality assessment every three years, incorporate double materiality assessment for the other material topics, and work towards integrating it within the Company's ERM (Enterprise Risk Management) process.

The Company conducts a structured materiality assessment with the involvement of external stakeholders to identify and validate material ESG issues. Identified topics are prioritized using a materiality matrix that considers both their significance to the business and their impact on external stakeholders. The materiality assessment is integrated into the Company's Enterprise Risk Management (ERM) process to ensure alignment with strategic risk identification and mitigation. The assessment follows the principle of double materiality, evaluating both the impact of ESG issues on the business and the Company's impacts on society and the environment. The materiality assessment process and outcomes are subject to independent third-party assurance, and the results are reviewed and signed by senior management, including the Chief of ESG.

We define an issue as material if it has the potential to impact our financial condition, operating performance, or social relevance considerably. Our approach to identifying material topics was designed using existing guidelines (GRI) and best practices.

**Our Approach:**

**1. Identifying the universe of relevant ESG topics** - We identified a long list of potentially material ESG (Environmental, Social, and Governance) topics based on existing and future regulatory disclosure requirements applicable to Trident, discussion with internal and external stakeholders, list of existing sector specific material topics, emerging trends and macro forces, competitor sustainability priorities, peer review and benchmarking, global reporting standards and other secondary sources. 30 key topics were identified.

**2. Prioritization of topics by-**
- Detailing the stakeholder engagement methodology: We identified a sample set of internal & external stakeholders and sources (listed in table 1) and developed questionnaires to capture stakeholder inputs.
- Data collection: By using online surveys, data and information were collected from stakeholders to prioritize the list of identified ESG topics.
- Calibration of results was conducted by analyzing survey responses from internal and external stakeholders and synthesizing the collected data into a materiality matrix for Trident.

Material topics identified with potential impact on us were reviewed in the short, mid, and long-term time frames and validated based on stakeholder views and responses. The key ESG material topics identified as significant for the Trident Materiality Matrix are listed here (Table 2).

We have also taken a proactive approach to integrating ESG across our business by defining KPIs and targets for each Material Topic, mapping them to responsible individuals/ teams and linking them to their KRA's for effective monitoring. The materiality assessment results are considered by the top management.

**Table 1: Internal & External Stakeholder Sources**

| Internal Stakeholders Sources | External Stakeholders Sources |
|---|---|
| • Company vision, mission, business model, strategies, identified risks and policies<br>• Engaging with top management and employees via interviews and surveys<br>• Relevant non-financial disclosures (BRSR FY 2024-25, CDP, DJSI)<br>• Enterprise Risk Management | • Stakeholder engagement and consultation by engaging with customers, investors, suppliers, local communities to understand their expectations, concerns, and suggestions for sustainability issues<br>• Topics identified by sustainability leaders and global and local peer groups<br>• Relevant sustainability standards, guidelines, publications, research studies and thought leadership<br>• Ongoing dialogue with communities in which we operate (NGOs, local community, business community, industry associations, governments, regulators and the media) |

**Table 2: Material topics, Impact, Goals, Targets & KPI, Actions & Future Initiatives (Insert Tick Logo here)**

| Material Topic | Actual & Potential Positive Impacts (3-3a) | Actual & Potential Negative Impacts (3-3a) | Negative Impact Resulting from Own Activity / Business Relationship (3-3b) | Policies / Commitments regarding material topics / Goals ((3-3c) | KPIs / Targets (3-3e-i, ii) | Actions Taken (FY 2024–25) (3-3d) | Future Initiatives / Action Plan (3-3e) |
|---|---|---|---|---|---|---|---|
| 1. Climate Change & Energy Management<br>13 CLIMATE ACTION | 1.Developing robust decarbonization strategies, thereby lowering GHG | Climate change includes increased extreme weather events like heatwaves, | 1.Increased GHG emissions<br>2. Supply chain disruptions of biomass/biofuel | **Environment Policy:**<br>https://assets.tridentindia.com/environmental_policy_4e1c57ed51.pdf<br><br>**Climate Change** | **SBTi Targets Near term targets:**<br>• 42% Reduction in Scope 1 and 2 emissions by FY 2030-31 (from base year | **Current Actions Taken:**<br>Commissioned 23.56 MWp rooftop solar; total installed 51.98 MWp;<br>The biofuel share | We have formulated a Comprehensive Decarbonization strategy for emission reductions in line with SBTi |

| SDG | | | | | | | |
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| 7 AFFORDABLE AND CLEAN ENERGY | emissions through renewable energy and biofuel mix. 2.Operational cost efficiency and resilience at Trident Limited. | droughts and floods, and their cascading impacts. It will also lead to disrupted operations and reduced employee productivity due to changes in weather patterns and temperature. This will adversely affect business operations with a direct impact on financial performance. Additionally, coal, a | | **and Biodiversity Policy:** _https://assets.tridentindia.com/climate_policy_321700bf43.pdf_ **Policy endorsement and oversight:** Executive management **SBTi Goals-** validated emission reduction and net zero targets  | FY 2021-22) • 32.5% Reduction in Scope 3 emissions by FY 2033-34 (from base year FY 2022-23) **Long term targets:** 90% Reduction in Scope 1, 2 and 3 emissions by FY 2049-50 | of the total energy mix is 49.29%. • 52.74% renewable energy share • 16.71% reduction in Scope 1 & 2 emissions. (For further details Refer BRSR FY 2024-24 Principle 6, Q8). Executive- Chief of ESG is responsible for success execution and subsequent achievement of targets pertaining to energy & climate change- Renewable energy & integration & SBTi targets. The Compensation of Chief of ESG is linked to performance with rewards to these | commitment. Our decarbonization pathways for Scope 1 & 2 are as follows: **a.** Increasing biomass share in fuel mix at Budhni and Dhaula **b.** Gaining emission reduction benefit due to already installed Renewable power (51.98 MWp) and further expansion of solar capacity further to 57.38 MWp **c.** 100% Renewable Energy against Grid Electricity at Budhni Premises through Hybrid renewable energy project comprising of solar power and wind power |

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| | | fossil fuel responsible for climate change, is one of the primary sources for steam generation in our operations. It also contributes to substantial emissions, however replacement of coal with biomass is under progress through various initiatives | | | | goals. There is core KPI which is monitored on a monthly basis & depending on the percentage of achievement of KRA/KPI - Entrepreneurial allowance (EA) or incentive is disbursed. | d. Continual operational efficiency upgrades, resource efficiency Kaizens<br><br>For Scope 3, We are evaluating alternative energy efficient logistic solutions (including moving from road to rail transportation – Switched 80% of logistics & transportation service from road to rail in Budhni, Madhya Pradesh location by development of an alternate ICD. |
| **2. Water & Wastewater Management** | 1.Enhanced water efficiency<br>2.Effective | We are dependent on heavy amounts of | 1. Risk of water stress, discharge of harmful | **Environment Policy:**<br>*https://assets.tridentindia.com/environ* | • 100% water recovery through ZLD in Budhni Madhya Pradesh | **Current Actions Taken:**<br>• 171 million INR investment for | We have taken ambitious targets to reduce our water footprint. |

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| SDG 6 CLEAN WATER AND SANITATION; SDG 14 LIFE BELOW WATER | water and wastewater management instrumental for maintaining zero discharge of harmful chemicals, protecting aquatic ecosystems, and promoting clean water 3. Water Reuse & Recycling 4.Minimizing resource consumption. | water intake for textile, paper, and pulp manufacturing. Our operations are water intensive; hence, natural resource depletion is a risk that may eventually impact our immediate environment and operations. There can also be a negative impact of wastewater on environmental media: | chemicals 2. Community conflicts. | *mental_policy_4e1c57ed51.pdf* **Goals:** • 1. To reduce the specific freshwater withdrawal by 20% by 2030 wrt baseline of 2024 • 2. To ensure 100% conformance of ZDHC MRSL v3 by 2028 | •100% Wastewater treatment through advance ETP in Punjab Location • 1.73 Mn KL water recycled. For more details on water and wastewater management, refer detailed article on the said topic in ESG Databook FY24-25, Page Number: | upgradation of ZLD. • STP Budhni houses 2 STP's each of 1100 KLD and 400 KLD to treat domestic wastewater, which is reuse/repurposed for landscaping and horticulture • Trident Punjab has established two dedicated Effluent Treatment Plants (ETPs) tailored to the specific wastewater characteristics of each division • STP- Punjab houses 1 STP of 500 KLD to treat domestic | We are advancing our water stewardship initiatives by leveraging cutting-edge technologies such as zero liquid discharge (ZLD) systems, membrane filtration, and real-time water quality monitoring, and technology integration in plant machinery and operations. Our approach to reducing water footprint includes transitioning to circular water systems—enabling reuse and recycling of process water to minimize freshwater withdrawal. |

| | | land and water. | | | | wastewater, which is reuse/repurposed for landscaping.<br>• Rainwater harvesting pits at our facility also help replenish ground water levels.<br><br>**ZHDC MRSL Conformance**<br>• In the reporting year, wastewater testing results were in conformance with ZDHC Wastewater guidelines.<br>• Our in-check chemical inventory third party verification stood at 93% for | We are strengthening our Chemical Management system through continual improvement plans, verification of in-check chemical inventory through third parties, bi-annual testing of wastewater as per ZDHC WW guidelines, Supplier to Zero programs to reach to 100% ZDHC MRSL conformance. |

| | | | | | | Budhni MP & Punjab.<br>**Industry collaboration**<br>We are an active participant in the Clean by Design program, a global initiative supported by Apparel Impact Institute (AII) and Target. In the reporting year we saved 5,817 KL of water through various initiatives like condensate and flash steam recovery, replacement of conventional taps with push type taps with aerators, installation of water trigger nozzle for open hose point. | |
| **3. Waste & Circularity** | Resource efficiency, | Improper handling | Improper segregation | **Environment Policy:** | 100% utilization of bio-sludge | **Current Actions Taken:** | We aim to continue |

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| 6 CLEAN WATER AND SANITATION | lower landfill waste, and circular economy transition. | and disposal of waste can result in environmental pollution, which can lead to regulatory fines, damage to the Company's reputation as well as pose a significant risk to the environment and human health | or disposal may cause soil/water pollution. | _https://assets.tridentindia.com/environmental_policy_4e1c57ed51.pdf_ | generated in the plant for energy generation by 2028. | • Converted paper sludge to biofuel <br>• Cotton dust and micro dust used in Boiler as a source of waste to energy <br>• Utilizing biological sludge as fuel at Captive Power Plant | developing circular product lines, close resource wastage loops and develop internal waste reuse systems |
| 4. Biodiversity <br> 14 LIFE BELOW WATER | Effective biodiversity practices aid in result biodiversity enrichment like improved ecosystem | The loss of biodiversity can greatly affect the quality and availability of natural resources, which in | Our Textile and Paper Business rely on natural resources like cotton and other fibers and plant-based | Conduct Biodiversity Assessment for all manufacturing facilities and create Biodiversity Management Plan for the same by 2026. | - Same as commitment | We are mindful of the raw materials that go into the manufacturing of our products and have always used natural resources judiciously. We have planted and | Moving forward, we are strengthening our commitment towards biodiversity by initiating biodiversity assessment at all |

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| **15 LIFE ON LAND** | resilience, agricultural productivity and diverse flora and fauna. This will also result in reduced carbon footprints and enhanced surrounding environment. | turn can negatively influence operations and product quality | materials. Loss of Biodiversity can significantly impact the quality or availability of these natural resources and adversely impact operations and product quality. | | | nurtured over 1 million trees<br>• 50+ varieties of organic species planted as mini forest in Punjab.<br>• Saving 5K+ trees everyday by using wheat-straw for manufacturing paper.<br>• 1,39,358 Saplings planted over 250 acres.<br>•3591 Tonnes of paddy straw prevented from burning.<br>• Completed Biodiversity Risk assessment for Budhni location & drafted management plan | our manufacturing facilities. |
| **5. Responsible Sourcing & Supply Chain** | 1. Promotes sustainable supply chain and MSME | Non-adherence can lead to business | Supplier non-compliance with social or environmenta | Supplier Code of Conduct:<br>*Supplier_Code_of_Conduct_1st_April* | • Supplier sustainability assessment of 10 critical | **Current Actions Taken:**<br>• Supplier ESG screening | We aim to gradually digitize supplier ESG assessments, GHG |

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| **12** RESPONSIBLE CONSUMPTION AND PRODUCTION | development. 2. Ensuring supplier assurance leads to compliance with environmental & social regulatory standards and enhanced customer satisfaction | loss, reputational damage, and breach of environmental and social regulatory standards. | l standards. | _2024_75d09210a4.pdf_  Supplier Due Diligence Framework: Available Internally  Human Rights Policy: _https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf_ | suppliers every year. • To implement a system of selection of suppliers based on ESG performance by 2026 • To collate GHG Emissions Data of Major Suppliers for all Business Verticals.  Our innovations include converting food and biomass waste into electricity via biogas plants and promoting sustainable paper packaging | introduced. • Introduced regular engagement and on-site audits of suppliers on E, S & G parameters • 28.7% sourcing from MSMEs • 100% vendor master data due diligence as part of monthly account reconciliation process. •Supplier assessment conducted on E, S & G parameters. In the reporting year, we assessed 145 suppliers. | Emissions inventory of major suppliers, incorporate AI-driven value/supply chain ESG analytics & insights. |

| | | | | | through our "Good Paper" campaign. We prioritize Forest Stewardship Council (FSC) certified papers, reducing carbon and water footprints compared to plastics. Trident remains dedicated to minimizing our environmental impact and promoting responsible resource management, showcasing our commitment | | |
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| | | | | | to sustainability and environmental stewardship. The Company is also engaged with its marginalized suppliers to procure agriculture waste and utilize fuel in boilers. Implementing resource efficiency measures not only benefit the environment but can also lead to cost savings, improved operational efficiency, and | | |
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| | | | | | enhanced brand reputation for Trident Limited. | | |
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| 6. Employee Health & Safety (OHS) <br><br> 3 GOOD HEALTH AND WELL-BEING <br><br> 8 DECENT WORK AND ECONOMIC GROWTH | Safe workplace, reduced LTIFR, employee well-being, reduced workplace injuries/illnesses, improved working conditions, enhancing overall productivity and job satisfaction, boosting employee morale, lowering healthcare and | Any workplace accident, injury, fatality has the risk of loss to the victim's family, resulting in legal liabilities, compensation claims, fines, productivity loss, increased insurance premiums, and damage to the Company's image. Poor | Injuries, safety lapses, absenteeism, LTIFR | Health, Safety & Environment Policy: *https://assets.tridentindia.com/environment_health_and_safety_policy_09feb851dc.pdf* <br><br> Integrated Management Systems Certified (ISO 9001:2015, ISO 45001:2018, ISO 14001:2015) | • Zero Fatalities <br> • Zero major fire or dangerous occurrence <br><br> EHS Head is responsible for success execution and subsequent achievement of targets pertaining to Health & Safety. The Compensation of EHS Head is linked to performance with rewards to these | **Current Actions Taken:** <br> • Regular Safety Inspections are conducted to hunt hazards and subsequent elimination of them. <br> • Health & Safety training covering topics – PPE matrix, hazards, signages, risk & exposure, near-miss identification & reporting. <br> • Emergency response mock drills are conducted as per law of land | We aim to continue working on safety automation projects, enhance training programs and employee coverage, behavior-based safety, safety culture transformation program and regular employee medical check-ups |

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| compensation costs | health and safety practices can contribute to employee dissatisfaction, low morale, reduced productivity, and high staff turnover. The operations at our manufacturing facilities require employees and workers to interact with plant machinery and material handling that may lead to | | | goals. There is core KPI which is monitored monthly & depending on the percentage of achievement of KRA/KPI - Entrepreneurial Allowance (EA) or incentive is disbursed. | • Mental health & mindfulness sessions for employees<br>• Conducted LABS (Life and Building Safety) audit of our Bed & Bath facilities.<br>• 100% coverage under medical insurance<br>• Introduced preventive health care medical checkups of middle & senior management staff |

| Material Topic | Actual & Potential Positive Impacts (3-3a) | Actual & Potential Negative Impacts (3-3a) | Negative Impact Resulting from Own Activity / Business Relationship (3-3b) | Policies / Commitments regarding material topics / Goals ((3-3c) | KPIs / Targets (3-3e-i, ii) | Actions Taken (FY 2024–25) (3-3d) | Future Initiatives / Action Plan (3-3e) |
|---|---|---|---|---|---|---|---|
| | | | accidents, injuries, and fatalities. | | | | |
| 7. Diversity, Equity & Inclusion (DEI)  | Focusing on DEI fosters a more innovative and creative workforce, valuing diverse perspectives to generate new ideas. It also enhances employee engagement and retention, creating a | Neglecting DEI can lead to a homogenous workforce, barring creativity, and innovation. It can also lead to potential legal and reputational issues due to discrimination and | Gender bias or under representation of women in leadership. | DEI Policy: https://assets.tridentindia.com/diversity_equity_and_inclusion_policy_e847306c78.pdf<br><br>Equal Opportunity and Fair Treatment Policy: https://assets.tridentindia.com/equal_opportunity_and_fair_treatment_policy_fcf41dd723.pdf | Achieve 30% gender diversity by 2030 | • Preferential Hiring of Women, defense veterans and athletes<br>• Respect for diversity, equal opportunities and the prevention of all types of discrimination are principles that the company is committed to ensure at all | • Ensuring no discrimination in own operations and in value chain based on gender, race, ethnicity, age, sexual orientation, disability, religion, political affiliation.<br>• Develop and implement mandatory |

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| | positive company culture. | inequity. | | | | stages of employment (From the recruitment process to remuneration, opportunities for professional growth, and conclusion of the employment relationship). Present diversity in our organization stands at 17.34%. | training on unconscious bias to foster a culture of inclusion. • Expand on Trident's career development programs for women by developing a tailored leadership and mentorship program that facilitates career advancement. |
| 9. Product Life Cycle Management | Accessing quantified impacts generated by our products over their value chain will be helpful in | Not addressing the intricacies of product lifecycle can result in higher costs due to | Product lifecycle impacts on resources, water use & energy consumed | Product Lifecycle assessment as per ISO Standard 14044/14040 by 2025. | To conduct life cycle assessment of 3 sheets, 1 towel and Paper as per ISO Standard 14044/14040 by 2025. | We conducted the following impact assessment exercises for various categories of products: • Lifecycle assessment of 3 products from Bed | The results of lifecycle assessment will help us review the various stages of the product life cycle and take appropriate measures for |

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| 11 SUSTAINABLE CITIES AND COMMUNITIES | various considerations on the sustainability of the products, processes, and materials used. It will benefit in the long run- in increasing resource efficiency and target hot spots and offset unavoidable emissions | inefficiencies, increased waste, reduced product quality, and missed opportunities for innovation and product sustainability. | | | | Linen and 1 product from Bath Linen as per ISO 14040 and ISO 14044 • Carbon Footprint assessment for paper. For more details on LCA, please refer to the ESG Databook FY24-25 – Page | integrating circularity, increase focus on hotspots, extend product life, and promote recovery of materials. |
| **10. CSR – Corporate Social Responsibility** 1 NO POVERTY | Social upliftment in healthcare, education, and skills; goodwill among communities. | Not engaging in CSR activities can lead to regulatory noncompliance, strained relationship | Limited program reach or duplication risk. | CSR Policy: *https://assets.tridentindia.com/CSR_policy.pdf* CSR Projects approved by the Board: *https://www.trident* | As a minimum to spend 2% of average net profit for the past 3 years on CSR. | • INR 48.09 Million CSR spend in FY24-25 • 28,884 lives impacted through Mega Medical Camps, Madhuban Hospital Outreach, Livelihood creation | Our CSR spent in FY 2024-25 was INR 48.09 Million and further CSR Obligation of INR 141.7 Million will be spent towards ongoing projects. Refer to Page No. |

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|---|---|---|---|---|---|---|---|
|  **2 ZERO HUNGER** / **4 QUALITY EDUCATION** / **11 SUSTAINABLE CITIES AND COMMUNITIES** | | s with local communities leading to potential operational disruptions. | | *india.com/other-statutory-disclosures*<br><br>CSR Committee: *https://www.tridentindia.com/committees-composition* | | – Hastakala, skill development, education, healthcare access, women empowerment and clean environment | 121 of the Integrated Report FY 2024-25 for further details. |
| **11. Training**  **4 QUALITY EDUCATION** / **8 DECENT WORK AND ECONOMIC GROWTH** | Trained and skilled manpower will help in improving productivity and delivery of product with high quality and minimum safety incidents. | Failing to conduct periodic training can lead to safety risks, quality control issues, operational inefficiencies, compliance violations, and higher employee turnover ultimately | Not conducting regular training can result in safety hazards, quality issues, operational inefficiencies, compliance breaches, and increased employee turnover, ultimately damaging | 15.7 hrs Average training hours per employee<br><br>2,17,145 Total training hours | - | 15.73 average hours per FTE of training and development for FY 2024-25 | • Skill matrix for each profession.<br>• Training need analysis for each employee based on skill matrix<br>• Preparation of annual training calendar based on training need analysis |

| | | harming productivity and reputation. | productivity and reputation. | | | | |
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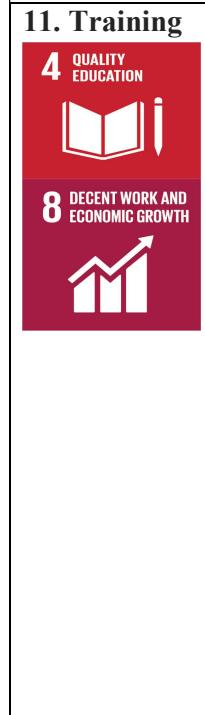
**Our Policies**

To help foster an organizational culture that is transparent, ethical, and responsible, we have formulated and institutionalized several employee-centric policies within the Corporate Governance framework. These policies reinforce our values, guarantee compliance with essential regulations, ensure efficiency of our operations, and the ultimate achievement of our goals.

All the policies carry a governance matrix with the details pertaining to implementation, execution, monitoring, auditing, ownership responsibilities as well as duties and rights of members. The policy commitments apply to all sites, value chain partners, suppliers, and are communicated to business partners and other relevant stakeholders through digital media. regular audits, trainings and surveys are conducted to monitor and ensure compliance on ethical conduct across the organization.

**Embedding Policy Commitment**

The organization incorporates its policy commitments for responsible business conduct throughout its activities and business relationships through several strategic and operational steps:

- **Policy Development and Communication:** Policies are developed with clear, specific goals and commitments to responsible business conduct, including human rights, environmental sustainability, and ethical business practices. These policies are communicated internally and externally. All employees and suppliers associated with the company are aware of and understand these commitments.
- **Leadership & Governance:** All organizational policies are endorsed by top management to integrate responsible business conduct into the company's core values and strategies. The governance matrix outlines the executives responsible for effective implementation, execution, review, and monitoring of these policies.
- **Integration into Business Processes:** Policy commitments are embedded into business operations and processes such as quality, environment, procurement, product development, etc. through training, capacity and capability building, thereby ensuring effective implementation and integration in daily activities.
- **Policy Implementation:** Each policy has a checklist, and gap analysis is conducted with reference to this checklist in each department of the site. An action plan is made for the identified gaps tracked by the leadership team for effective closure.
- **Performance Monitoring:** The organization has set Key Performance Indicators (KPI) and metrics to track the implementation and effectiveness of the policies. Regular Reporting through board meetings, and constructive analysis on the implementation and progress of the metrics is carried out.

- **Continual Improvement:** The organization integrates feedback from stakeholders, industry best practices, and regulatory changes into its operations with regular review and update of policies. Click the below link for the policies:
  *https://www.tridentindia.com/policies* & *https://www.tridentindia.com/code-policies*

**Table: List of ESG Policies & Description**

| Policy | Description |
|---|---|
| Anti-corruption and Anti-bribery | This policy emphasizes Trident's zero-tolerance approach towards corruption and bribery. It is our policy to conduct all our businesses in accordance with the highest standards of professional integrity, honesty, and ethical conduct.<br><br>The Company has implemented a robust Anti-Bribery and Anti-Corruption Policy aimed at preventing bribery, corruption, and unethical practices across its operations. The policy establishes clear guidelines governing the acceptance and offering of gifts and hospitality, political contributions, and charitable contributions or sponsorships to ensure transparency and compliance with applicable laws and ethical standards. Regular training and awareness programs on anti-bribery and anti-corruption are provided to employees and relevant stakeholders to reinforce ethical conduct. The Company has established formal procedures for reporting, investigating, and handling breaches of the policy, and appropriate corrective or disciplinary actions are taken in the event of any violation, in accordance with internal policies and legal requirements. The policy is endorsed by the board of directors. |
| Code of Business Conduct and Ethics | Trident Limited has developed the Code of Conduct for the company (including the Board of Directors and senior management), which outlines a set of ethical guidelines and principles to govern their actions. The Code emphasizes various key aspects, including a commitment to adherence to financial reporting standards, promotion of fair competition, gifts & donations, equal employment opportunities, and respect for human rights. It advocates compliance with legal requirements, cooperation among stakeholders, and responsible use of the company's brand. The Code also addresses conflict of interest situations, the protection of confidential information, and the prohibition of insider trading. |
| Employee Code of Conduct | This policy lays down the Code of Conduct for all members of the organization, including contractual members, governing their conduct, ethics, and compliance in all business dealings. It encompasses professional behavior, legal adherence, and environmental responsibility, fostering a culture of integrity both within and outside the organization. |

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| Risk Management Policy | This policy aims to instill a proactive approach in identifying, reporting, evaluating, and resolving risks inherent to business operations. The primary objective is to ensure a structured and disciplined approach to Risk Management, guiding decisions on matters pertaining to risk. |
| Nomination and Remuneration Policy | In strict compliance with the Companies Act, 2013, our Nomination and Remuneration Policy integrate performance-driven incentives for Directors and Key Personnel. This comprehensive policy outlines criteria for Director qualifications, attributes, and remuneration structures, emphasizing performance-driven incentives for Directors, Key Managerial Personnel, and employees. Trident Limited's Nomination and Remuneration Policy positions remuneration as a catalyst for sustained growth, reinforcing the organization's commitment to transparency, governance, and long-term shareholder value. The policy also addresses Board Diversity requirements. |
| Environmental Policy | The policy provides a comprehensive framework for seamlessly integrating EMS into operations, suppliers and partners aligned with ISO 14001:2015 and compliance with all applicable legal and regulatory standards viz. The Environment Protection Act, 1986, Water (Prevention & Control of Pollution) Act, 1974, Air (Prevention & Control of Pollution) Act,1981, Hazardous and other Waste (Management & Transboundary movement) Rules, 2016. Priority areas include Energy Management, Water and Wastewater Management, Chemical Management, Waste Management, and Packaging.<br><br>The main objectives and commitments of the Policy (among others) include- a. Striving for continual improvement in our environmental performance b. Establish objectives and targets to prevent, diminish, or mitigate environmental impacts on both people and the planet and periodically review performance c. Provide appropriate training to all employees, emphasizing the importance of minimizing environmental risks and understanding the impacts of their work activities on the environment d. Regularly evaluate environmental aspects/risks, manage impacts by employing appropriate control mechanisms. e. External stakeholders such as regulators, industry bodies, experts and community representatives are consulted during the development and implementation of the environmental policy to align with regulatory requirements and best practices.<br>The senior/ executive management at Trident provides the commitment and oversight for implementation of environmental management policy and for improving environmental performance. |
| Biodiversity and Climate Change | We have framed this Policy to address climate change by identifying risks and opportunities and integrating adaptation measures into business continuity plans and risk management processes. Through this policy we recognize biodiversity as a vital resource for combating climate change, and we are dedicated to its preservation and enhancement by committing to-<br>a. Conducting impact assessment studies and implementing mitigation measures, including offsetting residual impacts b. Striving |

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| | to undertake annual biodiversity risk assessments in our operations to prepare biodiversity conservation plans c. Sustaining efforts to raise awareness among suppliers and other stakeholders about the importance of conserving biodiversity and the sustainable use of natural resources d. Discouraging deforestation by preserving and maintaining the existing green cover at all the operational sites and compensating through future afforestation efforts e. Complying with all biodiversity-related laws and regulations in full f. Making the utmost effort to mitigate, or minimize as far as possible, any interference with other areas of the natural world.<br><br>The policy covers its own operations in its scope of commitment and endorsed by executive management. |
| EHS Policy | The policy provides framework as per ISO 45001 for integration of health and safety management systems and attests the commitment of senior management towards ensuring a healthy work environment. |
| Diversity, Equity and Inclusion | Our DEI policy sets out the commitment to an inclusive and supportive environment for members that is free from discrimination, brings diverse groups of people together, and gives equal opportunity to everyone. The policy also includes the Diversity requirements of the Board. |
| Human Rights Policy | This policy is intended to express the Company's commitment to carry out the business with ethical values and embrace practices that support human rights in every geography where it operates and follows processes that seek ways to honour the principles of International Human Rights. Our policy is guided by national laws and international frameworks like International Bill of Human Rights, ILO Declarations on Fundamental Principles and Rights of Work, United Nations Global Compact Human Rights Principles, and United Nations Guiding Principles on Business and Human Rights. |
| CSR Policy | The Company adopted CSR policy in compliance with the provisions of The Companies Act, 2013. The policy reflects the Company's commitment to fulfilling its Social Responsibility by contributing to the development and upliftment of communities. It provides clear operational guidelines for the implementation of the organization's CSR initiatives, including committee roles and details, objectives, operational areas, CSR expenditure clauses, implementation process, and monitoring mechanism. The policy is approved by the board, and the adherence is ensured by the CSR committee. |
| Equal Opportunity and Fair Treatment Policy | The policy lays down commitment to zero tolerance for harassment, discrimination, and retaliation of any form against an individual who reports Workplace Discrimination and/or Harassment. |

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| Grievance Handling Policy | The policy is to lay down procedure/mechanism for redressal of grievances by setting up an internal grievance committee to address complaints and grievances. The primary purpose of this grievance redressal policy is to give members the right to voice their complaints. This policy, further, aims at minimizing instances of complaints and grievances and ensuring prompt redressal at various levels. |
| Prevention of Sexual Harassment | As part of commitment to protecting the rights and dignity of its female members and creating a workplace free from all forms of sexual harassment, the Company has adopted the POSH policy in compliance with the Provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. It lays the framework to prevent or deter any acts of sexual harassment and streamline procedures for the resolution, settlement and prosecution of such acts. |
| Whistle Blower Policy | The Audit Committee oversees this crucial mechanism, guaranteeing transparency and accountability. The policy actively encourages Directors and Employees to promptly report any instances of observed unethical behaviour, suspected fraud, violations of the Company's code of conduct, ethical breaches, policy infractions, or wrongful conduct within the organization. Confidential reports can be submitted to the Chairman of the Audit Committee or via email at whistleblower@tridentindia.com. To ensure privacy, the identity of the whistleblower is kept confidential, providing a secure platform to address ethical concerns without any fear of consequences.<br><br>The Company has established a formal whistleblower mechanism with dedicated departments and designated personnel responsible for its administration and oversight. The reporting channels are operated by an independent third-party service provider, enabling whistleblowers to submit reports anonymously. All disclosures are handled with strict confidentiality, and the Company enforces a zero-tolerance policy against retaliation. Employees and relevant stakeholders are provided with training and awareness on the use of the reporting channels. A defined process is in place for the receipt, investigation, and resolution of reported breaches, ensuring appropriate follow-up and corrective actions in line with the Company's governance framework. |
| Capacity and Capability Building | This policy addresses the training and development needs of individuals and focuses on activities that add value to the business, enabling Trident to meet its strategic objectives. |
| Supplier Code of | Based on national laws & internationally accepted labor standards, our Supplier Code of Conduct mandates that all supplier |

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| Conduct | partners comply with ethical guidelines while providing products and services to Trident. The Company's Supplier Code of Conduct sets out clear expectations for suppliers to uphold responsible business practices across human rights, environmental stewardship, and ethical conduct. Suppliers are required to prohibit forced labor and child labor, ensure fair working conditions including reasonable working hours, safe and healthy workplaces, fair wages and benefits, and maintain zero tolerance for discrimination and harassment. The Code recognizes and respects freedom of association and the right to collective bargaining in accordance with applicable laws. Environmental responsibilities under the Code include the management and reduction of greenhouse gas emissions and energy consumption, pollution prevention and waste management, efficient use of resources, and protection of biodiversity, including commitments to no deforestation and responsible land use. In addition, suppliers are expected to adhere to high standards of business ethics, including compliance with anti-corruption requirements, avoidance of conflicts of interest, and prohibition of anti-competitive practices. Compliance with the Supplier Code of Conduct is a key element of supplier engagement, assessment, and ongoing monitoring. |
| ISMS Statement | ISMS Statement is an assurance of security of Information Assets belonging to Trident, and the information entrusted to the company by employees, business partners, investors and the public at large. We are also committed to ensuring compliance with relevant laws and regulations. |
| Tax policy | The Tax Policy forms a key component of our corporate governance framework. The Policy comprises key elements viz. Legal Compliance, Transparency and Disclosure, Risk Management and Tax Planning. It outlines the principles and guidelines that govern tax-related matters for Trident Ltd. to ensure compliance with applicable laws and regulations. The policy also iterates that- a) Tax strategies and decisions are aligned with the broader goals and values of the company as well as the law of the land b) Trident prioritizes the legitimate optimization of its tax position to enhance its competitiveness and contribute to sustainable business growth c) We do not participate in any tax avoidance schemes or engage in practices that may be perceived as artificial or contrary to the principles of fair taxation or settled legal jurisprudence. These include shifting profits to lower tax jurisdictions or usage of secrecy jurisdictions or tax havens to obtain tax advantages. The Policy is governed by the Taxation Head. |

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| Lobbying and Trade Associations – Climate Alignment | The Company has a defined management system governing lobbying activities and trade association memberships, supported by a governance framework for public policy engagement with clear roles and accountabilities extending up to the executive level. The Company's position on public policies related to climate change is aligned with the objectives of the Paris Agreement, including the transition to a low-carbon economy. Processes are in place to review and monitor direct lobbying activities and participation in trade associations to assess alignment with the Company's climate position and the Paris Agreement. Where misalignments are identified between the climate policy positions of trade associations and the Company's own climate commitments, a structured framework is applied to address such gaps through engagement, escalation, or reconsideration of membership. The Company reports on climate-related direct lobbying activities and the climate policy positions and activities of relevant trade associations. The governance framework and monitoring processes cover all jurisdictions in which the Company operates. |
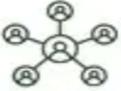
## Business Ethics

Trident is a proud participant in the United Nations Global Compact (UNGC). Our commitment to the ten principles of the UNGC, which encompass human rights, labor standards, environmental protection, and anti-corruption, reflects our dedication to operating responsibly and contributing positively to society. We have concluded the UNGC COP first reporting cycle for FY24-25.

- **Uphold Human Rights:** Ensuring that we respect and promote human rights within our sphere of influence
- **Support Fair Labor Practices:** Advocating for fair treatment, non-discrimination, and equal opportunities for all our employees
- **Protect the Environment:** Taking proactive steps to minimize our environmental footprint and promote sustainable practice
- **Combat Corruption:** Maintaining a zero-tolerance approach towards corruption in any form

We strive to promote dignity, equal opportunities, fair income, and promote social dialogue for all people across our operations and supply chain. To this effect we have duly institutionalized policies like Equal Opportunity and Fair treatment, Grievance Handling, Human Rights, Diversity, Equity & Inclusion, HIV Policy, Child Labour, Whistle Blower and Vigil Mechanism, Freedom of Association, POSH etc. Our policies are guided by national laws and international frameworks like International Bill of Human Rights, International Labour Organization's (ILO) declarations on Fundamental Principles and Rights at Work, the United Nations Global Compact Human Rights Principles and the United Nations Guiding Principles on Business and Human Rights.

**Data Privacy & Information Security**

Information security is a core element of Trident Limited's corporate values. The organization prioritizes IT security to safeguard its extensive operations and sensitive data. The key components of IT security include robust network and endpoint protection, strong encryption practices, comprehensive backup and recovery systems. Employee training on cybersecurity best practices and an effective response plan is integral to its strategy.

Trident ensures compliance with ISO 27001:2022 and continually adapts to emerging threats by incorporating advanced technologies to enhance its IT security.

The Company's Privacy policy applies across all operations, including suppliers and third-party service providers. Responsibility for data privacy and information security rests with the Chief Information Officer (CIO), who oversees privacy-related risks and compliance. The privacy management framework is embedded within the group wide risk and compliance management system, ensuring systematic identification, assessment, and mitigation of privacy risks.

The company has established disciplinary mechanisms to address any violations of the privacy policy. Appropriate corrective and disciplinary actions are initiated in the event of non-compliance or data breaches.

To ensure effectiveness and continuous improvement:

1) **Third party audits** are conducted to assess privacy and information security compliance, including certification against ISO 27001.
2) **Internal audits** are carried out periodically to evaluate adherence to the privacy policy and related controls.

**IT Security/ Cybersecurity Governance:** The Managing Director/ Executive Director oversees information security, cybersecurity strategy and process. Head of IT Security, as part of the Executive management, oversees the issues and risks related to IT security. The broad roles and responsibilities include planning, deployment and sustenance of IT security solutions & policy to ensure security of organizational data and information from any internal or external threat. We also conduct regular review and audit of our security infrastructure to identify any security gaps to further fix the same.

**IT Security/ Cybersecurity Measures:** Our Information Security and Management System (ISMS) statement is available to all the employees through the organization's internal SharePoint portal and applicable across all our operational sites and offices. Training related to IT Security and

safeguarding data privacy is conducted regularly for the employees to spread awareness among them to minimize any security compromise. The training topics, amongst others, include the following-

- Introduction to cyber security
- Data classification and handling
- Password security and importance of 2 factor authentication
- Social Engineering and Phishing awareness
- Secure communication and device security
- Incident reporting
- Overview of IT policy
- Cyber-attacks and hacking

The topics are covered with case studies and examples for better understanding. Adherence to the organization's security policy is a crucial part of an employee's responsibilities towards the organization. Employees are required to complete mandatory training on cybersecurity and IT policies within the assigned timeline. An escalation matrix is provided to the employees under the incident reporting procedure available as per our Incident management IT helpdesk policy.

**IT Security/ Cybersecurity Process & Infrastructure** Trident Limited has business continuity/contingency plans and incident response procedures in place. These are tested and verified annually along with vulnerability analysis. Consumer complaints/data breaches related to cybersecurity can be accessed from our BRSR of FY 2024-25 report - *https://assets.tridentindia.com/Trident_BRSR_2024_25_5850eaa2fa.pdf*

**Customer Privacy & Data Protection Practices:**

**We take privacy of customer information seriously and are committed to protecting Personal Data processed by us,** in accordance with the relevant laws (including the Digital Personal Data Protection Act, 2023). For the reporting year, we have not received any complaints concerning breaches of customer privacy and losses of customer data. For Further details refer Annual Report FY 2024-25. *https://assets.tridentindia.com/Trident_Group_IR_2024_25_C2_C_ec077b0793.pdf*
Refer below link to access our Privacy Policy: *https://www.tridentindia.com/privacy-policy/*

The company clearly defines nature and types of customer information collected and the purpose for which such information is used. Customers are provided with transparency and control over how their personal data is collected, used, retained, and processed.

The company follows a consent-based approach, requiring opt in consent prior to the collection and processing of personal data. Customers are provided with opt out options where applicable.

Customer Information is securely maintained within corporate information systems and protected through appropriate technical and organizational safeguards. Any disclosure of personal data to third parties is governed by defined policies and contractual obligations to ensure data protection and confidentiality.

**Responsible Sourcing:**

We believe our suppliers are important partners in achieving our business and sustainability goals. By collaborating and consulting with them, we aim to reduce our shared negative impacts on the environment, support fair compensation, and promote decent jobs which uphold the right to freedom of association. Our suppliers undergo screening of essential social and environmental parameters with a focus on sector specific risks.

We are committed to raising standards in our industry by working with our suppliers to improve environmental and social performance and extend our commitment to sustainability across our entire value chain. To this effect we have developed a Supplier ESG Program and introduced comprehensive supplier sustainability framework, with the objective to construct, safeguard and enhance long-term environmental and social value for all stakeholders involved in bringing our products to market. The oversight of implementation for the Supplier ESG program lies with executive management.

The implementation steps of the supplier sustainability are based on the UN Global Compact Management Model for continuous improvements viz. Commit, Assess, Define, Implement, Measure, Communicate.

**1. Commit:**
As part of commitment, we have established basic policies on responsible sourcing, code of conduct for suppliers and supplier due diligence policy, Supplier transparency and traceability policy detailing the expectations from supplier partners. Our supplier sustainability framework is based on four fundamental principles:

**1: Environment Protection:** This principle focuses on making the value chain environmentally responsible through

- Resource management - Use of Agri-based raw materials, assess emissions and water consumption, renewable energy, efficient systems, reduce hazardous and toxic materials, waste disposal.
- Adopting green initiatives and practices - Monitor environmental performance and adopt practices to reduce overall impact on the environment.
- 3Rs – Reduce, Reuse & Recycle (Responsible consumption, zero waste to landfill, packaging material)

**2: Social Responsibility:** We firmly believe in contributing towards the social and economic development of the communities where we operate and expect a similar approach from our value chain partners. Focus areas under this principle are:
- Responsible Conduct - Diversity in workforce, fair dealing with vendors, engage and involve local communities.
- Employee Health & Safety and well-being - Adopt robust and relevant management practices to comply with applicable H&S laws, rules, regulations and industry standards.
- Local community development - Encourage supplier partners to undertake steps to collaborate and associate with the local community.

**3: Business Ethics:** We strongly believe that high ethical standards are critical for sound business relationships and expect our business partners to share this commitment in their operations through
- Business integrity and ethics - Anti Bribery and Anti-Corruption, conflict of interest, anti-competitive and restrictive trade practices, confidentiality
- Human rights - Forced & child labour, non-discrimination, compensation and working hours
- Legal and regulatory compliance - comply with all applicable laws and regulations within the country of operation.

**4: Quality:** Ensuring quality and adherence to manufacturing & product standards is critical to us, and we encourage our business partners to conduct the same through
- • Quality management system (have in place certified QMS by competent authority like ISO)
- • Material management (have in place established practices for storage, handling and transportation)
- • Accountability and Transparency (prepare & maintain accounts of business dealings fairly, accurately and in accordance with financial reporting standards)

**2. Assess:**
For the purpose of evaluating suppliers prior to onboarding and their subsequent development to meet evolving company requirements, we have developed supplier assessment methodology and new supplier onboarding questionnaire and existing supplier performance evaluation questionnaire. It has scores on Social, Governance, and Environmental Pillars, and the results are categorized based on achievement of cut off allocated to each pillar.

In the reporting year, we have strengthened our supplier due diligence process by assessment of suppliers through an ESG Criterion for evaluating existing suppliers. To this effect we have categorized suppliers' (145) performance in ESG parameters, area of improvements, and are further aiming to continue our efforts in this direction, thereby ensuring coverage of the entire supply chain.

**3. Define and Implement:**

We have established distinct categories or tiers for supplier partners based on the services provided, aligning with the implementation of our supplier sustainability framework. ESG (Environmental, Social, and Governance) criteria are integrated into our evaluation processes. As part of this approach, we conduct ESG assessments for suppliers, gather and analyze their responses, and classify them into appropriate categories. Moving forward, we will initiate capability development programs to strengthen supplier performance. This structured methodology ensures that sustainability principles are effectively translated into measurable actions throughout the supply chain.

**4. Measure and Communicate:**

In the reporting year, we circulated an ESG evaluation questionnaire to our supplier network to assess their sustainability performance and compliance with Trident's supplier code of conduct. A total of 429 suppliers responded, while 145 suppliers shared supporting ESG documents and data, demonstrating increasing engagement across our value chain. Going forward in the supplier ESG program, we will be working with all 145 suppliers on implementing the improvement plan via appropriate knowledge transfer measures and capacity building sessions in a phased manner.

In the reporting year, we sent out the evaluation questionnaire on ESG to 139 significant suppliers. Out of the total respondents (38), 61% (23) are compliant to our ESG criteria and 39% (15) require a corrective action plan to improve their assessment score. The percentage of suppliers with whom the relationship was terminated is zero. Going forward in the supplier ESG program, we will be working with all 15 suppliers on implementing the improvement plan via appropriate knowledge transfer measures and capacity building sessions in a phased manner. We shall also be working on promoting supplier diversity, equity, and inclusion in the supplier workforce.

**Supplier ESG Programs:**

Oversight of the implementation of the Supplier ESG Program rests with Executive management. Purchasing practices are regularly reviewed to ensure alignment with the Company's Supplier Code of Conduct and to avoid potential conflicts with ESG requirements. Suppliers are required to meet defined minimum ESG standards, and those unable to achieve compliance within a stipulated timeframe may be excluded from contracting. ESG performance is integrated into supplier selection and contract awarding processes, with preference given to suppliers demonstrating stronger ESG practices. To support effective implementation, training and awareness programs are conducted for procurement teams and relevant internal stakeholders to clarify roles, responsibilities, and expectations under the Supplier ESG Program.

**Supplier Screening:**

The company applies a structured, risk-based supplier screening process that integrates environmental, social, governance (ESG), and business relevance considerations. Supplier screening incorporates country-specific risks (including regulatory, human rights, and geopolitical factors), sector-specific risks (such as environmental intensity and labor practices), and commodity-specific risks (including resource criticality and supply chain complexity). Based on this assessment, suppliers are prioritized for ESG evaluation, monitoring, and engagement, ensuring that higher-risk suppliers receive enhanced due diligence and oversight.

**Supplier ESG Assessment and Development:**

During FY 2024-25, the company conducted an internal ESG & sustainability supply chain assessment to evaluate suppliers on key Environmental, Social, and Governance (ESG) parameters. As part of the Environmental assessment, suppliers were required to respond to the following questions with relevant documents through a structured questionnaire.

| Category | Assessment Question |
| --- | --- |
| *Environmental Sustainability (Legal & Regulatory Compliance)* | Do you have a valid Consent to Establish (CTE), Consent to Operate (CTO) from the State Pollution Control Board (PCB)? |
| | Do you have a Valid Water Consent, under the water act, 1974 |
| | Do you have a valid Air Consent under the Air act, 1981 |
| *Environmental Management System (EMS)* | Do you have a certified Environmental Management System (ISO 14001) |
| | Do you maintain an Environmental Policy or Sustainability policy |
| *Resource Management* | Do you monitor your facility's energy consumption on a regular basis |

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| | Do you use renewable energy (Ex: solar, wind) at your facility |
| | Describe energy conservation measures implemented in your operations. |
| | Do you have a water management plan or water recycling system |
| | Describe your water management / Effluent treatment measures |
| | Do you monitor and record your water consumption |
| | The Fresh water consumed per KG of product that is being supplied to us |
| | Do you have an Effluent Treatment Plant (ETP) or Sewage Treatment Plant (STP) |
| | The Wastewater generated per Kg of product that is being supplied to us |
| *Water Risks Management* | **Quantity & Quality Risks:** Do you assess risks related to water availability (scarcity) and water quality that may impact your operations? |
| | Do you monitor water withdrawal, consumption, and wastewater quality? |
| | **Regulatory / Pricing Risks:** Have you assessed risks arising from changes in water-related regulations, compliance requirements, or water pricing structures? |
| | Do you have valid water-related statutory approvals and compliance mechanisms in place? |
| | **Stakeholder Conflict Risks:** Have you identified risks related to stakeholder conflicts (local communities, authorities, other users) concerning water use or discharge? |
| | Do you have grievance or engagement mechanisms to address water-related stakeholder concerns? |
| *Waste & Emission Management* | Do you generate hazardous waste at your facility |
| | The Hazardous and Non-Hazardous waste generated per Kg of product that is being supplied to us |
| | How do you dispose of solid waste & scrap material |
| | Do you monitor air emissions from your process / DG sets |
| | Do you track or report your carbon / GHG emissions. |
| | The Greenhouse gas emissions Scope 1, Scope 2, Scope 3 generated per kg of product that is being supplied to us |
| | Have you implemented any waste reduction or zero waste to landfill initiatives |
| *Biodiversity & Compliance Awareness* | Is your manufacturing unit located near any ecologically sensitive area (forest, river, wildlife zone, etc.) |
| | Have you undertaken any green belt development or tree plantation at your premises |
| | Do you provide environmental awareness or training to employees |

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| ***Social Sustainability (People & Community)*** | Total number of Employees, contractors working in your organization |
| | Do you maintain employees records as per the factories act / Factory establishment act |
| ***Health, Safety & Working Conditions*** | Do you have a documented health, safety & welfare policy |
| | Do you conduct regular safety training and mock drills |
| ***Human Rights & Labor Practices*** | Do you employ any workers below 18 years of age |
| | Do you provide fair & equal opportunities without discrimination (gender, caste, religion etc.) |
| **Employee Development & welfare** | Do you provide any training or skill development programs to employees |
| ***Community Engagement & CSR*** | Do you participate in any CSR or community developed initiatives |
| **Governance & Ethics** | Is your organization registered under companies act/ MSME/any other authority |
| ***Ethics, Integrity & Anti-corruption*** | Do you have a written code of conduct / Ethics policy for employees and suppliers |
| | Do you have a mechanism to report ethical violations or misconduct (whistle blower policy) |
| | Do you maintain updated records of all licenses, approvals & statutory returns (e.g. PF, GST, PCB, Factory license) |
| ***Risk Management & transparency*** | Do you conduct periodic internal or external audits of your operations |
| ***ESG Management, KPIs & Green Supply chain initiatives*** | *A) ESG Strategy & Planning* Does your organization have a formal ESG or sustainability policy / Roadmap |
| | Do you have defined ESG goals or Targets (e.g., carbon reduction, energy savings, zero waste, gender balance, etc.) |
| **ESG KPIs & Performance monitoring** | Do you track ESG related key performance indicators (KPIs) |
| | Do you have a data management or dashboard system for ESG tracking |
| | Do you collaborate with suppliers or customers for sustainability initiatives (e.g., packaging reduction, logistics optimization) |
| | Describe any green supply chain initiatives implemented |
| | Is there a designated person responsible for ESG/sustainability at your organization (SPOC) |
| ***Future Commitment & Collaboration*** | Are you willing to collaborate with Trident on Sustainability projects (Energy, waste, social etc.) |

**Supplier Sustainability**

| Supplier Screening | FY 2024-25 |
|---|---|
| Total number of Tier-1 suppliers | 30 |
| Total number of significant suppliers in Tier-1 | 30 |
| % of total spend on significant suppliers in Tier-1 | 45.02 |
| Total number of significant suppliers in non-Tier-1 | 8 |
| **Total number of significant suppliers (Tier-1 and non-Tier-1)** | 38 |

**Supplier Assessment Program:**

| Supplier Assessment | FY 2024-25 | Target for FY 2024-25 |
|---|---|---|
| Total number of significant tier-1 and non-tier-1 suppliers assessed via desk or on-site assessments | 38 | Number of Supplier: 38 |
| % of unique significant suppliers assessed | 100 | - |
| Number of suppliers assessed with substantial actual/potential negative impacts | 15 | - |
| % of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan | 39 | - |
| Number of suppliers with substantial actual/potential negative impacts that were terminated | 0 | - |

Human Rights Assessment by 100% of Tier 1 suppliers

**Supplier corrective action plans:**

| Corrective action plan support | FY 2024-25 | Target for FY 2024-25 |
|---|---|---|
| 2.1 Total number of suppliers supported in corrective action plan implementation | 15 | Number of Supplier: 15 |
| 2.2. % of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation | 100 | - |

**Suppliers in capacity building programs**

| Capacity building programs | FY 2024-25 | Target for FY 2024-25 |
|---|---|---|
| Total number of suppliers in capacity building programs | 15 | Number of suppliers: 15 |
| % of unique significant suppliers in capacity building programs | 39.47 | - |

**Procurement Practices**

Cotton is a key raw material in our textile business and represents more than 90% of total fiber input. Conventional methods of cotton farming pose problems like soil quality degradation, water pollution, and human rights issues. We are cognizant that safeguarding the growth and production of it is essential to ensure long-term resilience. Hence, we are leveraging the strength of farmer centric approaches to cotton farming through the procurement of BCI Cotton and Organic Cotton. For the reporting year, around 30.7% inputs were sourced sustainably.

Our manufacturing locations, viz. Budhni (MP), Dhaula and Sanghera (Punjab) are also our significant locations of operation and when any of our suppliers is located within 150 kilometers from any of these manufacturing facilities, we consider them local.
In the reporting year 49.05% of total raw material and consumables directly from local suppliers, 28.7% of total raw material and consumables directly from MSMEs, and 95% of raw material from within India.

**Table, % of Raw Material Directly Sourced from Within India**

| 2022-23 | 93.9% |
|---|---|
| 2023-24 | 96.7% |
| 2024-25 | 95% |

**Table, % of Raw Material Directly Sourced from MSMEs/Small Producers**

| 2022-23 | 34.8% |
|---|---|
| 2023-24 | 43.4% |

| 2024-25 | 28.7% |
|---|---|

**Product Life Cycle Assessment:**

Our products are synonymous with quality, innovation, and creativity. We are continuously working towards sustainable manufacturing of our products using methods that minimize adverse environmental impacts, promote resource efficiency, and conserve natural resources while being economically viable.

We are committed to finding lower environmental impact solutions to be integrated into the design and manufacturing of products. In this direction, we have completed LCA (Life Cycle Assessment) for four of our key products (3 bedsheets and 1 towel) as per ISO 14040/ ISO 14044 and Carbon Footprint assessment for Paper. The results will help us review the various stages of the product life cycle and take appropriate measures for integrating circularity, increasing focus on hotspots, extending product life, and promoting recovery of materials.

**Life Cycle Assessment Summary- Trident Limited FY 2024-25**

| Product Category | LCA Standard & Boundary | Functional Unit | GHG Emissions (kg CO2e/Unit) | Water Footprint (L/Unit) | Energy Use (MJ/Unit) | Resource Use (fossil energy) | Climate Change | Water Use | Improvement Actions & Targets |
|---|---|---|---|---|---|---|---|---|---|
| Mélange Washed Bedsheet Set | ISO 14040/44 - Cradle to Gate | 1 set (Bedsheet Fitted sheet + 2 pillowcases + self-fabric bag) Weight: 1.938 kg | 23.73 kg CO2 equivalent | 13.63 m3 world equivalents | 273.01 MJ | Grid Electricity- 93%, Coal based heat & power – 4%, Transportation of fibre – 3-4% | Grid Electricity- 83%, Coal based heat & power – 3%, Transportation – 10%, waste treatment 12% | Grid Electricity- 0.8%, Coal based heat – 99%, Transportation – 0.3%, waste treatment 2 to 14% | Share of renewable electricity increased to 52.74% of total power. Biofuel use reached 49.29% of total thermal energy. Reach Net zero scope 1 & 2 by 2030. Replace coal with agro waste fuel. |

| Printed Washed Bedsheet Set | ISO 14040/44 - Cradle to Gate | 1 set (Bedsheet Fitted sheet + 2 pillowcases + self-fabric bag) Weight: 1.939 kg | 38.27 kg CO2 equivalents | 18.85 m3 world equivalents , | 506.98 MJ, | Grid Electricity-93%, Coal based heat & power – 4%, Transportation of fibre – 2-3% | Grid Electricity-90%, Coal based heat & power – 5%, Transportation of fibre – 4-5% | Grid Electricity-62-72%, Coal based heat & power – 22-25%, process waste –2-3%, steam 8%, Sodium hydroxide 39%, optical brightening agent 31% | Increased renewable share to 52.74% Installed solar rooftop 23.56MWp Achieved 100% water recycling through ZLD systems |
|---|---|---|---|---|---|---|---|---|---|
| Solid Washed Bedsheet Set | ISO 14040/44 - Cradle to Gate | 1 set (Bedsheet Fitted sheet + 2 pillowcases + self-fabric bag) Weight: 1.947kg | 13.5 Kg CO2 eq. | 15.14 m3 | 358 MJ of Energy consumed | Grid Electricity- 93-94%, Coal based heat & power – 3-5%, Transportation of fibre –2-3% | Grid Electricity -90-91%, Coal based heat & power –5%, Process waste treatment – 4% | Grid Electricity-62-68%, Coal based heat & power –22-24%, process waste-7%, treated water-2%, chemicals- Optical brightening agent-86%, steam 6% | Increased renewable share to 52.74% Installed solar rooftop 23.56MWp Achieved 100% water recycling through ZLD systems |
| Bath Towel | ISO 14040/44 - Cradle to Gate | Weight: 0.47kg | 3.41 kg CO2 equivalents | 15.78 m3 | 54.19 MJ | Grid Electricity-73%, Coal based heat & power 12%, steam generation- 9%, Diesel & lubricants- <1% | Grid Electricity-98%, Transportation of fibre –1%, lubricating oil-0.3%, urea-34%, diesel-27%, diammonium phosphate-18% | Irrigation:96% Urea: 2%, DAP: 1% Desizing enzymes: 43% Steam generation: 19%, Hydrogen peroxide: 7%, Electricity coal based 47%, grid 43%, steam 8% | Increased renewable share to 52.74% Installed solar rooftop 23.56MWp Achieved 100% water recycling through ZLD systems |

**Carbon Life Cycle Assessment of Wheat Straw Paper for Trident Limited FY 2024-25**

| Product Category | LCA Boundary & Standard | Parameter | Unit | LCA Result | Key Insights | Positive Outcomes & Improvement Targets |
|---|---|---|---|---|---|---|
| 1 tonne Paper (Made from Wheat Straw) | ISO 14040/44 - Cradle to Gate | Total GHG Emissions (Cradle-to-Gate) | kg CO₂e / tonne | 898.89 | Life cycle emissions primarily from grid electricity and thermal energy use in pulping and drying. Circular economy by 100% utilization of wheat straw avoids open field burning, preventing additional CO2 and particular emissions. | Low carbon innovation at 898.89kg CO2e/tonne. Trident's wheat straw paper demonstrates a ~30% lower carbon footprint than industry average for conventional wood pulp paper. GHG footprint is ~25–30% lower than conventional wood-based paper (avg. 1200–1300 kg CO₂e/tonne). |
| | | Electricity Consumption | kWh / tonne | 759 | Electricity contributes to the largest share of process energy demand. | Over 52.74% renewable power now used; continuous solar and biomass integration to further decarbonize. |
| | | Total Energy Emissions | kg CO₂e / tonne | 696.05 | Emissions associated with power and heat energy consumption across unit operations. | Energy optimization measures and biofuel use (49.29%) reduced thermal carbon footprint significantly. |
| | | Raw Material Source | | 100% agro-based (wheat straw) | Agro-waste utilized in place of virgin wood pulp; eliminates deforestation impact. | Contributes to SDG 12 (Responsible Production) and SDG 13 (Climate Action) by valorizing agricultural residue. |
| | | Water Recovery Rate | % | 100% | ZLD system ensures maximum reuse of process water. | Minimizes freshwater extraction and effluent discharge — model for sustainable papermaking. |
| | | Waste Utilization | % | 100% paper sludge reused | Sludge converted into biofuel and construction filler | Supports circular economy and zero waste to landfill goals. All paper sludge repurposed as biofuel - Enabling a zero-waste manufacturing model. |

66

**Environment:** The planet is facing an uncharted future, and risks from climate change and biodiversity loss require collective action from the public and private sectors alike. At Trident, we are doing our part by working to reduce our GHG emissions, optimize resources, minimize waste, and reduce our overall impact on the planet.

Our Environmental Policy provides a comprehensive framework for compliance with all applicable legal and regulatory standards and for seamlessly integrating Environmental Management System (EMS) into operations, aligned with ISO 14001:2015 for which all our facilities are certified.

The Environmental Policy along with EMS governs environmental stewardship across manufacturing locations in MP and Punjab. Our EMS is based on ISO 14001:2015, an international environmental management standard that guides us on priority areas identified viz. Energy Management and conservation, Water Management and wastewater discharge, Chemical Management, Air Emissions Management, Waste Management, and Packaging. All our manufacturing facilities set objectives, strategies and targets based on EMS, and periodic internal and yearly external audits are conducted to verify compliance and evaluate effectiveness of the same. In the reporting year, all our own manufacturing facilities completed Cascale's (formerly known as Sustainable Apparel Coalition) Higg Index Facility Environmental Module (FEM) Self-assessment as well as third party verification.

In the reporting year and the last three years, the company has not received any environmental violation cases or penalties/fines for environmental non-compliance. Details on the same are available in Annual Report FY 2024-25 (BRSR, Principle 6, Q13).

**ENVIRONMENTAL DIMENSION:**

The textile industry is already witnessing the effects of climate change, including supply chain disruptions caused by shifting climate patterns and extreme weather events. At Trident, we recognize the urgency of addressing climate-related risks to safeguard business continuity. This commitment is reflected in our Climate Change and Biodiversity Policy.

The policy outlines our approach to identifying climate risks and opportunities and integrating adaptive strategies into our business continuity and risk management frameworks. Furthermore, we acknowledge biodiversity as a critical natural asset in the fight against climate change, and we are committed to its protection and enhancement.

We are firmly committed to climate action and environmental stewardship across our operations. As part of this commitment, we have successfully validated Science Based Targets (SBTi), in the reporting year. In line with SBTi goals, Trident is working towards achieving net zero by 2050.

In line with SBTi goals, we are actively developing integrated strategies, and our efforts include a phased transition away from coal, scaling up renewable and clean energy sources, investing in technologies that enhance operational efficiency, strengthening systems to measure, monitor, and reduce greenhouse gas (GHG) emissions.

We have established clear climate-related performance metrics and linked key result areas (KRAs) of senior management and concerned stakeholders to energy efficiency and greenhouse gas (GHG) reduction targets. Incentives are directly tied to the achievement of these KPIs, reinforcing our commitment to measurable progress.

Through these actions, we aim to lead by example in sustainable manufacturing and build resilience against environmental challenges, while embedding climate responsibility into our leadership and operational culture.

**EMS: Certification/ Audit/ Verification**

| Certification / Audit / Verification | Coverage (%) |
|---|---|
| EMS is verified through international standards- ISO 14001 | 100% |

We have obtained Integrated Management Systems (IMS) certifications for all our manufacturing sites located in MP and Punjab covering ISO 14001 (environmental management), ISO 45001 (occupational health and safety) and ISO 9001 (quality). IMS is a holistic approach that helps us meet the requirements of several management system standards. We are building resilience against environmental challenges, while embedding climate responsibility into our leadership and operational culture.

**Emission Reduction Roadmap to Achieve Net Zero (Scope 1, 2 & 3)- SBTi Validated Targets**
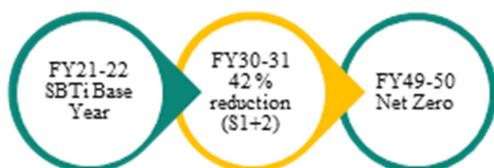
**Environmental Policy & Management Systems (CSA 2.1)**

| Environmental Policy | *https://assets.tridentindia.com/environmental_policy_4e1c57ed51.pdf* |
|---|---|
| Policy endorsement and oversight | Executive management |

The Environment Policy is applicable to all sites of the Trident, we also encourage all our subsidiaries, entire value chain, consultants, contractors, vendors, service providers, suppliers, business partners, or those associated with us in any other capacity, directly or indirectly to adopt this policy. It provides a comprehensive framework for seamlessly integrating EMS into operations, aligned with ISO 14001:2015 and compliance with all applicable legal and regulatory standards. We strictly adhere to all relevant environmental laws, regulations, and guidelines in the markets we operate. We have no pending environmental non-compliances/ dues and during the reporting year, there were no violations, fines paid related to environmental issues. The company conducts comprehensive risk assessments covering potential impacts on human health and the environment. During the reporting period, the company did not emit pollutants like manufacture or sell products containing substances classified as POPs, VOCs, or hazardous air pollutants under an applicable regulatory framework. Accordingly, none of the company's revenue is associated with products classified by regular authorities as containing these substances.

The Company's environmental management practices are supported by an Integrated Management System certified to ISO 14001. Compliance with the system is assessed through periodic internal audits conducted in accordance with documented procedures and processes. Audit outcomes, performance indicators, and improvement actions are reviewed by management during Management Review Meetings (MRM) to ensure continual improvement and effective oversight. Where applicable, the Integrated Management System is subject to third-party certification and verification by accredited bodies.

**Hazardous Substances Commitment**

At Trident Limited, sustainability is a core business principle. We ensure our products are safe for people and for the planet by maintaining zero textile waste to landfill and adhering to the Zero Discharge of Hazardous Chemicals (ZDHC) wastewater standards in line with global best practices.

We continuously upgrade our processes and treatment systems to meet stringent ZDHC requirements. Our commitment includes:

- **Partnering** with industry associations, certification bodies, and research institutions to identify safer alternatives
- **Allocating dedicated R&D resources and budgets** to accelerate the development of innovative, non-hazardous materials
- **Enhancing transparency** through public reporting of progress

69

**Scope of Commitment:**

This commitment applies to all hazardous substances in our portfolio, including those regulated under international regulatory frameworks such as REACH and BIS. To ensure 100% conformance of ZDHC MRSL v3 by 2028; a commitment to substituting hazardous substances.

At Trident, we believe that responsible manufacturing is not just a choice—it's our duty to create a cleaner, safer, and more sustainable future.

**Energy and GHG Emissions (CSA 2.2, 2.6)**

At Trident, energy management is a strategic priority aligned with our commitment to sustainability and operational excellence. We recognize our responsibility toward conserving natural resources and are committed to enhancing energy efficiency across our operations using advanced technologies. We are aware of our impact on natural resources and leverage technology to enhance energy efficiency in our operations– both in terms of energy generation and utilization.

Our energy strategy is built on a two-pronged approach:

I.   **Increasing the share of renewable energy in our mix:** This is characterized by our efforts to increase solar capacity to 51.98 MWp and effective use of biofuel as an alternative fuel to coal stands at 49.29% in fuel mix.
II.  **Reducing energy consumption through operational excellence:** We are constantly collaborating with relevant stakeholders to implement programs such as Clean by Design, BAT (Best Available Technologies) and in-house Kaizens.

**Energy Management Programs:**

The Company implements a structured energy management program supported by periodic energy audits to identify opportunities for improving energy performance across operations. The program establishes quantified targets for energy savings and includes defined actions to reduce overall energy consumption through process optimization and deployment of energy-efficient technologies. Progress against energy reduction targets is regularly monitored and evaluated. The Company promotes the use of clean and green energy sources, including renewable energy, to reduce its energy footprint. Investments are made in innovation, technology upgrades, and research and development initiatives aimed at decreasing energy consumption and improving efficiency. In addition, energy efficiency training and awareness programs are provided to employees to build capacity and encourage energy-conscious behaviors across the organization

**Energy Audits, Quantified Targets, Energy Efficiency**

All our manufacturing facilities are identified as Designated Consumers (DC) and have been assigned Reduction Targets under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

In accordance with the PAT cycle a) We have conducted third party Mandatory Energy Audits (MEA) for establishing baseline and identifying improvement opportunities b) We have conducted monitoring & verification audits to verify our progress and performance on reduction Targets (Refer to Page 28, *https://assets.tridentindia.com/Trident_BRSR_2024_25_5850eaa2fa.pdf*). Our manufacturing units across Punjab and Budhni are focusing on Energy Efficiency through Process Improvements and investing in new technologies. In the reporting year through sustainability program Clean by Design, we have invested INR 13.747 Million and implemented measures like Installation of motion sensors on lightening fixtures, replacement of ceiling fan with energy efficient BLDC fan, pump efficiency improvement with energy efficient impellers, utilization of flash steam, Replacement of clutch motor with servo motors, Transformer power factor improvement, heat loss reduction by insulation, installation of energy efficient LED lamps, Installation of VFD's, air pressure optimization with pressure regulators and so forth. This has led to 1527954.18 KWh of energy saving, 5,817 KL of Water Saving, 8,543 MT reduction in Steam consumption, 2731. 26 MTCO2e reduction in GHG Emissions.

Trident sets its energy consumption targets based on projected production volumes, benchmarked against best-achieved specific energy consumption levels. These targets are carefully aligned with our long-term climate goals, including our commitment to the Science Based Targets initiative (SBTi). This approach ensures that our energy management practices not only support operational efficiency but also contribute meaningfully to our broader decarbonization strategy.

Continuous training and employee engagement for energy efficiency improvement is a key strategic focus. Regular capacity-building sessions are conducted to enhance employee awareness and technical skills in energy management practices. These initiatives are complemented by active collaborations with leading knowledge partners and technology providers. Through these partnerships, we gain access to cutting-edge innovations and best practices, enabling the adoption of advanced energy-efficient technologies.

**Integration of Renewable Energy**

Trident has embedded renewable energy deeply into its manufacturing and operational framework, aiming to reduce its environmental footprint while enhancing energy efficiency.

**Renewable Energy Mix:** Biomass, rice husk, and black liquor (a byproduct from paper manufacturing) are used extensively in multi-fuel boilers at both Dhaula (Punjab) and Budhni (Madhya Pradesh). These fuels generate high-pressure steam for power and process needs, significantly reducing reliance on coal. In FY 2024-25, biofuel consumption rose by 18.23% to 3,89,980 MT, representing 49.29% of our total fuel energy mix.

**Solar Power:** Trident has installed 51.98 MWp of solar capacity producing 53.8 million kWh power in the reporting year. In FY 25-26 we plan to expand our capacity further to 57.38 MWp. The solar infrastructure supports our goal of sourcing 50% of energy from renewables by 2025, a target we overachieved with 52.74% Renewable Energy share in total energy mix.

**Table: Energy Mix by Type**

| Energy Source | FY 2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 |
|---|---|---|---|---|
| Renewable Energy (TJ) | 3,810.8 | 4,024.7 | 3,541.6 | 4,755.93 |
| Non-Renewable Energy (TJ) | 6,646.9 | 5,317.9 | 6,615.3 | 6,480.760 |
| Total Energy (TJ) | 10,457.7 | 9,342.6 | 10,157 | 11,236.69 |

- 6,480.760 *TJ Energy Received form Grid is included in Non-Renewable Energy.*
- 192.65 *TJ Solar Power is included in Renewable Energy.*

*As a result, our total energy is 11,236.69 TJ*

**Future Renewable Energy Goals**: Trident's sustainability roadmap is both ambitious and actionable. We aim to achieve 100% Renewable Energy against Grid Electricity at Budhni Premises, through Hybrid renewable energy project.

The project involves development of a hybrid renewable energy plant comprising of solar power and wind power to meet the renewable energy (RE) requirements. This hybrid plant will be designed to optimize energy generation by leveraging the complementary nature of solar and wind resources, ensuring reliable and sustainable power supply.

**Captive Power Infrastructure**: Our Dhaula location is equipped with multi-fuel, fully automated AFBC boilers with intelligent load management system that enables us to receive 110 kg/cm2 steam pressure generated through combustion of biomass and coal, consequently generating 40 MW power. Recovery boilers fired using Black Liquor generate 65 kg/cm2 steam pressure helping us to generate 11.3 MW of Power making the entire Plant location self-sufficient in terms of Power and Steam.

At our Budhni location, we have multi-fuel firing CFBC boilers with steam pressure of 110 kg/cm2 and 121TPH steam flow capacity. We have state of the art Power Plant operating fully through automated DCS (Distributed Control System) and are well equipped with ESP, emission control equipment. Biomass and Coal are used to generate High pressure steam which is in turn used for Power Generation with help of Steam Turbine. We have a Steam Turbine with a Power Generation capacity of 16.3MW.

**Table: Energy- Source Wise Consumption and Intensity (GRI- 302-1, 302-3, CSA 2.2.2)**

| Energy Source | Source | | UOM | FY (2024-25) | Energy Intensity (GJ/MT) |
|---|---|---|---|---|---|
| Electricity | Renewable | Solar Power | GJ | 1,92,648.55 | |
| | Non-Renewable | Grid Electricity | GJ | 6,16,117.29 | |
| Fuel | Renewable | Biomass | GJ | 18,30,522.41 | |
| | | Waste to Energy | GJ | 2,81,306.70 | |
| | | Black Liquor | GJ | 24,51,459.89 | |
| | Non-Renewable | Coal | GJ | 46,66,165.98 | |
| | | Propane | GJ | 15,497.66 | |
| | | Diesel | GJ | 5,066.31 | |
| | | LSHS | GJ | 7,102.30 | |
| Total Energy | Renewable | Fuel + Electricity | GJ | 59,26,748.57 | 14.14 |
| | Non-Renewable | Fuel+ Electricity | GJ | 53,09,949.54 | 12.66 |
| | RE + NON-RE | Fuel+ Electricity | GJ | 1,12,36,698.11 | 26.80 |
| Energy Intensity | Total Revenue from operations (GJ/INR) | | INR | 69,658.9 | 0.0001613 |
| | Total Physical output (GJ/MT) | | MT | 4,19,264.7107 | 26.80 |

*Energy intensity per rupee of turnover (GJ/INR) for the reporting year is 0.0001613.*

**Note:** *Fuel energy calculations based on fuel NCV & Electricity energy calculations based on standard conversion factor of 860 Kcal/KWh.*
*\*Purchased I-RECs against grid electricity (43,56,76,179 KWh) at Budhni facility for the period of Jan'24 to Dec'24, leading to increase Total Renewable Energy from 47,55,937.54 GJ to 59,26,748.57 GJ & Energy Intensity from 11.35 GJ/MT to 14.14 GJ/MT.*

| Source | Unit | FY2021-2022 | FY 2022-2023 | FY 2023-2024 | FY 2024-25 | Target FY 2024-25* |
|---|---|---|---|---|---|---|
| Total renewable energy consumption | MWh | 10,58,564.024 | 11,17,981.166 | 9,83,785.648 | 14,75,707.440 | 14,53,207.679 |
| Total non-renewable energy consumption | MWh | 18,46,375.882 | 14,77,206.262 | 18,37,598.034 | 16,47,124.307 | 18,00,431.599 |

*\*Target calculated internally, as per available parameters.*

**Table: Reduction in Energy Consumption (GRI-302-4, CSA 2.2.2)**

| Energy Intensity | FY 24-25 | FY 23-24 | % Reduction |
|---|---|---|---|

| Energy Intensity in terms of physical output (GJ/MT) | 26.80 | 32.07 | **16.43%** |
|---|---|---|---|

**Energy Saving initiatives (GRI-302-4, CSA 2.2.2)**

| SR. No | Initiative Undertaken | Details of the Initiative | Outcome of the Initiative |
|---|---|---|---|
| 1 | Energy Saving | Efficiency improvement of RO permeates water pump | Improved motor efficiency & achieved 29,366 KWh per year power saving |
| | | Install motion/occupancy sensors on lighting fixtures (20% of the fixtures) | Reduced lighting load by 35,844 KWh per year |
| | | Replace conventional ceiling fan with energy efficient BLDC fans | Improved Fan efficiency & achieved 4,550 KWh of power saving |
| | | Efficiency improvement of soft water pump | Improved Pump efficiency & achieved 1,21,289 KWh per year power saving |
| 2 | Steam & Coal Consumption Reduction | Installation of heat recovery system in yarn dying, Steam line insulation, condensate & flash steam Recovery system | Reduced 8,543 MT/year of steam consumption |
| | | Heat exchanger efficiency improvement through heat loss reduction | Saved 135 MT/year of steam consumption |
| | | Drying cylinder & condensate line heat loss reduction through insulation | Reduced 319 MT of steam consumption in drying cylinder |
| 3 | Alternate Sources of Energy | Installed 23.56 MWp of roof top solar power plant, investment of 715.76 million INR | Generating 53.8 million units of power, avoiding 39,090 MTCO2e of GHG Emission |
| 4 | Capital Investment on Energy Conservation | Installed paddle steam sludge dryer and solar sludge dryer at Budhni and Punjab facility with combined investment of 27.6 million INR | 581 MT of bio sludge dried and reused in boilers |

**GHG Emissions Performance Dashboard - GRI (305-1, 305-2, 305-3, 305-6), CSA 2.6.1, 2.6.2, 2.6.3**

**Table: Scope 1 & 2 GHG Emissions**

| GHG Emissions (Scope 1 & Scope 2) | UoM | FY 24-25 | | FY 23-24 | |
|---|---|---|---|---|---|
| | | Target | Actual | Target | Actual |
| Scope 1 - Non-Biogenic | MTCO2e | | 6,46,198 | | 6,61,967 |
| Scope 1 - Biogenic | MTCO2e | 4,76,509.3 | 12,311 | 5,06,326.2 | 9,807 |
| Scope 1 Total | MTCO2e | | 6,58,509 | | 6,71,774 ** |
| Scope 2* | MTCO2e | 3,07,429.1 | 1,24,418 | 3,26,666.1 | 2,68,609 |
| Scope 1 + Scope 2 | MTCO2e | 7,83,938.4 | 7,82,927 | 8,32,992.3 | 9,40,383 |

*Purchased I-RECs against grid electricity (43,56,76,179 KWh) at Budhni facility for the period of Jan'24 to Dec'24, leading to reduction in Scope 2 emissions from 3,60,850 MTCO2e to 1,24,418 MTCO2e in FY 24-25 and 3,47,698 MTCO2e to 2,68,609 MTCO2e in FY 23-24. 16.71% absolute reduction in GHG emissions (Scope 1 and 2) from base year FY 2021-22.

** The emission figures for FY 23-24 have been revised as per ESG Report Limited Assurance findings for FY 23-24.

**Indirect Greenhouse Gas Emissions (Scope 2)**

| IGHG (Scope 2) | UOM | FY 2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 | Target FY 24-25 |
|---|---|---|---|---|---|---|
| Location-based (Without IREC) | MTCO2e | 3,68,826 | 2,75,599 | 3,47,698 | 3,60,850 | 3,27,000 |
| Market Based (With IREC) | MTCO2e | - | - | 2,68,609 | 1,24,418 | 3,27,000 |

Note: During FY2021 & FY2022, the company did not purchase or use IRECs, and scope 2 GHG emissions for those reporting years were calculated using the location-based approach only. Subsequently the company purchased IRECs against grid electricity consumption at the Budhni facility for the period from Jan 24 to Dec 24

| Emission Intensity | UoM | FY 24-25 | FY 23-24 | % Reduction |
|---|---|---|---|---|
| In terms of physical output | MTCO2e/MT | 1.867 | 2.969 | **37.11%** |
| In terms of total revenue from operations | MTCO2e/INR | 0.00023221 | 0.000290272 | 20.00% |

Total Scope 1&2 emissions intensity to revenue from operations (MTCO2e/ INR) for the reporting year is 0.00023221

**Table: Scope 3 GHG Emission Trident Group (FY 24-25)**

Scope 3 target for FY 24-25 is 640093.389 MTCO2e

| Source Of Emission | Category | 2023-24 MTCO2e | 2024-25 MTCO2e | Calculation Methodology |
|---|---|---|---|---|
| Scope 3 | C1- Purchased Goods | 3,20,885 | 2,75,376 | Spend Based Method -EPA US EEIO Emission Factors |
| | C2 - Capital Goods | 768 | 1,964 | |
| | C3 - Fuel & Energy Related | 1,73,472 | 1,72,130 | Specific Data Method -DEFRA 2024 Emission Factors |

| | Activities | | | |
|---|---|---|---|---|
| | C4 - Upstream Transportation & distribution | 1,22,407 | 85,713 | Distance Based Method -DEFRA 2023 Emission Factors |
| | C5 - Waste Generated | 39,623 | 39,756 | Specific Data Method -DEFRA 2023 Emission Factors |
| | C6 - Business Travel | 127 | 504 | Spend Based Method -EPA US EEIO Emission Factors |
| | C7 - Employee Commuting | 7,650 | 8,765 | -Employee Survey followed by Distance Based Method -DEFRA 2023 Emission Factors |
| | C8 - Upstream Leased Assets | 1,845 | 1,210 | -Distance Based Method -DEFRA 2023 Emission Factors |
| | C9 - Downstream transportation and distribution | 58,752 | 50,050 | |
| Total (Scope 3) | C1 to C9 | 7,25,529 | 6,35,468 | |

*All the SCOPE 1 Emissions are calculated as per GHG Protocol and DEFRA Standards. All the data collected is as per operational control and Standard DEFRA factors 2024 full set used with operational control boundaries. https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024 Greenhouse gas reporting: conversion factors 2024 - GOV.UK), Wastewater Emissions are considered as part of SCOPE 1.*

*All SCOPE 2 Emissions are calculated as per GHG Protocol and CEA Standards India version 20.0, Dec 2024 CEA Version 20.0, Dec 2024 https://cea.nic.in/wp-content/uploads/2021/03/User_Guide_Version_20.0.pdf*

*Scope 3 Emissions for relevant categories for Trident are calculated as per GHG Protocol and specified calculation methodology.*

**Promoting RE and Energy Efficiency Measures**

**Renewable Energy:** We have increased our Solar Energy portfolio from 7.6 MWp in 2021 to 23.56 MWp rooftop solar in FY 24-25 taking our capacity to 51.98 MWp, generating 53,769,045 KWh, and avoiding 39,090 MTCO2e of emissions.

**Table: Solar Power (kWh)**

| FY 2021-22 | 5,049,810 | |
|---|---|---|
| FY 2022-23 | 19,147,367 | 279.1% YOY ↑ |
| FY 2023-24 | 31,407,756 | 64.03% YOY ↑ |
| FY 2024-25 | 53,769,045 | 71.19% YOY ↑ |

*We are also working on increasing biomass fuel to reduce reliance on Fossil Fuels. We have used 49.29% of Biomass in Fuel mix in FY 2024-25.*

**Waste to Energy:** We have set up an ICX reactor which converts the biological load content in the wastewater into biogas. This biogas is further used in the Boiler to generate energy. Presently, it generates 3 MT of biogas per day. This process also helps reduce the biological load of effluent water.

**Energy Optimization:** We conduct periodic energy audits to optimize energy use. In the reporting year we have worked on various measures around energy optimization, waste heat recovery, process optimization, technology upgradation, advanced monitoring, energy efficient equipment, and automation for improving overall efficiency.

This has led to 15,27,954.18 KWh of energy saving, 5,817 KL of Water Saving, 8,543 MT reduction in Steam consumption, 2,731. 26 MTCO2e reduction in GHG Emissions.

**Air Emissions:** To monitor air emissions, we have stack monitoring systems for continuous monitoring and tracking of pollutants including SOx, NOx and particulate matter and check performance against local regulations. Scheduled preventive maintenance is conducted for all environmentally critical equipment.

**Table: NOx (MT/Annum)**

| FY 2022-23 | 616.25 | |
|---|---|---|
| FY 2023-24 | 551.73 | |
| FY 2024-25 | 823.23 | 49.20% YOY ↑ |

**Table: SOx (MT/Annum)**

| FY 2022-23 | 864.19 | |
|---|---|---|
| FY 2023-24 | 735.45 | |
| FY 2024-25 | 911.91 | 23.99% YOY ↑ |

**Table: PM Particulate Matter (MT/Annum)**

| FY 2022-23 | 660.29 | |
|---|---|---|
| FY 2023-24 | 567.68 | |
| FY 2024-25 | 617.20 | 8.7% YOY ↑ |

**Other air emissions:**

i. Persistent organic pollutants (POP) - 0
ii. Volatile organic compounds (VOC) - 0
iii. Hazardous air pollutants (HAP) - 0
iv. Others – Ozone Depleting Substances (HCFC – 22 or R-22) - 0
v. Other standard categories of air emissions identified in relevant regulations - Below Detectable Limits

For air pollution control, we have installed advanced environmental infrastructure like ESP (Electrostatic Precipitators).

**TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)**
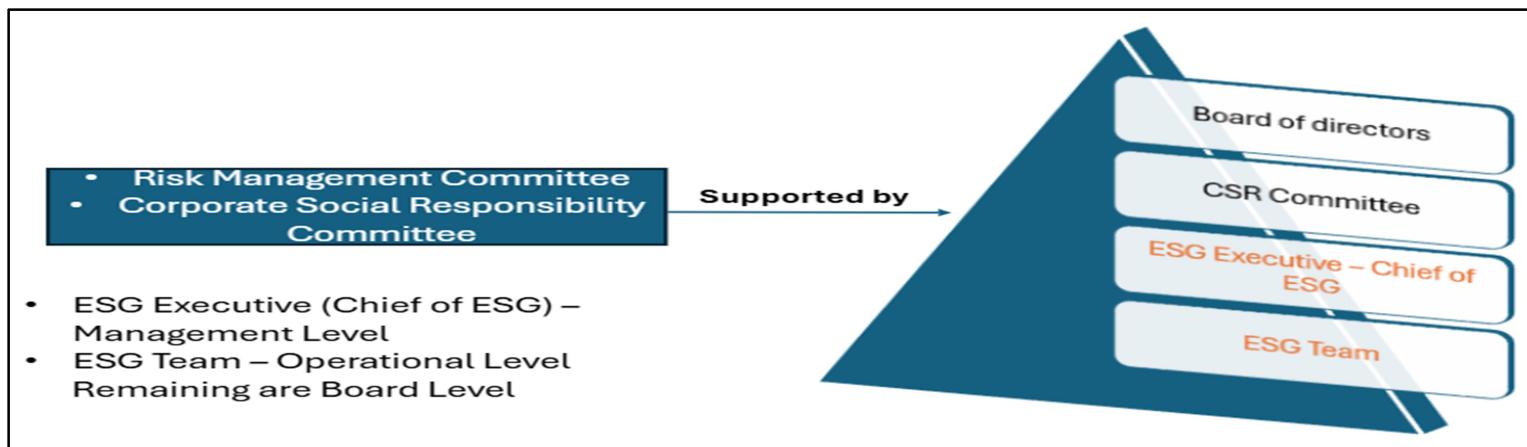


The Company has established board level oversight for ESG and sustainability matters through the CSR Committee, which is responsible for maintaining oversight of sustainability strategy, performance and key ESG initiatives. In addition, ESG and sustainability issues are overseen at the executive level by the ESG executive, with dedicated leadership provided by the Chief of ESG, who is responsible for driving implementation, coordination and performance monitoring across the organization.

Trident Limited has adopted the Task Force on Climate-Related Financial Disclosures (TCFD) framework to assess the most pertinent climate risks to its business operations. Since these risks arise due to climate change, they typically refer to the impacts that arise due to extreme weather

78

events and transition to a low carbon economy. Following the guidance of the TCFD framework, this section details our progress and plans in Governance, Strategy, Risk Management, Metrics & Targets.

Climate-related matters are governed through a robust oversight framework. To ensure effective execution of our sustainability agenda, we have a multi-tier governance structure comprising of Board Committee, Managing Director and Management Board. The Corporate Social Responsibility (CSR) Committee of the Board of Directors plays a key role in reviewing and deliberating on climate-related issues, regularly updating the Board on progress and strategic decisions. The Management Board is responsible for driving the implementation of our ESG (Environmental, Social, and Governance) goals and targets, aligning operational efforts with our long-term commitments.

**Climate Risk Assessment:** We conducted a detailed climate risk assessment by a renowned independent agency focusing on our operations in Punjab and Madhya Pradesh. The assessment identified physical and transition risks, including extreme weather events, regulatory changes, and market shifts towards sustainable products.

**Climate-Related Scenario Analysis:** Using scenario modeling, we projected potential future climate conditions, assessing impacts on our operations and supply chains.

- **Time Horizon**:
    1. Short Term: Period until end of 2030
    2. Medium Term: Period from 2031 until the end of 2040
    3. Long Term: Period beyond 2040
- **Physical Risk Scenario Modeling:** Utilized the Representative Concentration Pathway (RCP) 4.5 scenario to assess the potential impact of climate change on our operations and supply chain.
- **Transition Risk Assessment:** Employed the International Energy Agency's (IEA) 2-Degree Scenario (2DS) and IEA Net Zero Emissions by 2050 Scenario to evaluate the risks associated with the transition to a low-carbon economy.

• Key risks identified include increased frequency of extreme weather events, water scarcity, and regulatory changes

**Emission Reduction Targets:**

Our Scope 1, Scope 2, and Scope 3 targets are validated by the Science Based Targets initiative (SBTi). We are a Business Ambition for 1.5°C campaign member: Target dashboard - Science Based Targets Initiative

Our SBTi commitments are as follows:

42% Reduction in Scope 1 and 2 emissions by FY 2030-31 (from base year FY 2021-22).

32.5% Reduction in Scope 3 emissions by FY 2033-34 (from base year FY 2022-23).

Trident has set validated SBTi targets for emission reductions aligned with a 1.5°C pathway.

**TCFD Risk Assessment**

| Risk Type | Risk Description | Time Horizon | Potential Financial Implications (Risks and Opportunities) | Management Approach & Forward-Looking Statements |
|---|---|---|---|---|
| **Physical Risks** | Extreme Weather Events (Floods, Heatwaves in Punjab & Madhya Pradesh | Short to Long Term | **Risks:** Disruption of operations, increased insurance premiums, infrastructure damage<br><br>**Opportunities:** Improved infrastructure resilience, enhanced emergency response capabilities | • Implement robust green infrastructure and technology<br>• Enhance emergency preparedness and continuously manage and evolve health protocols for employees and staff<br>• Monitor and adapt to changing weather patterns |
| | Water Scarcity (Punjab) | Mid to Long Term | **Risks:** Increased costs for water procurement, operational disruptions<br>**Opportunities:** Enhanced water efficiency, investment in sustainable water sources | • Invest in water-efficient technologies<br>• Enhance water recycling and conservation efforts (extending to surrounding communities)<br>• Invest in rainwater harvesting projects and develop alternative water sources |

| | | | | |
|---|---|---|---|---|
| | Droughts (Madhya Pradesh) | Long Term | **Risks:** Operational disruptions, increased costs for water sourcing, potential loss of revenue due to potential production halts<br><br>**Opportunities:** Advanced water management practices, diversified water sourcing | • Implement advanced water management systems including sustainable urban drainage systems<br>• Invest in rainwater harvesting projects and develop alternative water sources<br>• Increase resilience through strategic partnerships with the government and research bodies |
| **Transition Risks** | Regulatory Changes | Short to Mid Term | **Risks**: Non-compliance, potential fines, business loss<br><br>**Opportunities:** Competitive advantage through compliance, access to new markets | • Regular monitoring of emerging regulations and accordingly enhancing our compliance systems<br>• Engage in policy advocacy |
| | Market/Customer Behavior | Short Term | **Risks**: Loss of market share, reduced demand for non-sustainable products<br><br>**Opportunities:** Increased demand for sustainable products, brand differentiation | • Innovate sustainable products<br>• Invest in R&D for green technologies |
| | Cotton Raw Material Disruption | Long Term | **Risks:** Supply chain disruptions, increased costs for sourcing climate-resistant varieties<br><br>**Opportunities**: Development of sustainable, climate resistant cotton varieties, investment in alternative fibers | • Design and implement farmer development programs that includes training and working with farmers on growing sustainable, climate-resistant cotton varieties<br>• Drive R&D and invest in alternative fibers and cotton alternatives |
| | Transition to Low Carbon Economy | Short to Mid Term | **Risks:** High capital expenditure on new green technologies, potential initial high costs, potential operational disruptions during transition. | • Accelerate transition to renewable energy<br>• Phased divestment from coal • Build capacity and awareness of employees |

81

| | | | **Opportunities:** Long-term cost savings, enhanced reputation, access to green financing | on climate change and the need for action • Implement energy-efficient practice |
|---|---|---|---|---|



**Aligning with TCFD Recommendations**

1) **Governance:** The organization's governance around climate-related risks and opportunities
   **Board Oversight and Management:** Climate change responsibilities are integrated at both the board and management levels. We regularly review    and update our risk assessments.
   **Risk Management Integration:** We are working on integrating climate-related risks in our enterprise-wide Risk Management, ensuring comprehensive coverage of environmental, social, and governance (ESG) aspects.
   **Stakeholder Engagement:** We maintain transparent communication with stakeholders, disclosing our climate strategies, risks, and performance in adherence to TCFD principles.

2) **Strategy:** The actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning
   Trident has developed a climate action strategy focused on reducing environmental impact, enhancing operational resilience, and seizing market opportunities arising from the transition to a low-carbon economy:

**Decarbonization Strategy:**

82

- **Objective:** Implement a decarbonization plan aimed at significantly reducing greenhouse gas emissions from our manufacturing processes and supply chain.
- **Actions:** Introduce energy-efficient technologies, switch to renewable energy sources, and optimize logistics to minimize carbon emissions.
- **Timeline:** Reduce Scope 1 and Scope 2 emissions 42% by FY 2031 (2030-31) from the base year of FY 2022 (2021-22).

**Climate Risk Assessment:**

- **Objective:** Systematically identify and assess the physical and transitional risks posed by climate change across our operations.
- **Actions:** Conduct climate scenario analysis at regular intervals to evaluate potential impacts under different global warming thresholds, ensuring that both short-term and long-term risks are considered.

**Integration of Climate Risks into Business Planning:**

- **Objective:** Embed climate risk considerations into business planning and investment decisions.
- **Actions:** Update risk management frameworks to incorporate climate risk assessments, ensuring that strategic decisions are informed by robust climate data.
- **Governance:** Enhance board oversight on climate-related issues, with regular reviews to guide corporate strategy adjustments

**Capitalizing on Climate-related Opportunities:**

- **Objective:** Identify and leverage opportunities from the global shift to a sustainable economy.
- **Actions:** Develop new products and services that reduce environmental impacts, such as recycled materials and energy-efficient products. Expand into markets that are increasingly demanding sustainable practices.
- **Growth Strategy:** Focus on innovation and sustainability as core components of Trident's growth strategy, enhancing competitiveness and market positioning.

**Monitoring and Evaluation**

- **Metrics and Targets:** We have established clear metrics and targets for the identified material issues which are elaborated in the management of material topics section.
- **Performance Review:** We conduct regular reviews of strategy execution against set targets, adapting tactics in response to technological advancements and market trends.

- **Stakeholder Engagement:** We will continue to maintain transparent communication with stakeholders regarding our climate strategy and progress, through annual sustainability reports and regular updates.

**3) Risk Management:** The processes used by the organization to identify, assess, and manage climate-related risks

**Risk Governance:** The Company has established a robust risk governance framework with dedicated oversight at the Board level, including independent and/or non-executive directors responsible for risk oversight. Risk management is implemented through a structured three-lines-of-defense model. Operational risk ownership resides with front-line employees and designated operational roles, such as business unit heads and risk managers, who are responsible for identifying, assessing, and managing risks on a day-to-day basis (first line). Risk management and compliance oversight are provided by dedicated senior management or executive-level roles and/or committees, separate from the CEO, which are responsible for setting control standards and monitoring adherence to them (second line).Independent assurance on the effectiveness of the risk management and compliance framework is provided by an internal audit function, which operates independently and reports its findings to senior management and the Board (third line).

**Risk Management Processes:**

The Company follows a structured risk management process that includes periodic risk reviews to assess company-specific risk exposures, considering both the likelihood and potential magnitude of identified risks. A defined framework is applied to determine risk appetite for key risk categories, supported by clearly identified mitigation actions.

Risk exposure assessments are conducted at least twice a year, or more frequently where required, to ensure timely identification and response to emerging risks. The effectiveness of the risk management process is subject to independent internal audits, with risk management audits conducted within the last two years. The Company promotes a strong risk culture through regular risk management education for non-executive directors and focused training programs across the organization on risk management principles. Risk criteria are incorporated into the development of products and services, and financial incentive structures include risk management-related metrics to reinforce accountability and responsible decision-making.

**4) Metrics and Targets:** The metrics and targets used to assess and manage relevant climate-related risks and opportunities

**Energy Consumption:** Our total energy consumption for FY 2024-25 was 11236.70 TJ, with 9257.12 TJ from renewable sources.

• **GHG Emissions:** Scope 1 emissions were 6,58,509 MTCO2e, and Scope 2 emissions were 1,24,418 MTCO2e. We are committed to SBTi and have our targets approved.

**1. Short Term/Near-Term:**

    a. Trident Limited commits to reduce Scope 1 and Scope 2 emissions 42% by FY 2030-31 from the base year of FY 2021-22

    b. Trident Limited Commits to reduce Scope 3 emissions 32.5% by FY 2033-34 from a base year of FY 2022-23

**2. Overall Net-Zero Target:**

    a. Trident Limited commits to reach net-zero greenhouse gas emissions by FY2050.

• **Water and Wastewater Management:** We have implemented advanced water recycling and conservation measures, maintaining zero liquid discharge facilities to significantly reduce our water footprint. The targets set for water and wastewater management are:

    1. To reduce the specific freshwater withdrawal by 20% by 2030 wrt baseline of 2024

    2. To ensure 100% conformance of ZDHC MRSL v3 by 2028

**Net Zero Commitment**

In Feb 2025, we strengthened our climate commitment as our SBTi Targets were validated. We have committed to reach net-zero greenhouse gas emissions across the value chain by FY2050.

At Trident, our decarbonization journey is anchored in a comprehensive approach that emphasizes energy optimization, fuel transition, and long-term sustainability. Our strategy is built on five key pillars: energy mix diversification, conservation, performance enhancement, transition to cleaner alternatives, and carbon offsetting.

We are actively reducing our energy footprint by:

- Implementing energy-efficient technologies and processes across operations.
- Transitioning to low or zero-carbon fuels, including replacing fossil fuels in boilers with biomass alternatives such as rice husk and sawdust briquettes.
- Sourcing renewable energy through on-site solar rooftop installations and exploring long-term Power Purchase Agreements (PPAs).
- Leveraging Renewable Energy Certificates (RECs) to support our clean energy goals.

Our Renewable Energy Project at Budhni will accelerate our green transition by substantially increasing the share of renewable energy at the facility. We are strengthening supplier partnerships to embed sustainability into procurement and are actively identifying emission reduction opportunities across our value chain.

Our commitment to sustainability is long-term and evolving, as we continue to explore innovative solutions that align with global climate goals and reinforce Trident's leadership in responsible manufacturing. Further details on the overall corporate governance structure can be referred to in our IR 2024-25 (Pg126-129, *https://assets.tridentindia.com/Trident_Group_IR_2024_25_C2_C_ec077b0793.pdf* ).

**Forward Looking Statement**

As part of our commitment to the principles of the Task Force on Climate related Financial Disclosures (TCFD), we acknowledge the significant climate-related challenges faced by our operations in Punjab and Madhya Pradesh. The acute physical risks necessitate robust resilience and adaptation strategies. These strategies are crucial for safeguarding our infrastructure, operations, and workforce against current and future climatic threats.

As global regulatory environments tighten and consumer demands evolve towards more sustainable products, we are investing in innovative technologies and processes that align with low-carbon transitions and circular economy principles. We are also working towards setting the Internal Price of Carbon in the coming few years. This proactive approach not only addresses compliance risks but also positions us favorably in a competitive market which is increasingly influenced by sustainability credentials. Looking forward, we are dedicated to continuous monitoring and assessment of our risk landscape to adapt our strategies as needed. We aim to integrate climate risk considerations into our business planning and decision-making processes, enhancing transparency and accountability. By doing so, we strive to not only mitigate our environmental impact but also drive sustainable growth that delivers value to our stakeholders and contributes positively to global efforts against climate change.

Our alignment with SBTi reflects our commitment to playing an integral role in the global transition to a sustainable economy. This goal aligns with our broader sustainability objectives, including significant reductions in Scope 1 and Scope 2 Emissions by FY 2031 (2030-31), as set out under the Science Based Targets initiative. Through these commitments, we aim to demonstrate leadership in sustainable manufacturing and resilience in the face of environmental challenges.

**Water and Wastewater Management**

Water is a vital resource essential for life and ecosystems. With the textile sector being one of the most water-intensive industries globally, effective water and wastewater management is of utmost priority to us.

We recognize the critical importance of water conservation, and are committed to implementing sustainable water management practices through the following measures-

- Reducing freshwater consumption by optimizing water usage through adoption of advanced technologies and Kaizens.
- Minimizing wastewater discharge through recycling water used in our operations.

By doing so, we not only ensure compliance with environmental regulations but also contribute to the preservation of local water resources, underscoring our commitment to sustainability and responsible corporate citizenship.
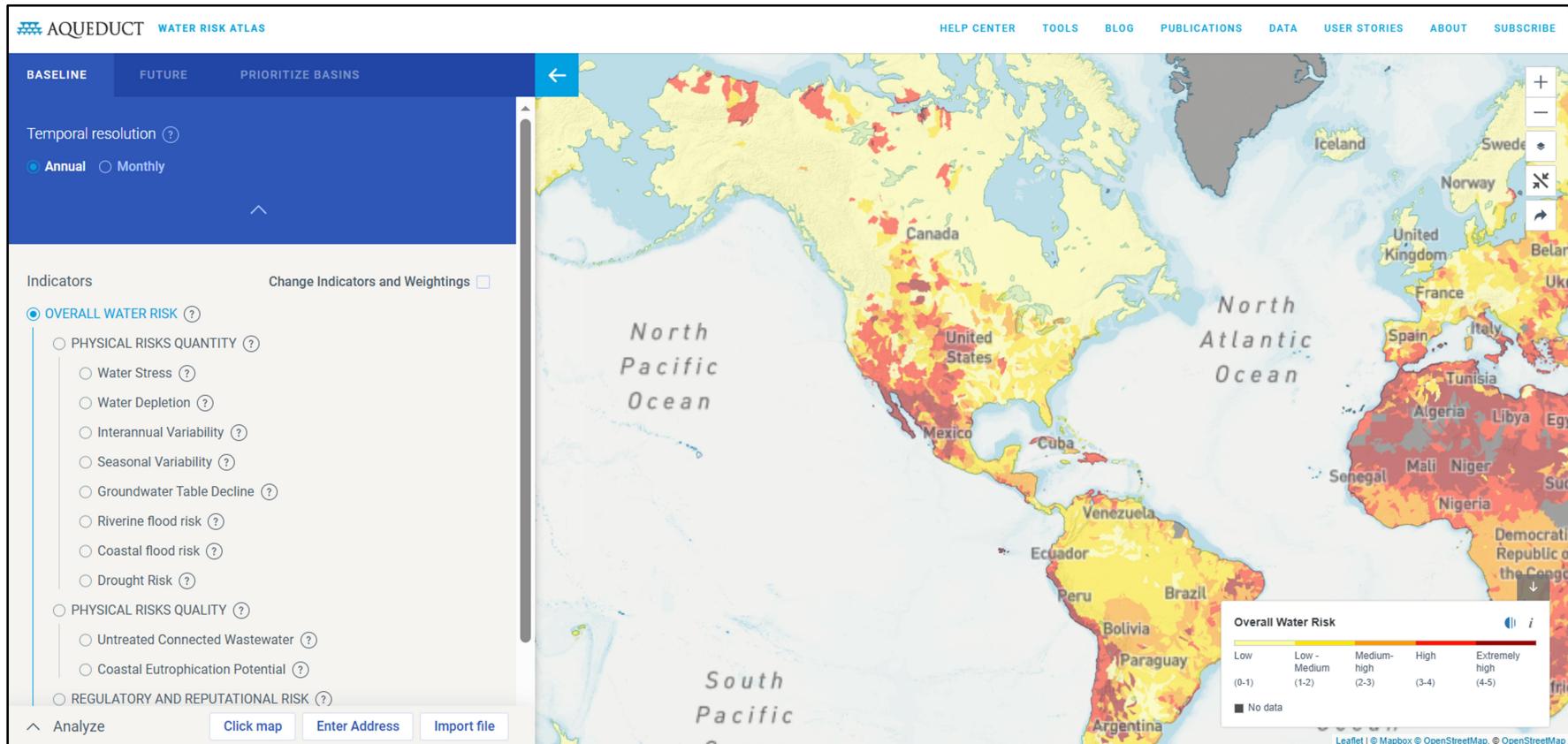
Link- *https://www.wri.org/applications/aqueduct/water-risk-atlas/#/?advanced=false&basemap=hydro&geoStore=0103742d088cc8b722ac444ed9163f79&indicator=w_awr_def_tot_cat&lat=22.771789277126622&lng=77.69222259521486&mapMode=view&month=1&opacity=0.5&ponderation=DEF&predefined=false&projection=absolute&scenario=optimistic&scope=baseline&threshold&timeScale=annual&year=baseline&zoom=14* , *dated December 24-2025*

Water is a critical input in textile manufacturing, necessitating robust and strategic management across all operational levels.

At Trident, we are advancing our water stewardship initiatives by leveraging cutting-edge technologies such as zero liquid discharge (ZLD) systems, membrane filtration, and real-time water quality monitoring, and technology integration in plant machinery and operations. Our approach

to reducing water footprints includes transitioning to circular water systems - enabling reuse and recycling of process water to minimize freshwater withdrawal.

Water sourcing is optimized based on regional hydrological infrastructure, with the Narmada River serving as the primary source at the Madhya Pradesh site and canal systems supplying the Punjab site. Water is utilized across critical manufacturing operations including humidification, steam generation, and various wet processing activities. All water withdrawals are conducted in strict accordance with the limits approved by respective state authorities, as per formal agreements. Trident maintains full regulatory compliance by submitting detailed annual water consumption returns to government agencies, ensuring transparency and accountability in its water management practices.

We have established robust water storage infrastructure to ensure uninterrupted supply for industrial operations. At the Madhya Pradesh site, the facility houses three reservoirs with capacities of 330,000 KL (1 unit) and 25,000 KL (2 units), while the Punjab site includes two reservoirs with capacities of 300,000 KL and 120,000 KL respectively. Each site is equipped with dedicated Water Treatment Plants (WTPs) designed to treat raw water prior to distribution across manufacturing processes (with technology like Cascade Aerator, HRSCC (High Rated Solid Contact Clarifier), RGF (Rapid Gravity Filter). The treated water undergoes rigorous quality testing—both in-house and through NABL-accredited laboratories—against defined physio-chemical parameters to ensure compliance with industrial and environmental standards.

**Water Efficiency Management programs:**

The Company implements a comprehensive water efficiency management program that includes regular water use assessments to identify opportunities for improving water efficiency across operations. The program incorporates targeted actions to reduce overall water consumption and initiatives to enhance wastewater quality through process optimization and treatment improvements. Quantified targets are established to reduce water use, supported by the application of water recycling and reuse practices. Employee awareness and training programs are conducted to strengthen understanding and effective implementation of the water efficiency management program across all operational levels.

**Water Management at Trident:**

**Effluent Treatment Plant ETP (Budhni):** With a capacity of 12000 KLD, the zero liquid discharge mechanism covers 100% of towel and sheeting processing at Budhni location. The recovery of water is through a biological plant for bio degradation of wastewater, membrane technology, reverse osmosis, and multi-effective evaporator systems. This system enables recovery of wastewater to be reused in operations.

Primary- Mechanical Screening, Equalization, Neutralization, Heat Recovery System, Cooling Tower, Biological Treatment (The system is designed to facilitate 90 % COD Reduction)

Secondary- Ultra Filtration Technology Viz. Membrane Bio Reactor with pore size of 0.04 micron, helping maintain turbidity SDI (Silt Density Index).

Tertiary & Advance- The system helps us recover 98% of wastewater through 5 stage RO (Reverse Osmosis) of capacity 12,000 KLD and Multi Effect Evaporator (Zero-Liquid Discharge).

**STP**- Budhni premises houses 2 STP's each of 1100 KLD and 400 KLD to treat domestic wastewater, which is reused/repurposed for landscaping and horticulture, contributing towards enhancing the green belt of the organization.

**Effluent Treatment Plant (Punjab)**:

Trident Punjab has established two dedicated Effluent Treatment Plants (ETPs) tailored to the specific wastewater characteristics of each division:

1. 1.Textile (Towel Division) – The textile effluent treatment system is based on the Activated Sludge Process (ASP) and designed for efficient organics removal and water recovery.
2. Paper Division – The paper effluent treatment strategy is segregated based on wastewater strength (low COD and high COD streams).

STP- Punjab premises houses 1 STP to treat domestic wastewater, which is reused/repurposed for landscaping.

Process Optimization through Technology- The continuous Dyeing process plays a pivotal role in enhancing water efficiency across our textile operations in Budhni. Unlike conventional processes, the continuous range system enables uninterrupted fabric treatment, significantly reducing the number of washing and rinsing cycles required. This approach minimizes water usage by optimizing liquor ratios and ensuring consistent chemical application, thereby lowering overall water demand. Additionally, the integration of automated controls and real-time monitoring within the continuous range setup allows for precise process adjustments, further contributing to reduced water consumption and improved resource utilization.

**Industry Collaboration-**

We are an active participant in the Clean by Design program, a global initiative supported by Apparel Impact Institute (AII) and Target. In the reporting year we saved 5,817 KL of water through various initiatives like condensate and flash steam recovery, replacement of conventional taps with push type taps with aerators, installation of water trigger nozzle for open hose point.

**Groundwater Recharge through Rainwater-**

Budhni site's terrain has an elevation difference of 3-4 meters between the northern and southern boundaries. This gradient facilitates natural water movement and prevents surface runoff, ensuring deep percolation into the earth. The site also has pits on site to store rainwater and support groundwater recharge.

Employee Training and Engagement- We conduct periodic training sessions on effective water saving techniques, responsible water usage and encourage our workforce who interact with machines and day in day out to submit Kaizens for betterment of process.

**Table: Water Withdrawal**

|  | Units | FY 24-25 | Target FY 24-25 | FY 23-24 |
|---|---|---|---|---|
| A. Water withdrawal: Surface Water | KL | 1,13,11,958 | - | 1,29,59,637 |
| B. Water withdrawal: Ground Water | KL | 6,49,780 | - | 3,49,304 |
| C. Total Volume of Water Withdrawal (A+B) | KL | 11,961,738 | 1,28,22,969 | 13,308,941 |
| D. Water discharge | KL | 0 | 0 | 0 |
| Total net freshwater consumption (C-D) | KL | 1,32,26,622 | - | 1,37,24,529 |
| Water Intensity (per rupee of turnover) | KL/INR | 0.00018987 | - | 0.0002021 |
| Water Intensity (physical output) | KL/MT | 31.55 | 38.99 | 43.33 |

*The water intensity per rupee of turnover (KL/INR) for the reporting year is 0.00018987*

**Table: Water Consumption**

|  | Units | FY 2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 | Target FY 24-25 |
|---|---|---|---|---|---|---|
| **A. Water withdrawal (excluding saltwater)** | Million cubic meters | 12.890509 | 12.242936 | 13.308941 | 11.961738 | - |

| | | | | | | |
|---|---|---|---|---|---|---|
| B. Water discharge (excluding saltwater) | Million cubic meters | 0 | 0 | 0 | 0 | - |
| Total net fresh water consumption (A-B) | Million cubic meters | 12.890509 | 12.242936 | 13.308941 | 11.961738 | 10.57 |

**Water Sourcing, Storage and Effluents:**

At Trident Limited, the major source of water is Narmada River at MP site and Canals at Punjab site. Water is used in different manufacturing activities like humidification, steam generation, and production processes. The facility of water withdrawal is well within the approved limits (as per agreement with the state government) and returns filed annually provide details of water consumption to government authorities.

Trident has 3 reservoirs of capacity 330,000 KL x 1 and 25,000 KL x 2 in MP. Another 2 reservoirs of capacity 300,000 KL x 1 and 182,000 KL x 1 are present in Punjab. The facilities have separate water treatment plants (WTP) to treat fresh water before distribution. The water treated in WTP is tested both in house and through NABL accredited laboratory against various parameters to ascertain its quality.

Our manufacturing site in Madhya Pradesh is a Zero Liquid Discharge facility which facilitates use of recycled industrial effluent in wet processing units, thereby reducing our dependency on surface water. Furthermore, our wastewater treatment facility in Punjab enables reuse/repurposing of treated wastewater for landscaping and horticulture, contributing towards enhancing the green belt of the organization.

Based on the technical specifications of the machines and industry benchmarks, periodic water reduction targets are set and reviewed by leadership.

**Table: Snapshot Water Withdrawal Y-O-Y**

| Description | UOM | 2020-2021 | 2021-2022 | 2022-2023 | 2023-24 | 2024-25 |
|---|---|---|---|---|---|---|
| Ground Water | KL | 23,27,835 | 8,26,563 | 2,39,154 | 3,49,304 | 6,49,780 |
| Surface Water | KL | 90,45,411 | 1,20,63,946 | 1,20,03,782 | 1,29,59,637 | 1,13,11,958 |
| Total Water Withdrawal | KL | 1,13,73,246 | 1,28,90,509 | 1,22,42,936 | 1,33,08,941 | 1,19,61,738 |

**Table: Snapshot Water Consumption Y-O-Y**

| Description | UOM | 2020-2021 | 2021-2022 | 2022-2023 | 2023-24 | 2024-25 |
|---|---|---|---|---|---|---|

| Total Water consumption | KL | 1,25,67,418 | 1,42,62,924 | 1,25,63,373 | 1,37,24,529 | 1,32,26,622 |
|---|---|---|---|---|---|---|

**Table: Treated Water RO Permeate recycled back in process (KL)**

| FY 2022-23 | 1,294,394 |
|---|---|
| FY 2023-24 | 1,540,967 |
| FY 2024-25 | 17,28,750 |

To ensure zero deviation of wastewater parameters from prescribed limits of Pollution Control Board Standards, we conduct daily in-house testing and monthly third-party testing against PCB Standards and ZDHC Wastewater management guidelines by globally recognized assessors.

We continuously monitor, review, and optimize water consumption through process modification and adoption of new technologies. While we conduct periodic verification of water related risk (for manufacturing sites) through WRI aqueduct tool, in the reporting year, water audit was conducted to identify and evaluate water-related risks and undertake proactive steps in safeguarding the company's production and water value chain stability.

## Waste & Circularity GRI (306-1, 306-2)

Waste Management forms a core pillar of our Environment Management System, driving our journey toward embedding circularity into daily operations. We have established robust policy and procedures that align with legal requirements and industry best practices covering waste (hazardous and non-hazardous) classification & segregation safe handling, storage & disposal, recycling & reuse initiatives and documentation.

In the Textile and Paper industry, by-products in the form of waste are inevitable at every stage of production, hence our processes largely focus on designing waste, pollution, and keeping materials in use as long as possible. We are constantly working on creating closed-loop systems, where waste generated is recycled, reused, or upcycled. We encourage our workforce who interact with machines day in day out to submit Kaizens for betterment of process. We conduct internal waste audits periodically to identify opportunities for improving performance and Training forms an integral part of waste reduction action plan.

The primary raw materials used in our manufacturing operations are cotton, yarn, Sulphur, wood chips, and wheat straw, which are later used for manufacturing Yarn, Bath and Bed Linen, Chemical, and Paper, respectively. Other consumables in the manufacturing operations include dyes & chemicals used during production, packaging used for packing finished goods and spares for machines and maintenance.

93

Trident has instituted robust systems and facilities to manage hazardous waste, battery waste, e-waste, and scrap materials in full compliance with applicable environmental regulations. Guided by the principles of the 5Rs framework—Reduce, Reuse, Recycle, Re-engineer, and Redesign—the company prioritizes minimizing waste generation and maximizing reuse. Any residual waste is disposed of responsibly, ensuring minimal environmental impact.

Various types of hazardous and non-hazardous waste generated are listed in our Integrated Report FY 2024-25 along with the waste management practices and collection & disposal methods.

**Waste Management Program**

The Company implements a comprehensive waste management program with quantified targets aimed at minimizing waste generation and reducing waste sent to landfill. The program is supported by investments in innovation and process improvements, including research and development initiatives focused on waste reduction and resource efficiency. Regular training and awareness programs are provided to employees to promote waste minimization, segregation, and responsible disposal practices. Recycling programs are integrated across operations to enhance material recovery and divert waste from landfill. Waste diversion performance is periodically verified and certified by an independent, accredited third-party audits, ensuring transparency and credibility of reported outcomes.

**1. Waste identification, segregation and storage-**

We have systematically identified various types and categories of waste generated across our operations, processes, and activities, with areas earmarked for this storage. Authorized agencies and recycling partners help us in their transportation, recycling/disposal through approved methods that meet regulatory and safety requirements, ensuring full adherence to environmental and operational protocols.

**2. Waste reduction, recycling and reuse-**

We give precedence to identifying areas within our operations where waste can be reduced. This involves kaizens around optimizing processes, finding optimal alternatives to methods and practices, e.g. We have implemented optimization systems to reduce steam and power consumption. We actively pursue reuse opportunities within our operations. Notably, Comber Noil and rich flat cotton waste from spinning units are repurposed in open-end spinning, promoting internal circularity. Through our Hastakala initiative, select textile waste is creatively transformed into handwoven products by women from local communities, fostering both sustainability and social empowerment. For the reporting year, Trident achieved zero textile waste to landfill, underscoring our commitment to sustainable waste management.

Furthermore, to reduce dependency on traditional fuels, we are exploring various forms of waste to energy. For example, micro dust from spinning is used in boiler, wastewater from washing straw (rich in organic content) is used to generate Biogas, biological sludge is used as fuel in captive power plants.

**3.Responsible Disposal-**

Hazardous waste, biomedical waste, e-waste, and battery waste disposal is in strict accordance with all applicable environmental guidelines and legal requirements. Hazardous and biomedical waste is sent to Treatment, Storage, and Disposal Facilities (TSDFs) authorized by the State Pollution Control Board, while e-waste and battery waste are handled by certified vendors approved by the Pollution Control Board. We conduct periodic visits to the treatment facilities to comprehensively audit their working and disposal methods.

**4.Chemical Management-**

We have a comprehensive and well-documented Chemical Management Policy, supported by detailed procedures covering the identification, procurement, storage and handling, transportation, and traceability of chemicals. These procedures ensure safe, efficient, and compliant chemical management across all operations.

a.  Chemical Evaluation against requirements of RSL/MRSL prescribed in ZDHC, Oeko Tex STeP and furnishing documents viz. TDS, SDS, Certificate of Analysis, GOTS, REACH
b.  The Chemical management system holds chemical manager responsible for performing chemical risk assessment when incorporating any new chemical
c.  Wastewater standard- Ensuring effluent quality meets applicable standards for key parameters such as pH, suspended solids, BOD, COD, TDS, Heavy metals and toxic substances.
d.  Daily testing of the ETP in-let water and out-let water is conducted by an in-house laboratory. A government-approved third-party agency performs monthly testing, and globally recognized laboratories like Hohenstein conduct annual tests based on the ZDHC wastewater guidelines.

**5.Reporting and Documentation-**

We have established procedures to ensure documentation and annual reporting of waste as per compliance. All the waste data is maintained in our ERP system.

**6.Extended Producer Responsibility-**

We have an ecosystem for extended producer responsibility in waste management and enhancing the scope of circularity in our operations. We are working with our suppliers and customers to ensure sustainable packaging material is used. We have made significant progress in embracing sustainable packaging- 100% cartons used for packaging are made from recycled paper, incorporated FSC Certified paper. We aim to move towards 100% circularity by increasing the use of recycled, reusable, and recyclable packaging and investing in R&D for alternative packaging solutions.

**Table: Snapshot of Waste Generation & Disposal GRI 306- 3, 306-4, 306-5**

| Parameter | FY 2024-25 | FY 2023-24 | FY 2022-23 |
|---|---|---|---|
| UOM | MT | MT | MT |
| Plastic waste (A) | 1,034.97 | 606.40 | 698.49 |
| E-waste (B) | 22.70 | 14.15 | 17.76 |
| Bio-medical waste (C) | 0.09 | 0.06 | 2.36 |
| Construction and demolition waste (D) | 3,548.69 | 0 | 0 |
| Battery waste (E) | 18.84 | 10.19 | 10.58 |
| Radioactive waste (F) | 0 | 0 | 0 |
| Other Hazardous waste (G) | 5,641.28 | 4,816.35 | 5,926.84 |
| Other Non-hazardous waste generated (H) | 2,74,458.54 (Process Waste-1,33,391.15, Other Waste 1,41,067.40) | 2,46,166.25(Process waste-98,882.92 Other waste-1,47,283.33) | 2,03,054.03(Process waste-93,851.31 Other waste-1,09,202.72) |
| **Total (A+B+C+D+E+F+G+H)** | **2,84,725.12** | **2,51,613.40** | **2,09,710.06** |
| **Waste intensity per rupee of turnover** **(Total waste generated / Revenue from operations)** | *0.0000040* | *0.0000037* | |
| **Waste intensity per rupee of turnover adjusted for Purchasing** | *0.00008445* | *0.00007767* | |

| | | | |
|---|---|---|---|
| **Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)** | | | |
| **Waste intensity in terms of physical output** | *0.68* | *0.79* | |
| For each category of waste generated, Total waste recovered through recycling, re-using or other recovery operations (MT) | | | |
| (i) Recycled | 92,048.07 (Plastic-1034.97 E Waste-22.70 Battery Waste-18.84 Other Hazardous-3,132.38 Other Non-Hazardous-87,839.18 | 68,192.09 (Plastic-606.4, E Waste-14.15, Battery Waste-10.19, Other Hazardous-2,107.07, Other Non-Hazardous-65,454.28) | 53,444.72 (Plastic-698.49, E Waste-17.76, Battery Waste-10.58, Other Hazardous- 789.98, Other Non-Hazardous-51,927.91) |
| (ii) Re-used | Process waste- 7,841.01 | Process waste- 5,622.23 | Process waste- 9,793.11 |
| (iii) Other recovery operations (Waste to energy) | Process waste- 31,584.04 | Process waste-4,303.65 | Process waste-1,957.69 |
| **Total** | **1,31,473.12** | **78,117.97** | **65,195.52** |
| Total waste disposed by nature of disposal method (MT) | | | |
| (i) Incineration | Other Hazardous Waste-34.45 | Other Hazardous- 31.22 | Other Hazardous- 41.73 |
| (ii) Landfilling | Other Hazardous Waste-2,474.54 Other Non-Hazardous Waste-1,49,891.52 | Other Hazardous- 2,678.06 Other Non-Hazardous- 1,70,786.09 | Other Hazardous- 5,095.12 Other Non-Hazardous- 1,39,375.33 |
| (iii) Other disposal operations | **851.70** | - | - |
| **Total** | **1,53,252.21** | **1,73,495.37** | **1,44,512.18** |

**Table: Waste Recycled (MT/Annum)**

| | |
|---|---|
| **FY 2022-23** | 53,444.72 |
| **FY 2023-24** | 68,192.0 |

| **FY 2024-25** | 92,048.07 |
|---|---|

**Table: Incineration of Hazardous Waste (MT/Annum)**

| FY 2022-23 | 41.73 |
|---|---|
| FY 2023-24 | 31.22 |
| FY 2024-25 | 34.45 |

**Table: Waste to Energy (MT/Annum)**

| FY 2022-23 | 1,957.69 |
|---|---|
| FY 2023-24 | 4,303.65 |
| FY 2024-25 | 31,584.04 |

**Table, Hazardous Waste to landfill (MT/Annum)**

| FY 2022-23 | 5,095.12 |
|---|---|
| FY 2023-24 | 2,678.06 |
| FY 2024-25 | 2,474.54 |

**Product End of life (CSA 2.3)**

**Sustainable Raw Materials policy / Commitment:**

The Company's policy on sustainable raw materials is designed to minimize the negative environmental and social impacts associated with raw material sourcing. The policy promotes collaboration with external stakeholders, including suppliers, industry bodies, and other partners, to adopt and implement best practices for sustainable raw material management. The company is committed to increasing the use of third party verified raw materials and expanding the use of recycled raw materials to enhance circularity and reduce dependence on virgin resources. In addition, the policy seeks to avoid sourcing raw materials from sites that contain globally or nationally important biodiversity areas or are associated with deforestation or ecosystem degradation. The sustainable raw materials policy is formally endorsed by executive management for ensuring accountability.

**Sustainable Raw Materials Program**

The Company implements a structured sustainable raw materials program that includes conducting assessments to prioritize raw materials based on environmental, social, and business risks. Traceability mechanisms are applied, where feasible, to track raw materials to their origin. The program incorporates actions aimed at reducing the negative environmental impacts of raw material production, such as resource efficiency and responsible sourcing practices, as well as reducing adverse social impacts, including labour and human rights considerations within the supply chain. The Company sets targets to increase the share of third-party verified sustainable raw materials and recycled raw materials and regularly monitors and reports progress against these targets. Training and awareness programs are provided to internal stakeholders to clarify roles and responsibilities related to the implementation of the sustainable raw materials program.

**Packaging Commitment:**

We are committed to advancing sustainable packaging practices across our value chain & working with suppliers and customers to reduce the volume/ weight of packaging material used. Significant strides have already been made- 100% of the cartons used in our packaging are made from recycled paper. Our Paper packaging material incorporate FSC-certified materials, reinforcing our dedication to responsible sourcing.  We aim to move towards 100% circularity by increasing the use of recycled, reusable and recyclable packaging programs and investing in R&D for alternative packaging solutions. In the reporting year, we reduced plastic packaging content, introduced recycled sewing threads, used returnable plastic packaging material for transfer of internally supplied raw material – yarn (inhouse plants).

**Sustainable Packaging**

At Trident, sustainability is embedded in the way we design, manufacture, and deliver products. We view product responsibility as an opportunity to enhance quality, improve customer satisfaction, and create green, environment-friendly solutions that open new markets.
Our commitment extends beyond the product itself to its packaging and lifecycle impact.
We ensure that every product meets the highest standards of quality, packaging, and communication, while also informing consumers through clear labelling about features, benefits, and usage directions helping improve durability and responsible consumption.
We have developed a comprehensive packaging sustainability roadmap that focuses on measurable, time-bound actions to achieve the following:

**Packaging Sustainability Roadmap**

- Reducing Packaging Footprint: Working closely with suppliers and customers to minimize packaging volume and weight.

- Eliminating Single-Use Plastics: Exploring innovative solutions to phase out single-use plastic waste by 2026.
- 100% Recycled Cartons: All cartons used for packaging are made from recycled paper and incorporate FSC-certified materials.
- Towards 100% Circularity: Increasing the use of recycled, reusable, and recyclable packaging, supported by R&D for alternative solutions.

**Plastic Packaging:**

| SL No | Particulars | UOM | Target FY24-25 | Category 2 (Plastic Packaging) FY 24-25 | Category 2 (Plastic Packaging) FY 23-24 |
|---|---|---|---|---|---|
| 1 | Total Weight of Plastic packaging | Tonnes | - | 306.418 | 488.146 |
| 2 | Recyclable plastic packaging | % of total plastic | 97.2 | 100 | 100 |
| 3 | Compostable plastic packaging | % of total plastic | 0 | 0 | 0 |
| 4 | Recycled plastic packaging (EOL achieved) | % of EOL Plastic | 97.2 | 100 | 100 |
| 5 | End of Life (EOL) plastic generated | Tonnes | 226.8 | 227 | 144 |
| 6 | End of Life (EOL) plastic recycled | Tonnes | 226.8 | 227 | 144 |
| 7 | Reuse of plastic packaging | Tonnes | 0 | 0 | 0 |

**Extended Producer Responsibility-**

We are moving towards establishing an ecosystem for extended producer responsibility in waste management and enhancing the scope of circularity in our operations

We have proactively taken responsibility under the Plastic Waste Management Rules, 2016, by registering as a Brand Owner and actively participating in the Extended Producer Responsibility (EPR) framework. As part of this commitment, the company has submitted targets to the local state pollution control board with approval of collecting back 324 MT post-consumer plastic waste in MP and 1814 MT in Punjab for the FY 2024-25.

**Plastic Raw material (Polyester):**

The company's product manufacturing does not involve the use of plastic raw materials. Polyester fibre, classified as a thermoplastic material, is used solely as a raw material in textile production.

| Plastic materials in products: | Amount used in metric tonnes | % of materials that are recycled |
|---|---|---|
| Polyester | 503.8 | 22.9 |

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

The Company uses exclusively plant- derived textile materials in its operation. Primarily cotton including Better Cotton Initiative (BCI) cotton, Organic cotton, Egyptian cotton, Fair trade cotton, imported cotton, kasturi cotton and Recycled cotton. During the reporting period, certified cotton materials accounted for approximately 48.12% of total cotton consumption, while recycled cotton, including the use of cotton waste, represented approximately 0.05% of total cotton consumed. The company does not use any animal-derived materials from raw material sourcing to final products.

| FY 24-25 | | | |
|---|---|---|---|
| **Type** | **Sum of Quantity in Kg** | **Sum of Qty in MT** | **% Age Share** |
| Conventional Cotton | 5,31,88,340.5 | 53,188.3 | 51.84% |
| BCI Cotton | 3,59,51,697.15 | 35,951.7 | 35.04% |
| Org. Cotton | 41,82,806.83 | 4,182.8 | 4.08% |
| Egyptian Cotton | 8,68,130.058 | 868.1 | 0.85% |
| Fair Trade cotton | 49,960 | 50.0 | 0.05% |
| Import cotton | 74,82,592.221 | 7,482.6 | 7.29% |
| Kasturi Cotton | 8,25,925 | 8,25.9 | 0.80% |
| Recycle cotton | 7,160 | 7.2 | 0.01% |
| Cotton Waste | 45,969.3 | 46.0 | 0.04% |
| **Grand Total** | **10,26,02,581.1** | **1,02,602.6** | **100.00%** |

**Biodiversity (CSA 2.7)**

We have a company-wide Biodiversity and Climate Change Policy (*https://assets.tridentindia.com/climate_policy_321700bf43.pdf*) that articulates Trident's commitment to discourage deforestation by preserving & maintaining the existing green cover at all the operational sites, suppliers, partners and compensating through future afforestation efforts. The policy is indicative of our commitment towards safeguarding and improving biodiversity, implementing appropriate actions in operational decisions, and promoting sustainable business practices to protect the natural environment. All our premises fall under the scope of this commitment. The policy is endorsed by the Executive management.

We are deeply committed to nurturing the local ecosystems where we operate, through initiatives like tree plantation drives, rainwater harvesting systems, rejuvenation of local water bodies, and the creation of biodiversity-supporting resources. We do not have operations or offices in or around ecologically sensitive areas where environmental approvals / clearances are required. The Biodiversity Risk Assessment for our own operations at Budhni location has been completed with Net positive impact (NPI) using location specific approach. This assessment is scheduled for Punjab location and will further help us to set targets for priority areas and work towards achieving an overall net positive impact (NPI) on biodiversity.

Over the years, we have planted 1 million+ trees of fruit, flower, decorative, medicinal quality and shade. We are continuously working with local communities through educating, farming and afforestation efforts to enhance local biodiversity. We have been planting trees annually to increase the green cover of our locations. These plantations serve as natural carbon sinks, natural habitats for various species like birds and other animals, thereby improving biodiversity in the area. We follow guidelines from the Central Pollution Control Board (CPCB) to choose the right plant species, ensuring our efforts effectively reduce air pollution and contribute to a healthier environment.

All our manufacturing facilities are located outside biodiversity sensitive areas or notified protected areas, and we avoid operational activities in/near protected areas /areas of high biodiversity value. We are very attentive to our surroundings and environment and have implemented rainwater harvesting, wastewater treatment facilities, and air pollution control measures like electrostatic precipitators.

**Key Biodiversity Initiatives (FY 2024–25)**

| Area of Focus | Initiatives Implemented | Positive Environmental Impact / Outcome | Stakeholder Involvement | Linked SDGs / ESG Indicators |
|---|---|---|---|---|
| Rainwater Harvesting & Ecosystem Recharge | • Developed and maintained rainwater harvesting ponds across Budhni and Dhaula. <br>• Designed to enhance groundwater | Rainwater recharged annually. <br>Natural wetland habitats formed, supporting aquatic | ESG SPOCs, CSR volunteers. | SDG 6 – Clean Water & Sanitation <br>SDG 15 – Life on Land |

| | | | |
|---|---|---|---|
| | recharge and create freshwater ecosystems. | flora and fauna. | | |
| Promoting Local Flora & Fauna | • Created green belts and biodiversity zones around all industrial units.<br>• Planted native and drought-resistant species<br>and established Miyawaki forests<br>• Over 1 million trees planted and nurtured over the years, enhancing regional green cover. | Improved local air quality and soil fertility.<br>• Increased presence of native birds, butterflies, and pollinator species. | Forest department, local schools, and environment stakeholders | SDG 13 – Climate Action, SDG 15 – Life on Land |
| Community Awareness & Eco-Education | • Conducted eco-awareness programs for residents<br>• Hosted plantation drives | • Enhanced environmental stewardship among youth and rural communities. | ESG SPOCs, CSR volunteers. | SDG 4 – Quality Education SDG 15 – Life on Land |
| Nirmal Narmada Cleaning Awareness Drive | Supported the Nirmal Narmada Abhiyaan through clean-up drives and awareness campaigns along riverbanks.<br>• Employee and community participation in waste removal and segregation. | • Visible improvement in cleanliness and reduced plastic littering along Narmada stretches near Budhni.<br>• Strengthened community ownership toward water resources | District administration, local volunteers, CSR teams and ESG SPOCs | SDG 6 – Clean Water SDG 14 – Life Below Water |
| Green Infrastructure Development | Integrated green landscaping and biodiversity corridors in factory layouts.<br>• Developed bird nesting zones and pond-side vegetation belts | • Enhanced ecosystem resilience and natural carbon sequestration.<br>• Improved aesthetic and microclimate value across facilities. | In-house HSE & facility management teams. | SDG 11 – Sustainable Cities SDG 15 – Life on Land |

**SOCIAL DIMENSION (CSA 3.0)**

**Labour Practices**

Trident is committed to upholding fundamental labour rights and ensuring fair treatment across its workforce and supply chain. We have companywide policies and procedures in Human Rights, DEI, Discrimination & Harassment covering areas such as living wages, working hours, equal pay, and worker protection, fair working conditions, workforce dissatisfaction, and enhancing a company's social license to operate.

Support for education and scholarships for employees' children through welfare initiatives. Support for members in need through We Care Fund To promote work-life balance and prevent burnout, we have established maximum working hours aligned with local and national laws, ethical standards. The organization also champions equal remuneration for men and women, fostering a culture of gender equality and fairness. We strive to ensure no member of the workforce feels deprived, violated or faces inequality of any sort right from appointment to working conditions and thereafter.

Employees are also entitled to paid annual leave. Recognizing the importance of rest, personal and family time, we also offer paid leave on birthdays, wedding anniversaries, and bereavement. Parental leaves are provided as paid maternity leave of 6 months to eligible female employees and one week of paternity leave to male employees, where applicable miscarriage leaves of 8 weeks are also provided. Employees are free to resign on their own volition, and the notice period varies between 1-4 months.

We have flexible working hours, and work from home arrangements for staff along with a provision of three short leaves of 2 hours a month. The organization provides childcare facilities such as crèche within the premises, and lactation breaks for new mothers.

Trident offers a tapestry of policies fostering work-life balance and professional growth. Internal learning opportunities and training sessions ensure equal access to skill development. Career advancement, role rotations, and portfolio assignments are available to all based on merit, experience, and passion.

**Policies** – Corporate Governance- *https://www.tridentindia.com/policies* | Codes & Privacy Policies Structure-Trident India- *https://www.tridentindia.com/policies* , Human Rights Policy *- https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf* , Equal Opportunity & Fair Treatment Policy *https://assets.tridentindia.com/equal_opportunity_and_fair_treatment_policy_fcf41dd723.pdf.*

**Living wage & Labour practice commitment**

At Trident, we believe that respect for people is the foundation of sustainable growth. As a signatory to the United Nations Global Compact (UNGC), we uphold UNGC principles covering human rights, labour, environment, and anti-corruption. This commitment shapes every decision we make from our factory floors to our global partnerships.

We ensure that every individual working with us whether in our own operations or across our supply chain experiences dignity, fairness, and safety.

Guided by ILO conventions and UN Guiding Principles, we maintain zero tolerance for child labour, forced labour, or any unethical practices.

**Commitment ensures**

1. **Fair Pay and Equal Opportunity**

   - We promote living wages, and all our employees and workers are compensated above the minimum wages mandated by law, exceeding legal requirements in the states of operation facility.
   - We have established **gender pay equity** across all roles, ensuring that the ratio of remuneration for women to men is **1:1** at every significant location.
   - Our policies guarantee equal opportunity regardless of gender, race, or background.

   We are committed to fostering a workplace culture that prioritizes Diversity, Equity, and Inclusion (DEI)

2. **Safe and Inclusive Workplaces-** We provide a secure, healthy, and discrimination-free environment for all employees. Paid leave, wellness programs, and social protection benefits go beyond statutory norms to support work-life balance and well-being.

3. **Responsible Partnerships-** Our Supplier Code of Conduct ensures that every partner aligns with our values of integrity and sustainability. Through audits and capacity-building programs, we reinforce ethical labour practices and discourage child labour or any form of exploitation.

Trident's approach to labour and human rights is not just compliance it's a commitment to creating a culture of fairness, respect, and shared prosperity. Together with our Operations, employees, contractors, partners, suppliers, and stakeholders, we are building a future where business growth and human dignity go hand in hand.

**Labour Practices program:**

The Company's labour practices program is designed to promote fair, inclusive, and responsible working conditions across operations. The program ensures that employee wages are maintained at or above applicable cost-of-living benchmarks and statutory requirements. Working hours, including overtime, are actively monitored, with safeguards in place to manage excessive working hours and ensure that all overtime work is appropriately compensated. The Company regularly engages with workers' representatives on matters related to working conditions and employee welfare. Gender pay gaps are routinely monitored to support equal remuneration for men and women performing comparable roles. In addition, the Company seeks to expand social protection coverage for employees beyond statutory public programs, where applicable, and ensures that employees are encouraged and enabled to take their entitled paid annual leave. Training, upskilling, and reskilling programs are provided to mitigate potential impacts arising from industrial transformation or climate-related transitions, supporting workforce resilience and long-term employability.

## DISCRIMINATION & HARASSMENT

Trident Limited follows a strict zero-tolerance approach to discrimination and harassment, guided by our Equal Opportunity & Fair Treatment Policy, Prevention of Sexual Harassment, and Employee Code of Conduct. These policies cover both sexual and non-sexual harassment and ensure equal treatment for all. Employees receive regular training on workplace discrimination, and a clear escalation process is in place for reporting incidents, with prompt corrective and disciplinary action taken where required.

## WORKFORCE BREAKDOWN: GENDER

Trident is committed to increasing diversity across all levels of the organisation, with a strong focus on creating an inclusive workplace culture. We have set a clear target to enhance the representation of women in our workforce, as reflected in the table below:

| Diversity Indicator | Percentage | Target | Target Year |
|---|---|---|---|
| Share of women in total workforce | 17% | 30% | 2030 |
| Share of women in all management positions | 19% | - | - |
| Share of women in junior management positions | 20% | - | - |
| Share of women in top management positions | 13% | - | - |
| Share of women in management positions in revenue-generating functions | 29% | - | - |
| Share of women in STEM-related positions | 16% | - | - |

**Workforce Breakdown: Race/ Ethnicity & Nationality:** We are not able to report on ethnic or racial minority representation. Instead, we disclose workforce composition by nationality. At Trident, 100% of our workforce is located in India and is of Indian origin.

**Gender Pay Indicators:** At Trident, we are committed to maintaining equitable compensation practices as part of our broader diversity, equity and inclusion agenda. We monitor and disclose the outcomes of our gender pay gap and equal pay assessments, ensuring transparency in our approach. Our renumeration framework is structured to be gender neutral, supporting equal opportunities for career growth across the organisation. Hence, the ratio of basic salary and renumeration of women to men remains 1:1 across all employee categories and locations.

| | Male | | Female | |
|---|---|---|---|---|
| | **Number** | **Median remuneration/ salary/ wages of respective category** | **Number** | **Median remuneration/ salary/ wages of respective category** |
| Board of Directors (BoD) | 5 | 64,00,000 | 1 | 59,00,000 |
| Key Managerial Personnel* | 3 | 1,08,00,000 | 0 | 0 |
| Employees other than BoD and KMP | 1912 | 12,00,000 | 424 | 12,00,000 |
| Workers | 9559 | 3,00,000 | 1,905 | 3,00,000 |

*Managing Director is included in the Board of Directors. Refer our Integrated Annual Report for the ratio of the remuneration of each Director to the median remuneration of the employees of the Company for the FY 2024- 25 and the percentage increase in remuneration of each Director, Chief Financial Officer & Company Secretary during the FY 2024-25 (Page 120)*

**Freedom of Association and Collective Bargaining**- Trident upholds the United Nations Universal Declaration of Human Rights and Principle 3 of the United Nations Global Compact, which emphasizes Freedom of Association and Collective Bargaining. Employees have the right to freely form and join workers' organizations, including trade unions, worker associations, and councils or committees, to promote and protect their occupational interests in accordance with Indian regulations, without fear of discrimination or retaliation.

Workers may elect representatives to engage in dialogue with the employer, and facilities may establish bipartite committees comprising both workers' representatives (unionized or non-unionized) and employer representatives through democratic elections, free from company interference.

The organization has implemented a policy on Freedom of Association and Collective Bargaining to strengthen governance and support collective bargaining, which is among the core principles of the ILO.

Details on the percentage of employees covered under collective bargaining agreements are disclosed in our Annual Report FY 2024-25 (BRSR).

**HUMAN RIGHTS COMMITMENT**

Our Human Rights Policy reflects the Company's commitment to conducting business with integrity and upholding ethical values. We strive to adopt practices that respect and promote human rights across all geographies where we operate, following processes that align with internationally recognized principles.

This policy is guided by national laws and global frameworks, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact Human Rights Principles, and the UN Guiding Principles on Business and Human Rights.

The policy applies to Trident Limited, its owned entities, majority-owned subsidiaries, and managed facilities. It covers all individuals associated with us in any capacity—employees at all levels (permanent, fixed-term, temporary, or contractual), directors, consultants, contractors, trainees, casual workers, suppliers, vendors, and any other partners linked to our operations. Our Human Rights Policy is publicly available on our company website and can be accessed here: *https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf.*

**HUMAN RIGHTS DUE DILIGENCE & ASSESSMENT**

At Trident, we are committed to respecting and protecting human rights across our value chain. We follow a due diligence process to identify and mitigate risks that may affect our employees, women, children, migrant workers and third-party contract labors. Our human rights policy provides a comprehensive framework for safeguarding human rights with focus on protecting our employees, women and children. Human risks are regularly evaluated at all our facilities, and we take proactive measures to address concerns and uphold the dignity, safety, and fair treatment of every stakeholder connected to our operations. To strengthen this commitment, Trident conducts regular human right assessments and independent social audits across its operational sites. We also carry out sustainability assessment of our tier 1 suppliers, evaluating them on environmental, social and governance criteria. These assessments help us identify risks early, engage suppliers on improvements, and ensure responsible practices are embedded across our operations and supply chain.

Risk identification and mitigation in operations, value chain, business relations, systematic periodic review of potential issues is conducted.

**HUMAN RIGHTS MITIGATION & REMEDIATION**

Access to effective grievance redressal channels is a core principle of the United Nations Guiding Principles (UNGP) on Business and Human Rights, which provide guidelines to prevent, address, and remedy human rights impacts. At Trident, our grievance mechanism complies with applicable legal requirements and aligns with the principles of UNGP and the International Labour Organization (ILO) to ensure fair and equitable

treatment for all stakeholders. We actively involve intended users in the design, review, and improvement of these mechanisms and maintain open communication channels for feedback and continual enhancement.

**Key Grievance Mechanisms**

**Panchsabha**

Introduced in FY 2023-24 under the philosophy of Sarbat Da Bhala, Panchsabha ensures fairness, justice, and transparency by eliminating hierarchical influence in grievance resolution. A panel of five members addresses interpersonal, societal, economic, integrity, and disciplinary issues. Access channels include walk-ins, Sameep (ticket system), email, or WhatsApp to the coordinator.

**KAAN (24×7 Helpline)**

A dedicated helpline available round-the-clock for unresolved grievances. Weekly KAAN meetings are held at all locations for in-person discussions if issues remain unresolved by supervisors or HR.

**Sameep (AI Chatbot)**

A digital platform enabling 17,500+ employees to raise concerns conveniently through an AI-powered chatbot.

**Internal Complaints Committee (ICC)**

Established under the Prevention of Sexual Harassment (POSH) Policy, the ICC addresses complaints related to sexual harassment. Regular awareness sessions are conducted in line with the Sexual Harassment of Women at Workplace Act, 2013.

**Factory-Level Grievance Committees**

Unit-level committees address facility-specific concerns, including health and safety, canteen, and labour-related issues.

**Remediation Process**

Multiple intake channels for lodging complaints

Protection against retaliation, bullying, or discrimination

Fair, confidential, and non-retaliatory investigations

Root cause analysis and corrective actions through periodic reviews

**HUMAN CAPITAL MANAGEMENT**

At Trident, we put strong emphasis on building the skills and capabilities of our workforce through structured training programs and continuous learning initiatives. Our employees' learning journey is powered by our flagship internal capability-building initiative — Takshashila. This program is crafted to enable every individual to Earn, Learn, and Grow, reflecting our deep-rooted belief in Opportunities Unlimited.

Takshashila is more than just a learning platform — it's a movement that encourages each of us to broaden our horizons and become true Partners in Prosperity. It stands as a testament to our unwavering commitment to nurturing a culture of continuous learning, driven by a shared passion for growing together.

|  | **FY 24-25** |
|---|---|
| Average hours per FTE of training and development | 15.7 |
| Average amount spent per FTE on training and development (in ₹) | 5,529.3 |

| Segment | Average hours per FTE of training and development | Average amount spent per FTE on training and development (in ₹) |
|---|---|---|
| **Worker** | | |
| Male | 13.85 | 3,482.71 |
| Female | 19.52 | 3,328.71 |
| **Employees** | | |
| Male | 17.11 | 15,321.09 |
| Female | 34.76 | 17,308.49 |

| By Management Level | | |
|---|---|---|
| Junior Level | 22.42 | 5,508.86 |
| Middle Level | 5.49 | 4,836.19 |
| Senior Level | 3.81 | 19,344.86 |

**Human Capital Return on Investment**

| Values (in ₹) | FY2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 |
|---|---|---|---|---|
| Total Revenue from Operations | 69,97,66,00,000 | 63,32,26,00,000 | 68,08,83,00,000 | 69,87,08,00,000 |
| Total operating expenses | 58,40,63,00,000 | 57,00,41,00,000 | 62,45,61,00,000 | 64,57,81,00,000 |
| Total employee-related expenses (salaries + benefits) | 6,69,54,00,000 | 6,50,38,00,000 | 8,76,85,00,000 | 9,22,09,00,000 |
| Resulting HC ROI | 2.72809 | 1.97151 | 1.64232 | 1.57399 |
| Total Employees | 14,998 | 16,075 | 15,647 | 17,687 |

**Employee Development Programs**

At Trident, we continue to invest in our people through a structured range of training and development programs aimed at addressing evolving job demands, enhancing technical proficiency, and building domain-specific expertise, alongside fostering wellness and behavioural skills. During the year, employees across all levels including contractual employees and functions participated in diverse training initiatives, including data and financial supply chain workshops, data privacy awareness sessions, wellness programs, and leadership development modules. These efforts reflect our commitment to creating a skilled, healthy, and future ready workforce. Guided by our dedicated Learning and Development division, we consistently work on progressive people practises offering employee opportunities to upskill and stay aligned with latest market advancements. In addition, we design targeted development opportunities for employees at every level, empowering them to strengthen their capabilities and advance their careers within Trident.

Some of our training programs in the reporting year include:

| ESG Pillar | Training Category | Key Training Topics Covered |
|---|---|---|
| Environment (E) | Environmental Management & Resource Efficiency | Energy Conservation, Wastewater Management, Waste Control, Sustainability & SHE, GOTS/GRS, EHS Induction |
| | Climate & Energy Efficiency | Energy efficiency measures, Clean by Design awareness, TPM-linked energy reduction |
| Social (S) | Occupational Health & Safety (OHS) | Fire Safety, PPE, Work at Height, LOTO, Confined Space, Machine Safety, Emergency Response, Road Safety |
| | Health & Well-being | Heat Stress, Hydration, Diabetes, Hypertension, Menstrual Health, Mental Wellness, Yoga & Mindfulness |
| | Labour Practices & Human Rights | Code of Conduct, No Child/Forced Labour, Working Hours, Wages & Benefits, Grievance Handling |
| | Diversity, Equity & Inclusion | POSH Training, ICC Awareness, Anti-Harassment, Workplace Behavior |
| | Learning & Development | Induction Programs, Leadership Skills, Communication, Emotional Intelligence, PMS Training |
| Governance (G) | Ethics & Compliance | Anti-Bribery & Anti-Corruption, Business Ethics, Insider Trading, Ethical Trading Initiatives |
| | Information Security & Data Privacy | ISMS, Cyber Security, IT Policies |
| | Risk & Compliance Systems | Permit to Work, Contractor Compliance, Internal Controls, Incident Investigation |
| Quality (Q) | Product & Process Quality | AQL, Defect Identification, SOP Training, TQM, FIFO, Quality Awareness |
| Operational Excellence | Productivity, TPM & Digital Transition program | TPM, OEE, Preventive Maintenance, Kaizen, Digital SOPs |

**Hiring**

Trident continues to strengthen its talent base through structured hiring practices that align with our long-term growth strategy. We onboarded new employees across functions and geographies, with a focus on fostering diversity and equal opportunity. The following tables provide details on the total number of new hires in FY 24-25 and their distribution by age and gender.

**Total New hires during FY24-25, by age group & gender**

| Employees | | | |
|---|---|---|---|
| | **Total** | **Male** | **Female** |
| < 30 Years | 711 | 521 | 190 |
| 30-50 Years | 232 | 217 | 15 |
| > 50 Years | 28 | 26 | 2 |
| **Workers** | | | |
| < 30 Years | 3,261 | 2,546 | 715 |
| 30-50 Years | 1,206 | 1,037 | 169 |
| > 50 Years | 34 | 32 | 2 |

**Employee Turnover Rate**

| | **FY 22-23** | **FY 23-24** | **FY 24-25** |
|---|---|---|---|
| **Employees** | | | |
| **Male** | 18% | 27% | 38.9% |
| **Female** | 31% | 28% | 48.1% |
| **Total** | 18% | 27% | 40.57% |

| Workers | | | |
|---|---|---|---|
| Male | 16% | 21% | 21.6% |
| Female | 27% | 28% | 30.2% |
| Total | 21% | 23% | 23.04% |

**Long-Term Incentives for Employee**

At Trident, we place strong importance on rewarding and recognizing our employees to drive motivation, engagement, and retention. Our approach includes both financial incentives—such as fixed pay, variable bonuses, and long-term rewards—and non-financial recognition programs, all designed to encourage both immediate and sustained business performance.

One of our key initiatives is the "Trident Limited Employee Stock Option Scheme - 2020" (ESOS Scheme), implemented in line with SEBI (SBEB and SE) Regulations 2021. Under this scheme, stock options are granted to employees and vest over a period ranging from one to four years. The vesting schedule is staggered: 10% of the options vest after the first year, 20% after the second year, 30% after the third year, and the remaining 40% after the fourth year. Once vested, these options can be exercised within four years from their respective vesting dates.

The allocation of ESOPs is linked to each employee's key performance indicators (KPIs). Further details, including the percentage of employees covered by this program, are available in our Annual Report FY 2024-25 (Page 313).

To ensure members are rewarded, recognized and incentivized, commensurate with their efforts we have 25 categories of incentives in our Performance Management Module- Success Factors. These incentives are either one time or for a fixed period, and all leaders and supervisors use these to ensure members know the areas of their contribution and management are aware of the competency inventory. Additionally, members have KPIs.

**Table, Details of Incentives & Premium Plans**

| Description | Payment Type |
|---|---|
| **Best quality circle is granted to a member who:**<br>· Maintains and ensures the structured approach via quality circle for improvement of quality<br>· Identify, analyze and solve production problems | One-time Incentive |

| | |
|---|---|
| **FUGUAI & Business ethics Incentive is to reward a member who:**<br>· Are committed to continuous improvement and are true to the values and philosophy of Trident<br>· Have zero tolerance to waste & wastage | One-time Incentive |
| **Customer Delight Incentive is to reward a member who:**<br>· Goes over & beyond to give the best delivery and establishes deep & meaningful relationship with customers<br>· Gives the best product quality & exceeds customers expectation by creating a positive experience with the product | One-time Incentive |
| **Special Task Force incentive is granted to the members who:**<br>· Work hard with full dedication, are focused and committed to a special/ specific deliverable in a short period of time<br>· Go out of their comfort zone or are deputed on a special assignment | One-time Incentive or Recurring for a fixed period |
| **Education/ Extra curricular Incentive is granted to a member:**<br>· Who would like to opt for higher education to gain new skills for the betterment of the organization<br>· To upgrade themselves with new technology, knowledge and best practices<br>· Support participation in extracurricular activities at state /national / international level | One-time Incentive |
| **Education incentive for extended family is granted to a member for:**<br>· Promoting the need and importance of education<br>· Providing monetary support to get the education of their immediate family member completed<br>· Support participation in extracurricular activities at state /national / international level | One-time Incentive |
| **Golden Heart Incentive is being issued to the members who:**<br>· Have a Golden Heart and work with a motive to improve processes /policies for betterment of the employees working in the organization<br>· Put their efforts to support internal and external eco-system | One-time Incentive |
| **Hardship Incentive (Trident ke Mehnatkash) is paid to a member who:**<br>· Fosters a positive and productive work environment, brings innovative ideas, problem solving attitude that positively impacts the organization<br>· Demonstrates high quality work, contributes with 24*7 availability and go beyond basic expectations | One-time Incentive or Recurring for a fixed period |
| **Learning Incentive (Kaushal Vikas) is granted to a member who:**<br>· Is keen to diversify his/her skills, has a strong commitment to continuous learning and professional development and can contribute in different aspects to achieve the aim of the organization<br>· Exhibits leadership qualities as this learning opportunity could further enhace their ability to lead | One-time Incentive or Recurring for a fixed period |

| | |
|---|---|
| **Location Premium is granted to the selected candidates:**<br>· To experience the organizational culture first-hand, ensuring alignment with their values and work preferences<br>· To set realistic expectations about organization's work environment, minimizing potential surprises or discomfort after joining | One-time Incentive or Recurring for a fixed period |
| **Asset Champion Incentive is granted to a member who:**<br>· Prioritizes the asset health every single day and teaches others best practices on asset upkeep<br>· Practices good manufacturing through regular CLAIR and is proactive with preventive measures to prevent downtime | One-time Incentive |
| **Productivity Incentive (Utpaadakta) is granted to a member who:**<br>· Makes efforts to improve the productivity of his/her allocated assets<br>· Is able to work as a contributor for achievement of team goals and is able to consistently raise the bar of their EVA to the business | One-time Incentive |
| **Opportunities Unlimited incentive is granted to a member who:**<br>· Has a high learning orientation and consistently demonstrates a passion to take on more responsibilities<br>· Demonstrates resilience to overcome challenges | One-time Incentive |
| **Innovative Enthusiast Incentive is granted to a member who:**<br>· Presents and implements original creative ideas and finds unique solutions to existing problems<br>· Does not fear failure, instead takes it as a learning opportunity | One-time Incentive or Recurring for a fixed period |
| **Reference Incentive (Brand Ambassador) is granted to a member for**:<br>· Referring individuals to the organization who stay for minimum 6 months in the organisation and exhibit commendable performance during their tenure<br>· Working as an external advocate who promotes company's good image and reputation | One-time Incentive |
| **Sales Growth Champion Incentive is granted to a member who:**<br>· Achieves or surpasses assigned sales targets and contributes in revenue generation<br>· Focuses on expanding the organization's customer base and successfully acquires new clients or customers | One-time Incentive |
| **Sole Earner Incentive is granted to a member who:**<br>· Is a breadwinner or earning solely in a family<br>· Needs financial support for shouldering the well-being & stability of the family | One-time Incentive |
| **Retention Bonus is a type of temporary supplemental pay offered to key members of the organisation to:**<br>· Retain the specialized skills and ensure their continued commitment that is vital for stability and strategic direction | One-time Incentive or Recurring for a |

| | |
|---|---|
| · Keep them motivated and feel valued in the organization for their hard work | fixed period |
| **Game Changer Incentive is granted to a member who:**<br>· Is encouraged to step up to bigger roles with enhanced responsibilities<br>· Celebrates the acquisition of potential /new skills by nominating his/herself for additional challenging roles | One-time Incentive or Recurring for a fixed period |
| **Master Trainer Incentive is given to a member who:**<br>· Trains his/her fellow members for development and learning, ultimately enhancing the technical/behavioral skills of the members<br>· Facilitate the smooth transfer of skills and expertise to their colleagues considering the long-term impact on the professional development of members | One-time Incentive |
| **Value champion Incentive is given to a member who:**<br>· Swears by the values of Trident<br>· Leads the way in living up to the values of the organisation and inspire others to do the same | One-time Incentive |
| **Special Incentive is granted to a member:**<br>· Who is aligned with broader organizational objectives, fostering a unified focus on strategic priorities<br>· To implement a tiered incentive structure, where higher performance levels result in increased rewards. This encourages employees to strive for continuous improvement | One-time Incentive or Recurring for a fixed period |
| **Joining bonus is a sum of money paid to a new employee by a company as an incentive to join the company which helps in:**<br>· Attracting top talent by offering a compensation package that is more attractive compared to industry standards<br>· Providing immediate financial support, easing the financial burden associated with the move or initial living expenses, which serves as an early indicator of the organization's commitment to the employee, fostering a sense of loyalty | One-time Incentive |
| **Right Person-Place-Purpose is granted to a member who:**<br>· Ensures full attendance for 24 days<br>· Is effectively & efficiently dedicated towards the work allotted by being present at right machine/workplace for the assigned work and as per predefined roster<br>· Delivers good quality work | One-time Incentive |
| **Loyalty Incentive is granted to a member who:** · Has dedicatedly served for a specific duration<br>· Continues to show loyalty, commitment and involvement towards the organisation | One-time Incentive |
| **Digital Trident incentive is granted to a member who:** | One-time Incentive |

| | or Recurring for a fixed period |
|---|---|
| · Ensures maximum usage of dashboards<br>· Zero Manual Entry<br>· Digitalization & Automation of processes | |

**Employee Support Programs**

At Trident, employee health and well-being is a top priority, reflected in a wide spectrum of initiatives aimed at fostering a culture of wellness, balance, and inclusion. Regular awareness sessions on workplace stress management and work-life balance are conducted to help employees manage challenges effectively. To encourage physical activity, morale and team bonding, the company organises sports tournaments in cricket, volleyball, football, kho-kho, and badminton, strengthening both physical fitness and workplace connectivity.

As part of its commitment to work-life balance, Trident offers flexible working hours, work from home arrangements, and short leave provision of up to 2 hours per month.

The organisation also provides childcare support through on-premises creche facilities and lactation breaks for new mothers, in addition to dedicated breastfeeding and lactation rooms. Parental support is further extended through six months of paid maternity leave, one week of paid paternity leave and eight weeks of paid miscarriage leave wherever applicable. Trident also ensures fairness and transparency in employment by allowing employees the freedom to resign on their own volition, with a notice period ranging between one to four months depending on role and level.

**Performance Appraisal and Incentivization**

At Trident, performance management is a continuous and dynamic process. We believe that a constructive, two-way feedback mechanism plays a vital role in the personal growth of employees and fosters a well-rounded approach to team leadership. Our system is designed around individual performance, which is reviewed periodically, with monthly data updates recorded in the SuccessFactors Performance Module. The number of employees participating in the appraisal process is disclosed in our integrated Report for FY 2024-25 (Page number 93).

We follow the Management by Objectives approach, where Key Result Areas are aligned with defined roles and responsibilities. For salaried employees in the management category, we implement a comprehensive appraisal framework. This includes evaluation based on role-specific KPIs, collaboratively set measurable goals, alignment with organizational vision and values, learning agility, critical thinking, professional conduct, and team collaboration.

For workers, performance assessments are based on the technical skills and competencies required for their roles, along with specific targets in their respective domains. These evaluations also outline their training and development plans.

For performance and material topics goal achievement, relevant KRAs/KPIs are linked to Chief of ESG and relevant Head of the Departments. The performance is monthly monitored in our digital performance management modules, basis which the compensation component – Entrepreneurial allowance (EA) is disbursed. This creates a culture of Pay-for-Performance in the organization.

**Employee Well-being**

| Core Focus | Unit | FY 2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 | Target FY 2024-25 |
|---|---|---|---|---|---|---|
| **Employee Wellbeing** | % of employees with top level of wellbeing | 100 | 100 | 100 | 100 | 100 |

The Company places strong emphasis on employee wellbeing, purpose, happiness, and job satisfaction as key drivers of engagement and performance. Employee engagement and wellbeing assessments are conducted periodically to understand satisfaction levels, workplace experience, and overall engagement across the workforce. The results are analyzed to identify areas of strength and opportunities for improvement, and appropriate actions are implemented to enhance employee wellbeing and job satisfaction. A significant proportion of employees demonstrate high levels of engagement and satisfaction, reflecting the effectiveness of the Company's wellbeing and people-focused initiatives.

**Occupational Health & Safety**

**OHS Policy :** As a leading manufacturing organization, Trident places the highest priority on Occupational Health and Safety (OHS), recognizing the inherent risks of industrial operations. We are committed to fostering a safe and healthy work environment where employee well-being is central to our operations. The policy is endorsed by Board of Directors.

Our OHS practices are guided by the ISO 45001:2018 Occupational Health and Safety Management System, supported by a robust Environment, Health, and Safety (EHS) policy that aligns with global standards and legal regulations. Our manufacturing facilities in Punjab and Madhya Pradesh are ISO 45001:2018 certified and undergo regular internal assessments and third-party audits to ensure compliance and continuous improvement.

This certification covers all employees and workers—both permanent and non-permanent—across our operational sites. Our EHS policy reflects our commitment to:

119

- Complying with relevant occupational health and safety laws and international benchmarks
- Encouraging active worker participation and consultation
- Continuously improving safety performance through the PDCA (Plan-Do-Check-Act) framework
- Conducting regular risk assessments, mandatory safety training, proactive incident reporting, and maintaining emergency response protocols

We periodically review and update our EHS policy, which is endorsed by senior leadership, and applies to all Trident sites and value chain partners. More details are available on our official website at https://assets.tridentindia.com/environment_health_and_safety_policy_09feb851dc.pdf

Worker engagement is a cornerstone of our EHS system. We ensure equal representation in safety committees and promote open communication between employees and management. This collaborative approach helps in identifying and resolving safety concerns promptly.

We have established joint worker-management health and safety committees at all manufacturing locations. These committees meet regularly to evaluate safety performance, identify risks, and develop effective solutions. Members actively contribute to hazard identification, risk assessment, and safety improvement initiatives.

**OHS Programs:**

The Company implements a structured OHS program that includes regular risk and hazard assessments to identify potential workplace health and safety risks. Identified risks are prioritized and addressed through integrated action plans with quantified targets. The program incorporates preparedness and response measures for emergency situations. Progress in preventing health and safety risks is monitored against defined targets through periodic reviews and internal inspections. Procedures are in place to investigate work-related injuries, illnesses, diseases, and incidents to identify root causes and implement corrective actions. OHS training and awareness programs are provided to employees and relevant parties to reduce operational health and safety incidents. Health and safety requirements are also integrated into procurement and contractual arrangements. The Company's OHS management system is independently certified to ISO 45001 during the reporting year.

**Health & Safety Training:**

Trident Limited is deeply committed to maintaining a safe and secure workplace and has implemented a robust Health and Safety Training program across all its facilities. Every new employee—whether permanent or temporary—undergoes a comprehensive orientation that introduces them to Environment, Health, and Safety (EHS) policies, workplace hazards, and operational guidelines.

In addition to general orientation, new hires receive role-specific training that covers Standard Operating Procedures (SOPs), operational controls, hazard identification, risk management, preventive maintenance schedules, and Lockout-Tagout procedures. To reinforce safety awareness, refresher training sessions are regularly conducted for employees at all levels, helping them stay informed about potential risks and adopt safe work practices.

Fire safety and emergency evacuation drills are also held routinely, equipping employees with the necessary skills to respond effectively during emergencies. For detailed information on the percentage of employees trained in health and safety during the reporting year, please refer to the Integrated Report FY 2024-25 (BRSR Principle 3, Questions 8 and 12).

**Table, Employees - Increase in Training on Health & Safety Measures**

| FY 2022-23 | 258 |
|---|---|
| FY 2023-24 | 1,458 |
| FY 2024-25 | 206 |

**Table, Workers - Increase in Training on Health & Safety Measures**

| FY 2022-23 | 5,335 |
|---|---|
| FY 2023-24 | 10,514 |
| FY 2024-25 | 7497 |

**Hazard Identification & Risk Assessment**

Trident Limited encourages all employees to report any concerns, hazards, or incidents directly to their managers without fear of retaliation. The procedures for identifying and reporting work-related risks—both routine and non-routine—are detailed in the Integrated Report FY 2024-25 (BRSR Principle 3, Questions 2 and 10).

The organization adheres to the International Labour Organization (ILO) Code of Practice for recording and reporting occupational accidents and illnesses. During the reporting year, the total hours worked amounted to 25,135,370 hours for workers and 9,760,210 hours for employees.

| Safety Incident | Category * | FY 2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 |
|---|---|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 | 0 | 0 |

| | | | | | |
|---|---|---|---|---|---|
| | Workers | 0 | 0 | 0.067 | 0.122 |
| Total recordable work-related injuries | Employees | 0 | 0 | 0 | 0 |
| | Workers | 0 | 0 | 2 | 2 |
| No. of fatalities | Employees | 0 | 0 | 0 | 0 |
| | Workers | 0 | 0 | 0 | 1 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 | 0 | 0 |
| | Workers | 0 | 0 | 0 | 0 |
| Manhours | Employees | 2,78,18,311 | 85,52,905 | 76,48,943 | 97,60,210 |
| | Workers | | 2,39,56,685 | 2,95,76,541 | 2,51,35,370 |

*Including the contract workforce

## Online Strategies & Customers Online

**Online customers:**

| | FY 2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 | Target for 2024-25 |
|---|---|---|---|---|---|
| Total customers using company's online services solutions/sales platform | 2 Lac | 2 Lac | 3 Lac | 5 Lac | - |

**Online revenues**

| | FY 2021-22 | FY 2022-23 | FY 2023-24 | FY 2024-25 | Target for 2024-25 |
|---|---|---|---|---|---|
| **Revenue** | 69415 Million | 62913 Million | 67304.2 Million | 69870.8 Million | - |
| % of revenues generated online (e.g. through direct sales, advertising, etc.) | 0.30 | 0.32 | 0.48 | 0.74 | - |

**Customer Relations & E-Commerce (India) – FY 2024–25**

Trident continues to strengthen customer engagement through transparent communication, sustainable product offerings, and digital expansion. The growing share of online revenue through e-commerce reflects our commitment to innovation, customer satisfaction, and ESG-aligned business growth.

| Category | Description / Metrics | Data / Highlights | Remarks / ESG Linkage |
|---|---|---|---|
| **Customer Relationship Management (CRM)** | Framework for managing and strengthening customer engagement and satisfaction. | Dedicated **Customer Relationship Team** managing Key Account Mapping and Customer SPOC alignment. | Enhances stakeholder trust, customer retention, and service transparency. |
| **Customer Satisfaction** | Customer feedback & complaint resolution system. | 100% digital grievance redressal through CRM tool; periodic satisfaction surveys conducted. We aim to achieve 100% customer satisfaction. | Supports SDG 9 (Industry, Innovation & Infrastructure) & SDG 12 (Responsible Consumption). |
| **Customer Communication** | Transparency in sustainability and compliance communication. | ESG & Compliance newsletters shared with key customers; joint sustainability programs initiated. | Builds awareness of ESG commitments across the supply chain. |
| **Customer Data Privacy & Ethics** | Policies for protecting customer information and digital transactions. | ISO 27001 certified; GDPR-aligned data privacy framework implemented. | Reinforces governance and ethical standards in digital operations. |
| **Sustainability Communication with Customers** | ESG and responsible sourcing engagement. | Product labeling with sustainability attributes & certifications (Oeko-Tex Standard 100, GOTS, Oeko-Tex MIG, GRS etc). | Strengthens brand credibility and sustainable consumer choices. |

**Circular Fashion Commitment**

At Trident, circularity is at the heart of our sustainability vision. We design and manufacture products with a focus on reducing environmental impact across their entire life cycle — from raw material sourcing and production to reuse, recycling, and responsible disposal. The Company is committed to advancing circular fashion principles across its value chain. This includes implementing design strategies that enhance product cyclability and durability, increasing the volume of used textile items collected from reuse or recycling, and expanding the resale of used items where applicable. The company also aims to increase the share of products made from recycled post-consumer textile fibers, thereby supporting material circularity, reducing waste and lowering reliance on virgin raw materials.

Our approach to **Circular Fashion** is built on three key pillars:

1. **Designing for Longevity and Circularity**
   We create products that are durable, repairable, and recyclable, ensuring they can be re-used or transformed into new items. Our product development integrates alternative materials and recycled fibres to minimize dependency on virgin resources.
2. **Sustainable Manufacturing Practices**
   a. **Water Circularity**: Advanced water recycling systems enable us to reuse water across processes, significantly reducing blue water consumption.
   b. **Renewable Energy Integration**: We are steadily increasing the share of renewable energy in our operations through solar and other clean energy solutions.
   c. **Waste Management**: Our facilities follow robust waste segregation, recycling, and reuse protocols, aligned with legal compliance and best practices. We are working towards Extended Producer Responsibility and reducing single-use plastics by 2026.
3. **Innovative Packaging Solutions**
   We have adopted 100% recycled and FSC-certified paper for packaging and are investing in R&D to develop reusable and recyclable alternatives. Our goal is to achieve 100% circularity in packaging by enhancing the use of sustainable materials.

Trident's commit to circular fashion goes beyond compliance — it reflects our belief in creating products that deliver quality and comfort while safeguarding the planet. Through continuous innovation and collaboration with stakeholders, we aim to lead the transition towards a low-carbon, circular economy.

**Circular Fashion Programs**

The Company has implemented circular fashion programs aimed at reducing the temporality of product collections and promoting longer product lifecycles. Measures are in place to reuse, recycle, or repurpose unsold goods to avoid destruction. The company is also undertaking initiatives to reduce the shedding of plastic microfibers through material selection and process improvements. Programs are in place to support product repair, enabling customers to extend the life of purchased products. In addition, the company engages in customer education initiatives to promote responsible product use, care, and maintenance to enhance product durability. The company allocates resources toward research and development and, where relevant, participates in cross-industrial collaborations to advance circular fashion solutions and innovation.

**Driving Circularity and Innovation**

- We have developed products using recycled fibers and alternative materials to foster a circular economy and reduce dependency on virgin resources.
- We actively collaborate with industry associations to implement best practices and advocate regulatory changes that promote sustainability.

Our goal is clear — to create products and packaging that deliver quality and comfort while safeguarding the environment. Through innovation and collaboration, Trident is building a future where sustainability and business excellence go hand in hand.

**Ethical Marketing and advertising:**

The Company is committed to ethical marketing and advertising practices that provide accurate, fair, and balanced information about its products and services. Marketing communications are designed to avoid exaggerated or misleading claims regarding the social and environmental impacts of the Company's activities. Special care is taken to protect vulnerable market segments, including children and individuals with limited market literacy, from inappropriate or deceptive marketing practices. The Company also refrains from disinforming customers about competitors' products or services and promotes fair competition in all marketing and advertising activities.

**Artificial Intelligence Policy and Commitment:**

The Company has established a commitment to the responsible and ethical use of Artificial Intelligence (AI), aligned with its governance, data protection, and cybersecurity frameworks. The policy ensures respect for data privacy in the use and development of AI by complying with applicable data protection laws and internal information security controls. Cybersecurity risks associated with AI-enabled systems are addressed through secure system architecture, access controls, and monitoring mechanisms aligned with the Company's Information Security Management

System. The Company has established a commitment to the responsible and ethical use of Artificial Intelligence (AI), aligned with its governance, data protection, and cybersecurity frameworks. The policy ensures respect for data privacy in the use and development of AI by complying with applicable data protection laws and internal information security controls. Cybersecurity risks associated with AI-enabled systems are addressed through secure system architecture, access controls, and monitoring mechanisms aligned with the Company's Information Security Management System. The policy is endorsed by Executive management.

**Artificial Intelligence (AI) and Digital Transformation for ESG**

Trident has initiated AI and digital transformation projects across operations and ESG data systems, marking the beginning of a paperless, data-driven sustainability journey.

While several modules are partially implemented, ongoing investments aim to strengthen automation, transparency, and real-time ESG performance monitoring — reinforcing Trident's vision of becoming a smart, sustainable, and digitally empowered organization.

Trident has embarked on a digital and AI-driven transformation journey to strengthen sustainability and operational excellence.
Through partial implementation of AI tools in energy, water, process control, and governance systems, the company is laying a strong foundation for data-driven ESG performance.

**Future investments will focus on:**

- Complete digital ESG data automation and real-time monitoring.
- AI in supply chain traceability and climate risk analytics.
- Smart factory initiatives for predictive maintenance, energy optimization, and zero-waste operations.
- AI-assisted social systems for employee safety, wellbeing, and engagement.

Together, these initiatives reinforce Trident's commitment to becoming a smart, transparent, and sustainable textile leader in line with global best practices.

| Focus Area | Current Implementation (FY2024–25) | Future Strengthening / Expansion (FY2025–26 & Beyond) | ESG Impact / Benefits |
|---|---|---|---|
| Digitalization of | Partial digitalization of key process | Full-scale IoT and AI integration for real-time | Optimized energy, water, and |

| Process Parameters | parameters (spinning, dyeing, finishing) initiated. | monitoring of utilities, emissions, and quality parameters. | resource use; improved process efficiency. |
|---|---|---|---|
| ESG KPIs & Dashboards | Manual-to-digital migration underway; internal dashboards developed for ESG data tracking. | Implementation of AI-enabled ESG dashboards with predictive analytics and auto alerts. | Enhanced decision-making, transparency, and compliance readiness. |
| AI in Supply Chain | AI-based supplier risk mapping and traceability pilot launched. | AI + Blockchain integration for full cotton traceability and supplier ESG performance scoring. | Strengthened responsible sourcing and transparency across the value chain. |
| Knowledge Management & Paperless Operations | Paperless systems for HR and documentation initiated; digital process SOPs implemented. | Digital System Driven knowledge transfer, digital training modules, and fully paperless approvals across departments. | Reduced paper use, faster communication, and institutional knowledge retention. |
| Chemical & Dye Optimization | AI-based alarm system for safe chemical dosing piloted in dyeing units. | Chemical management for automatic drug sheet preparation and dosing, ZDHC MRSL compliance, and color matching. | Safer chemical handling, lower effluent load, and consistent product quality. |
| Worker Health & Safety | Smart cameras, machine guards, and sensors are introduced for safety compliance monitoring. | Predictive AI for early detection of unsafe behavior, PPE non-compliance, and fatigue analysis | Improved workplace safety, reduced incidents, and enhanced well-being. |
| Employee Grievance & Feedback Tool | Digital grievance redressal and feedback app launched. | AI chatbot for employee queries, real-time grievance analytics, and sentiment monitoring. | Improved workplace transparency and trust. |
| Energy Management | Smart meters and energy monitoring partially digitized. | AI-driven predictive energy optimization and load balancing across plants. | Reduction in energy intensity and carbon footprint |
| Water & Effluent Management | Real-time data from ZLD and ETP systems monitored | AI models for predictive water balance, recovery optimization, and leak detection. | 100% water recycling, minimal freshwater dependency. |
| Waste & Circularity | Textile waste and process loss are tracked manually. | Analytics to predict waste generation, optimize cutting efficiency, and increase fabric recycling. | Enhanced circularity and resource efficiency. |
| Product Quality & | Manual quality inspections digitized | Machine Integration with SAP enabled | Consistent product quality, |

| Process Control | for select lines. | inspection systems for yarn and fabric defect detection. | reduced rejections and waste |
| Climate Risk & ESG Analytics | Basic climate risk screening done manually. | Analytics for climate scenario modeling and ESG risk prediction for TCFD alignment. | Stronger climate resilience and ESG risk mitigation. |
| Customer & Product Sustainability Insights | Product lifecycle data collected manually. | AI-based Life Cycle Assessment (LCA) automation and digital product passport for customers. | Strengthened product transparency and eco-labelling. |

## GRI content index

Trident Integrated Annual Report 2024-25, which includes the financial disclosures and the Business Responsibility and Sustainability Report (BRSR), along with the ESG Report are available on our website. Our ESG Report is aligned with the GRI Standard 2021, the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) framework. The Report also conforms to the United Nations Global Compact (UNGC) principles and forms the basis of our Communication on Progress (CoP) with the UNGC.

The following table provides the mapping of our disclosures for FY 2025 against the GRI standard 2021 requirements:

| Statement of use Trident Limited has reported in accordance with the GRI Standards for the period April 1, 2024 - March 31, 2025. | | |
| GRI 1 Used GRI 1: Foundation 2021 | | |
| GRI/ESRS/UNGC Standard | Disclosure | Location/Source |

| General disclosure | | |
| --- | --- | --- |
| | 2-1: Organizational details | Trident - at a glance - Pg. 08 |
| | 2-2: ESRS 2 Entities included in the organization's sustainability reporting | IR: BRSR: Section A - 13 & A - 23a |
| | 2-3: Reporting period, frequency and contact point | IR: BRSR: Section A - 9,12 IR Report |
| | 2-4: ESRS 2 Restatements of | IR: BRSR: Pg. 39 |

| | | |
|---|---|---|
| | information | |
| | 2-5: External assurance | ESG Data Book – Assurance statement |
| | 2-6: ESRS 2 Activities, value chain and other business relationships | IR: BRSR: Section A – 16, 17, 18, 19 |
| | 2-7: ESRS 2, ESRS S1- 6 Employees | IR BRSR: Section A - 20 |
| | 2-8: ESRS S1- 7 Workers who are not employees | IR BRSR: Section A - 20 |
| | 2-9: ESRS 2, ESRS GOV –1, G1 – 5 Governance Structure and Composition | Page 66 IR: Board reporting structure<br>Page 69 IR: Composition of Committees as on March 31, 2025 |
| | 2-10: Nomination and selection of the highest governance body | Page 65 – 69 IR Corporate Governance report<br>Page 66 IR Key Board Qualifications, Skills, and Attributes |
| | 2-11: Chair of the highest governing body | Page 27 IR: Board composition & dynamics<br>IR BRSR: Section B – 08<br>Page 66-67 IR: Brief Profile of Directors as on March 31, 2025 |
| | 2-12: ESRS 2, ESRS S1-2, ESRS S2 – 2, ESRS S3 – 2, ESRS S4 –2, ESRS G1 – GOV 1 Role of the highest governance body in overseeing the management of impacts | Page 65 IR: Management Level initiatives<br>Page 66 IR: Board reporting structure, Key Board Qualifications, Skills, and Attributes<br>IR BRSR: Section B – 07 &09 |
| | 2-13: ESRS 2, ESRS G1 - 3 Delegation of responsibility for managing impacts | Page 65 IR: Management Level initiatives<br>IR BRSR: Section B – 07 & 09 |
| | 2-14: ESRS 2 Role of the highest governance body in sustainability reporting | Page 6 IR: message from the managing director, Group CEO, Group CFO |

| | 2-15: Conflicts of interest | IR BRSR: Principle 01-07 |
| | | Page 45- 49 IR: Principle 01-09 |
| | | Page 62 IR: Annexure II |
| | | Page 76 IR: Annexure II, III, IV |
| | | Page 104 IR: The Trident Board of Directors |
| | 2-16: ESRS 2, ESRS G1 – 1, 3: Communication of critical concerns | Page 56 IR: Principle 9 - 05 |
| | 2-17: ESRS 2 Collective knowledge of the highest governance body | Page 65 – 69 IR Corporate Governance report |
| | | Page 104 IR: The Trident Board of Directors |
| | 2-18: Evaluation of the performance of the highest governance body | Page 58 IR: Evaluation of performance of the Board |
| | | Page 68 IR: Evaluation of Directors, Outcome of performance evaluation |
| | 2-19: ESRS 1, ESRS 2: Remuneration policies | Page 50 IR: Details of minimum wages paid to employees and workers |
| | | Pag 51 IR: Details of remuneration/salary/wages |
| | | Page 59 IR: Nomination and Remuneration Policy |
| | | Page 61 IR: Annexure I |
| | | Page 62 IR: Annexure II (Appointment and Remuneration of Managerial Personnel) |
| | | Page 68 IR: Renumeration of Executive and non-Executive Directors |
| | | *https://assets.tridentindia.com/NRC_Policy_vetted_b5f039759b.pdf* |
| | 2-20: ESRS 2 Process to determine remuneration | *https://assets.tridentindia.com/NRC_Policy_vetted_b5f039759b.pdf* |
| | 2-21: ESRS S1 - 16 Annual total compensation ratio | ESG Data Book |
| | | Microsoft Word - Equal Opportunity & Fair Treatment Policy |
| | 2-22: ESRS 2 Statement on sustainable development strategy | Page 7 IR: Message from Chief Financial Officer |
| | | ESG Data Book: Message from Chief Sustainability Officer |
| | 2-23: ESRS 2, ESRS S1-1, ESRS S2 – 1, ESRS S3 –1, ESRS S4 - 1, ESRS G1 - 1 Policy commitments | *https://assets.tridentindia.com/employee_code_of_conduct_7683356852.pdf* |
| | | *https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf* |
| | | *https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf* |
| | 2-24: ESRS 2, ESRS S1-4, ESRS S2 – 1,4, ESRS S3 –4, ESRS S4 – 4, | Page 73-74 IR: Company policies |

| | | |
|---|---|---|
| | ESRS G1 – 1 Embedding policy commitments | |
| | 2-25: ESRS S1- 1, 3, 17, ESRS S2 – 1, 3, 4, ESRS S3 – 1, 3, 4, ESRS S4 – 1, 3, 4 Processes to remediate negative impacts | IR BRSR Section A 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct: <br> IR BRSR Section A 26 Overview of the entity's material responsible business conduct issues <br> Page 23 IR: Reporting Violations and Grievances <br> Page 48 IR: Principle 3 Q6 <br> Page 50 IR Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders <br> Page 51 IR: Q4 & Q5 <br> Page 55 IR: Principle 7 3Q <br> *https://assets.tridentindia.com/grievance_handling_policy_3ad730383d.pdf* |
| | 2-26: ESRS S1-3, ESRS S2 – 3, ESRS S3 – 3, ESRS S4 – 3, ESRS G1 – 1, Mechanisms for seeking advice and raising concerns | *https://assets.tridentindia.com/grievance_handling_policy_3ad730383d.pdf* <br> https://assets.tridentindia.com/vigil_mechanism_policy_3ce9ec9d73.pdf <br> Page 40 IR: Section A 25 <br> Page 50 IR: Principle 3 13Q. Number of complaints on the following made by employees and workers <br> Page 51 IR: Principle 4 6Q <br> Page 56 IR: Principle 9 3Q. Number of consumer complaints in respect of the following <br> Page 71-72 IR: Postal Ballot |
| | 2-27: ESRS E2 -4, ESRS S1-17, ESRS G1- 4 Compliance with laws and regulations | Page 27 IR: Compliance and Business Ethics <br> Page 28 IR: Regulatory Compliance <br> Page 42 IR: Values Ethics & Compliance <br> Page 45 IR: 10. Details of Review of NGRBCs by the Company <br> Page 58 IR: Details of Key Managerial Personnel (KMP) - Company Secretary and Compliance Officer <br> Page 60 IR: Annual Secretarial Compliance Report, SEBI LODR Regulations <br> Page 75 IR: Certificate and Declarations <br> Page 131 IR: Note2.1 A Statement of compliance |

| | 2-28: Membership associations | Page 55 IR: Principle 7 |
|---|---|---|
| | 2-29: ESRS 2, ESRS S1-1, 2, ESRS S2 – 1, 2, 3, ESRS S3 – 1, 2, ESRS S4 – 1, 2 Approach to stakeholder engagement | *https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf*<br>Page 15 IR: stakeholder engagement<br>Page 16 IR: stakeholder engagement design<br>Page 28 IR: stakeholder engagement |
| | 2-30 :ESRS S1-8: UNGC3 Collective bargaining agreements | Page 47 IR: Principle 3 |

| Material Topics | | |
|---|---|---|
| GRI 3: General Disclosures 2021 | 3-1: ESRS 2 Process to determine material topics | *https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf*<br>Page 16 IR: Materiality Assessment<br>Page 18-19 IR: Material topics<br>Page 73 IR: Policy for determination of Materiality for disclosure of Event or Information |
| | 3-2: ESRS 2 List of material topics | Page 16 IR: Materiality Assessment, Materiality Approach, Materiality Matrix |

| Economic performance | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: ESRS 1 – 2, 3, 4, ESRS 2, ESRS E2 – 2, 3, ESRS E4 – 1, 3, 4, ESRS E5 – 2, 3, ESRS S1-1, 2, 3, 4, 5, 17, ESRS S2 – 1, 2, 3, 4, 5, ESRS S3 – 1, 2, 3, 4, 5 ESRS S4 – 1, 2, 3, 4, 5, ESRS G1 – 2, 3, 4 Management of material topics | IR BRSR Section A 26Q Overview of the entity's material responsible business conduct issues |
| GRI 201: Economic | 201-1: UNGC7, UNGC8: ESRS 1 – 6, ESRS 2 Direct economic value generated and distributed | Page 36 IR: Financial Performance<br>Page 57 IR: Financial Performance & review |

| Performance 2016 | 201-2: UNGC7, UNGC8, UNGC9: ESRS 1 – 3, 9, ESRS 2 Financial implications and other risks and opportunities due to climate change | Page 26 IR: Climate change<br>IR BRSR Section A 26Q Overview of the entity's material responsible business conduct issues, Energy & climate Change |
|---|---|---|
| | 201-3: UNGC7, UNGC8, UNGC9 Defined benefit plan obligations and other retirement plans | Page 83 IR: Employee benefit expenses in standalone statement of profit & loss<br>Page 87,133 IR: Retirement and Employee benefits, short term & long-term Employee benefits<br>Page 101-102 IR: Note 34 Employee benefits<br>Principle 3 2Q Details of retirement benefits, for Current FY and Previous Financial Year. |
| | 201-4: UNGC7, UNGC8, UNGC9 Financial assistance received from government | Page 57 IR: Financial performance and review<br>Page 77-170 IR: Financial Statements<br>Page 83 -85 IR: Standalone sheet<br>Page 85 IR: Cash flow from investment activities<br>Page 87 IR: Depreciation on tangible assets<br>Page 88 IR: Intangible assets<br>Page 94 – 100 IR: Financial Statements<br>Page 128 IR: Consolidated statement balance sheet & Consolidated statement on profit & loss (Profit before tax)<br>Page 130-131 IR: Consolidated cash flow statement (Direct taxes paid) |

| **Market Presence** | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26Q Overview of the entity's material responsible business conduct issues |
| GRI 202: Market Presence 2016 | 202-1: ESRS S1 – 10 Ratios of standard entry level wage by gender compared to local minimum wage | Page 50 IR: Principle 5 2Q Details of minimum wages paid to employees and workers |
| | 202-2: Proportion of senior | Page 101,102 IR: Note 34 |

| | | |
|---|---|---|
| | management hired from the local community | |

| | | |
|---|---|---|
| **INDIRECT ECONOMIC IMPACTS** | | |
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26Q Overview of the entity's material responsible business conduct issues |
| GRI 203: Indirect Economic Impacts 2016 | 203-1: UNGC8: ESRS S3 - 4 Infrastructure investments and services supported | IR BRSR Section A: 24 CSR details<br>Page 55 IR Principle 7: 3Q Describe the mechanisms to receive and redress grievances of the community.<br>Page 59 IR: CSR<br>Page 62-63 IR: Annexure III Annual Report on CSR Activities<br>Page 70 IR: CSR Committee<br>Page 120 IR: Note 47 B Details of CSR expenditure under Section 135(5) of the Act in respect of ongoing projects |
| | 203-2: UNGC8: ESRS S1 – 4, ESRS S2 – 4, ESRS S3 – 4, ESRS S4 - 4 Significant indirect economic impacts | Page 62-63 IR: Annexure III Annual Report on CSR Activities<br>Page 73-74 IR: Company policies |

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|---|---|---|
| **PROCUREMENT PRACTICES** | | |
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 204: Procurement Practices 2016 | 204-1: ESRS S2 – 4, ESRS G1 - 2 Proportion of spending on local suppliers | Page 19 IR: Supply Chain & logistics<br>IR BRSR Section A 26 8) Supply chain Sustainability |

| | | |
|---|---|---|
| **Anti-corruption** | | |

| GRI 3: Material Topics 202 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
|---|---|---|
| GRI 205: Anti-corruption 2016 | 205-1: UNGC10: ESRS G1 - 3 Operations assessed for risks related to corruption | IR BRSR Section C Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable<br>Page 27 IR: Anti-Bribery and Anti-Corruption<br>IR BRSR Section C Principle 1: 4Q Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy |
| | 205-2: UNGC10: ESRS G1 - 3 Communication and training about anti-corruption policies and procedures | IR BRSR Section C Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable<br>Page 27 IR: Anti-Bribery and Anti-Corruption<br>IR BRSR Section C Principle 1: 4Q Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy |
| | 205-3: UNGC10: ESRS G1 - 4 Confirmed incidents of corruption and actions taken | Page 27 IR: Anti-Bribery and Anti-Corruption<br>IR BRSR Section C Principle 1: 4Q Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy |
| **ANTI-COMPETITIVE BEHAVIOR** | | |
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 206: Anti-competitive Behavior 2016 | 206-1: Legal actions for anti-competitive behavior, antitrust, and monopoly practices | Page 27 IR: Anti-Bribery and Anti-Corruption<br>Page 125 IR: Report on Other Legal and Regulatory Requirements |

| **TAX** | | |
|---|---|---|
| GRI 207: Tax 2019 | 207-1: Approach to tax | Page 57 IR: Financial performance and review<br>Page 77-170 IR: Financial Statements<br>Page 83 -85 IR: Standalone sheet<br>Page 85 IR: Cash flow from investment activities<br>Page 87 IR: Depreciation on tangible assets |

| | | Page 88 IR: Intangible assets |
|---|---|---|
| | | Page 94 – 100 IR: Financial Statements |
| | | Page 128 IR: Consolidated statement balance sheet & Consolidated statement on profit & loss (Profit before tax) |
| | | Page 130-131 IR: Consolidated cash flow statement (Direct taxes paid) |
| | 207-2: Tax governance, control, and risk management | ESG Data Book: Climate Action and TCFD Alignment |
| | | Page 57 IR: Financial performance and review |
| | | Page 128 IR: Consolidated statement balance sheet & Consolidated statement on profit & loss (Profit before tax) |
| | | Page 130-131 IR: Consolidated cash flow statement (Direct taxes paid) |
| | 207-3: Stakeholder engagement and management of concerns related to tax | https://assets.tridentindia.com/ISMS_policy_bf829ab817.pdf |
| | | Page 15 IR: stakeholder engagement |
| | | Page 16 IR: stakeholder engagement design |
| | | Page 28 IR: stakeholder engagement |
| | 207-4: Country-by-country reporting | https://assets.tridentindia.com/ISMS_policy_bf829ab817.pdf |
| | | Page 61-62 IR: Annexure I, II |

| MATERIALS | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 301: Materials 2016 | 301-1: ESRS E5 - 4 Materials used by weight or volume | Page 88 IR: Inventories |
| | 301-2: Recycled input materials used | Page 20 IR: Paper innovations |
| | | Page 43-44 IR: Product Responsibility & Association |
| | | Page 54 IR: Recycled data |
| | 301-3: Reclaimed products and their packaging materials | https://assets.tridentindia.com/environment_health_and_safety_policy_09feb851dc.pdf |
| | | Page 17 IR: Building for the long term -> Activities in the value chain -> Packaging & Logistics |

| | | Page 19 IR: Product Quality Management -> Packaging Upgrades |
|---|---|---|

| **ENERGY** | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: UNGC7, UNGC8, UNGC9: ESRS 1 - 5 Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 302: Energy 2016 | 302-1: UNGC7, UNGC8, UNGC9 Energy consumption within the organization | Page 17 IR: Value creation model -> Building for the model<br>Page 25 IR: Energy Management<br>Page 26 IR: Promoting Renewable Energy<br>Page 37 IR: Energy and Resource-Intensive Operations, Green Energy Integration<br>Page 41 IR: Energy & Climate Change, Resource Efficiency<br>Page 58 IR: Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo |
| | 302-2: UNGC7, UNGC8, UNGC9 Energy consumption outside of the organization | Page 25 IR: Energy Management<br>Page 52 IR: Principle 6: Businesses should respect and make efforts to protect and restore the environment<br>Page 53 IR: Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details. -> Energy Efficiency & Renewable Energy<br>Page 58 IR: Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo, Page 149 IR: Energy (Captive Consumption) |
| | 302-3: UNGC7, UNGC8, UNGC9 Energy intensity | Page 25 IR: Energy Management<br>Page 58 IR: Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo, |
| | 302-4: UNGC7, UNGC8, UNGC9 Reduction of energy consumption | Page 26 IR: Promoting Renewable Energy<br>Page 58 IR: Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo,<br>Page 149 IR: Energy (Captive Consumption) |
| | 302-5: Reductions in energy | Page 26 IR: Promoting Renewable Energy |

| | requirements of products and services | Page 58 IR: Conservation of Energy, Technology Absorption, Foreign Exchange Earnings and Outgo,<br>Page 149 IR: Energy (Captive Consumption) |
|---|---|---|

| WATER AND EFFLUENTS | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: ESRS 2, ESRS E3 –2, 3, 4, ESRS E2 – 3 Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 303: Water and Effluents 2018 | 303-1: UNGC7, UNGC8, UNGC9: Interactions with water as a shared resource | Page 26 IR: Water and Wastewater Management<br>Page 41 IR: Resource Efficiency<br>Page 52-53 IR: Principle 6, Point 3. Provide details of the following disclosures related to water & 4. Provide the following details related to water discharge<br>5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.<br>Page 54 IR: 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes, and the practices adopted to manage such waste. -> Chemical management -> wastewater standards<br>Page 55 IR: 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-Compliances |
| | 303-2: UNGC7, UNGC8, UNGC Management of water discharge-related impacts | Page 26 IR: Water and Wastewater Management |
| | 303-3: UNGC7, UNGC8, UNGC9 Water withdrawal | Page 52-53 IR: Principle 6, Point 3. Provide details of the following disclosures related to water & 4. Provide the following details related to water discharge<br>5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details |

| | 303-4: UNGC7, UNGC8, UNGC9 Water discharge | Page 52-53 IR: Principle 6, Point 3. Provide details of the following disclosures related to water & 4. Provide the following details related to water discharge<br>5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. |
|---|---|---|
| | 303-5: UNGC7, UNGC8, UNGC9: Water consumption | Page 26 IR: Water and Wastewater Management<br>Page 41 IR: Resource Efficiency<br>Page 52-53 IR: Principle 6, Point 3. Provide details of the following disclosures related to water & 4. Provide the following details related to water discharge<br>5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.<br>Page 54 IR: 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes, and the practices adopted to manage such waste. -> Chemical management -> wastewater standards<br>Page 55 IR: 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-Compliances<br>Page 100 IR: Note 30 Other Expenses -> water charge |

| BIODIVERSITY | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 304: Biodiversity 2016 | 304-1: ESRS E4, E5 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of | Page 26 IR: Biodiversity & Biodiversity risk assessment<br>Page 54 IR: 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, |

| | high biodiversity value outside protected areas | please specify details in the following format |
|---|---|---|
| | 304-2: ESRS E4 - 5 Significant impacts of activities, products and services on biodiversity | Page 26 IR: Biodiversity & Biodiversity risk assessment<br>Page 54 IR: 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format |
| | 304-3: ESRS E4 – 3, 4 Habitats protected or restored | *https://assets.tridentindia.com/climate_policy_321700bf43.pdf* |
| | 304-4: ESRS E4 –5 IUCN Red List species and national conservation list species with habitats in areas affected by operations | *https://assets.tridentindia.com/climate_policy_321700bf43.pdf* |

| EMISSIONS | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: UNGC8, UNGC9 Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 305: Emissions 2016 | 305-1: UNGC7, UNGC8, UNGC9: ESRS 1 – 4, 6 Direct (Scope 1) GHG Emissions | Page 17 IR: Building for the long term -> Output Emissions, GHG Scope 1,<br>Page 25 IR: Emission Management -> SBTi commitments & targets, Absolute reduction in GHG emissions<br>Page 44 IR: P6 Environmental responsibility<br>Page 53 IR: 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &its intensity |
| | 305-2: UNGC7, UNGC8, UNGC9: ESRS 1 – 4, 6 Energy indirect (Scope 2) GHG Emissions | Page 17 IR: Building for the long term -> Output Emissions, GHG Scope 1,<br>Page 25 IR: Emission Management -> SBTi commitments & targets, Absolute reduction in GHG emissions<br>Page 44 IR: P6 Environmental responsibility |

| | | Page 53, IR: 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &its intensity |
|---|---|---|
| | 305-3: UNGC7, UNGC8, UNGC9: Other indirect (Scope 3) GHG emissions | Page 17 IR: Building for the long term -> Output Emissions, GHG Scope 3 ESG Data Book |
| | 305-4: UNGC7, UNGC8, UNGC9: ESRS 1 – 3, 4, 6, 7 GHG Emissions Intensity | Page 25 IR: Emission Management -> SBTi commitments & targets, Absolute reduction in GHG emissions ESG Data Book |
| | 305-5: UNGC7, UNGC8, UNGC9: ESRS 1 – 3, 4, 6, 7 Reduction of GHG emissions | Page 25 IR: Emission Management -> SBTi commitments & targets, Absolute reduction in GHG emissions https://assets.tridentindia.com/climate_policy_321700bf43.pdf ESG Data Book |
| | 305-6: UNGC7, UNGC8, UNGC9: ESRS 1 – 3, 4, 6, 7 Emissions of ozone-depleting substances (ODS) | ESG Data Book https://assets.tridentindia.com/climate_policy_321700bf43.pdf |
| | 305-7: UNGC7, UNGC8, UNGC9: ESRS E2 - 4 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Page 25 IR: Emission Management -> SBTi commitments & targets, Absolute reduction in GHG emissions https://assets.tridentindia.com/climate_policy_321700bf43.pdf |

| WASTE | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: ESRS 2 – 48, ESRS 5 – 2, 4, 5 Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 306: Waste | 306-1: Waste generation and significant waste-related | Page 17 IR: Sustainability & Utilities -> Waste to wealth initiatives Page 26 IR: Waste & circularity 5Rs practices |

| 2020 | impacts | Page 53 - 54 IR: Principle 6 9. Provide details related to waste management by the entity |
|---|---|---|
| | 306-2: UNGC8: Management of significant waste-related impacts s | *https://assets.tridentindia.com/environment_health_and_safety_policy_09feb851dc.pdf* |
| | | Page 17 IR: Sustainability & Utilities -> Waste to wealth initiatives |
| | | Page 19 IR: Material topics -> waste & circularity |
| | | Page 24 IR: Impact on Local Communities -> Environmental Sustainability, |
| | | Page 25 IR: Wastewater recycled, waste reduced internally, waste to energy |
| | | Page 25 IR: Environmental policy |
| | | Page 26 IR: Waste & circularity 5Rs practices |
| | | Page 41 IR: Resource efficiency |
| | | Page 43 IR: Supply Chain sustainability |
| | | Page 47 IR: 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) E-waste (c) Hazardous waste and (d) other waste. |
| | | Page 47 4. IR: Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Boards? If not, provide steps taken to address the same |
| | | Page 53 - 54 IR: Principle 6 9. Provide details related to waste management by the entity |
| | | Page 54 IR: Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes, |
| | | Page 98 IR: note 23 - revenue from operations -> waste |
| | | Page 99 IR: note 27 - changes in inventories of finished goods, waste, stock in trade and work-in-progress |
| | | Page 145 IR: note 27 - decrease in inventories of Finished goods, waste, stock-in-trade and work-in-progress |
| | 306-3: UNGC8 Waste generated | Page 17 IR: Sustainability & Utilities -> Waste to wealth initiatives |
| | | Page 26 IR: Waste & circularity 5Rs practices |
| | | Page 53 - 54 IR: Principle 6 9. Provide details related to waste management by the entity |

| | 306-4: UNGC8 Waste diverted from disposal | Page 41 IR: Resource efficiency<br>Page 43 IR: Supply Chain sustainability<br>Page 47 IR: 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Boards? If not, provide steps taken to address the same<br>Page 53 IR: Principle 6, 9. Provide details related to waste management by the entity<br>Page 53 - 54 IR: 9. Provide details related to waste management by the entity<br>Page 54 IR: Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes |
| | 306-5: UNGC8 Waste directed to disposal | Page 41 IR: Resource efficiency<br>Page 43 IR: Supply Chain sustainability<br>Page 47 IR: 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Boards? If not, provide steps taken to address the same<br>Page 53 IR: Principle 6, 9. Provide details related to waste management by the entity<br>Page 53 - 54 IR: 9. Provide details related to waste management by the entity<br>Page 54 IR: Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes |

| SUPPLIER ENVIRONMENTAL ASSESSMENT | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 308: Supplier | 308-1: UNG7: ESRS G1 –2 New suppliers that were | *https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf*<br>Page 15 IR: Stakeholder Engagement -> Supplier |

| Environmental Assessment 2016 | screened using environmental criteria | Page 18-19 IR: Material topics -> Responsible sourcing<br>Page 22-26 IR: Responsible sourcing<br>Page 24 IR: Nurturing Responsible Supplier Relationships<br>Page 26- 27 IR: Compliance & Business ethics<br>Page 43 IR: Supply Chain Sustainability<br>Page 46 IR: 2. b. If yes, what percentage of inputs were sourced sustainably |
|---|---|---|
| | 308-2: UNGC7: ESRS 2 – 48, ESRS G1 – 2 Negative environmental impacts in the supply chain and actions taken | *https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf*<br>*https://www.tridentindia.com/investor-overview*<br>Page 15 IR: Stakeholder Engagement -> Supplier<br>Page 18-19 IR: Material topics -> Responsible sourcing<br>Page 22-26 IR: Responsible sourcing<br>Page 24 IR: Nurturing Responsible Supplier Relationships<br>Page 26- 27 IR: Compliance & Business ethics<br>Page 43 IR: Supply Chain Sustainability<br>Page 46 IR: 2. b. If yes, what percentage of inputs were sourced sustainably |

| EMPLOYMENT | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 401: Employment 2016 | 401-1: UNGC6: ESRS S1- 6 New employee hires and employee turnover | Page 13 IR: Takshashila – Centre for Leadership Excellence<br>Page 22 IR: inclusive hiring<br>Page 40 22. Turnover rate for permanent employees and workers, |
| | 401-2: UNGC6: ESRS S1 - 11 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Page 10 IR: Core pillars of performance<br>Page 14 IR: performance in FY24-25<br>Page 22 IR: Employee Well being<br>Page 23 IR: Employee Recognition<br>Page 23 IR: Performance management<br>Page 36 IR: Financial performance |

| | | Page 38 IR: Pay for performance |
| --- | --- | --- |
| | | Page 45 IR: Section C Principle wise performance disclosure |
| | | Page 47 IR: principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains |
| | | Page 48 IR:9. Details of performance and career development reviews of employees and worker |
| | | Page 48 IR: Details of training given to employees and workers: |
| | | Page 57 IR: Financial Performance & review |
| | | Page 58 IR: Evaluation of performance of the Board |
| | | Page 68 IR: KPI / Details of fixed component and performance linked incentives, along with the performance criteria, ESG parameters for determining Performance, Outcome of Performance Evaluation |
| | | Page 87 IR: Short term & long-term employee benefits |
| | | Page 98 IR: Note 20 Provision for employee benefits |
| | | Page 100 IR: note 28 - employee benefits expenses |
| | | Page 101 IR: Note 34 Employee benefits, |
| | | Page 132 IR: Revenue recognition |
| | | Page 133 IR: Short-term & long-term employee benefits |
| | 401-3: UNGC6: ESRS S1-15 Parental leave | IR BRSR Principle 3 5. Return to work and Retention rates of permanent employees and workers that took parental leave. |

| LABOR/MANAGEMENT RELATIONS | | |
| --- | --- | --- |
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 402: Labor/ Management Relations 2016 | 402-1:Minimum notice periods regarding operational changes | Page 68 IR:  Service Contracts, Notice Period and Severance Fees |

| OCCUPATIONAL HEALTH AND SAFETY |
| --- |

| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
|---|---|---|
| GRI 403: Occupational Health and Safety 2018 | 403-1: UNGC1: ESRS S1 –1 Occupational health and safety management system | https://assets.tridentindia.com/environment_health_and_safety_policy_09feb851dc.pdf<br>Page 23 IR: Health & safety<br>Page 28 IR: Health & safety<br>Page 41 IR: Health & safety<br>Page 43 IR: P2 Product & service responsibility, P6 Env responsibility<br>Page 48 IR: 8. Details of training given to employees and workers, 10. Health and safety management system<br>Page 49 IR: 11. Details of safety related incidents 12. Describe the measures taken by the entity to ensure a safe and healthy workplace<br>Page 50 IR13. The number of complaints on the following made by employees and workers, 14. Assessments for the year<br>Page 51 IR: 10. Assessments of the year |
| | 403-2: UNGC1: ESRS S1 - 3 Hazard identification, risk assessment, and incident investigation | Page 28 IR: Risk management process & governance, Risk structure, Risk framework, key risks & mitigation, Emerging risks<br>https://assets.tridentindia.com/risk_management_policy_142add3200.pdf<br>https://assets.tridentindia.com/Composition_Committees_August_09_2025_docx_52841f282c.pdf |
| | 403-3: UNGC1: ESRS S1- 1 Occupational health services | https://assets.tridentindia.com/environment_health_and_safety_policy_09feb851dc.pdf<br>Page 23 IR: Health & safety<br>Page 28 IR: Health & safety<br>Page 41 IR: Health & safety<br>Page 43 IR: P2 Product & service responsibility, P6 Env responsibility<br>Page 48 IR: 8. Details of training given to employees and workers, 10. Health and safety management system<br>Page 49 IR: 11. Details of safety related incidents 12. Describe the measures taken by the entity to ensure a safe and healthy workplace<br>Page 50 IR13. The number of complaints on the following made by employees and workers, 14. |

| | | Assessments for the year |
| | | Page 51 IR: 10. Assessments of the year |
| | 403-4: UNGC1: Worker participation, consultation, and communication on occupational health and safety | Page 48 IR: 8. Details of training given to employees and workers, 10. Health and safety management system |
| | | Page 50 IR13. The number of complaints on the following made by employees and workers, 14. Assessments for the year |
| | | Page 51 IR: 10. Assessments of the year |
| | 403-5: Worker training on occupational health and safety | Page 48 IR: 8. Details of training given to employees and workers, 10. Health and safety management system |
| | 403-6: Promotion of worker health | Page 48 IR: 8. Details of training given to employees and workers, 10. Health and safety management system |
| | | Page 50 IR13. The number of complaints on the following made by employees and workers, 14. Assessments for the year |
| | | Page 51 IR: 10. Assessments of the year |
| | 403-7: ESRS S2 - 4 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Page 48 IR: 8. Details of training given to employees and workers, 10. Health and safety management system |
| | | Page 50 IR13. The number of complaints on the following made by employees and workers, 14. Assessments for the year |
| | | Page 51 IR: 10. Assessments of the year |
| | 403-8: ESRS S1- 14 Workers covered by an occupational health and safety management system | Page 48 IR: 8. Details of training given to employees and workers, 10. Health and safety management system |
| | | Page 50 IR13. The number of complaints on the following made by employees and workers, 14. Assessments for the year |
| | | Page 51 IR: 10. Assessments of the year |
| | 403-9: ESRS S1 – 4, 14 Work-related injuries | Page 45 IR: Employees other than BoD and KMPs |
| | | Page 49 IR: 11. Details of safety related incidents, in the following format 12. Describe the measures taken by the entity to ensure a safe and healthy workplace |
| | 403-10: ESRS S1 – 4, 10 Work-related ill health | Page 49 IR:11. Details of safety related incidents |

| TRAINING AND EDUCATION | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 404: Training and Education 2016 | 404-1: UNGC6: ESRS S1 - 13 Average hours of training per year per employee | Page 15 IR: Employees -> Mode of Engagement<br>Page 23 IR: Regular Safety Trainings<br>Page 48 IR: Details of training given to employees and workers: |
| | 404-2: UNGC6: ESRS S1 - 1 ESRS S1 - 13 Programs for upgrading employee skills and transition assistance programs | Page 15 IR: Employees -> Mode of Engagement<br>Page 22 IR: Employee Well-being<br>Page 23 IR: Regular Safety Trainings<br>Page 48 IR: Details of training given to employees and workers |
| | 404-3: UNGC6 Percentage of employees receiving regular performance and career development reviews | Page 22 IR: Employee Well-being<br>Page 23 IR: Employee Recognition<br>Page 87 IR: Short term & long-term employee benefits<br>Page 98 IR: Note 20 Provision for employee benefits<br>Page 100 IR: note 28 - employee benefits expenses<br>Page 101 IR: Note 34 Employee benefits, |

| DIVERSITY AND EQUAL OPPORTUNITY | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1: UNGC1, UNG6: ESRSS 2 – 21, ESRS S1 – 6, 9, 12 Diversity of governance bodies and employees | *https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf*<br>*https://assets.tridentindia.com/equal_opportunity_and_fair_treatment_policy_fcf41dd723.pdf* |
| | 405-2: UNGC1, UNGC6: ESRS S1- 16 Ratio of basic salary and | *https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf*<br>*https://assets.tridentindia.com/equal_opportunity_and_fair_treatment_policy_fcf41dd723.pdf* |

| remuneration of women to men | Page 23 IR: Human Rights and Ethical Practices |
| --- | --- |
| | Page 38 IR: Human resources, Key HR initiatives |
| | Page 27 IR: Commitment to Ethical Business Conduct |
| | Page 44 IR: P3(Human Resources), P5 (Respect to human rights) |
| | Page 50 IR: Principle 5: Businesses should respect and promote human rights |
| | Page 51 IR: 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No), |

| NON-DISCRIMINATION | | |
| --- | --- | --- |
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 406: Non-discrimination 2016 | 406-1: UNGC2, UNGC6: ESRS S1- 17 Incidents of discrimination and corrective actions taken | Page 51 IR: 6. Number of Complaints on the following made by employees and workers<br>Page 74 IR: Policy on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace<br>Page 75 IR: Disclosures in relation to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: |

| FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING | | |
| --- | --- | --- |
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1: UNGC3: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | *https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf*<br>Page 15 IR: Stakeholder Engagement -> Supplier<br>Page 18-19 IR: Material topics -> Responsible sourcing<br>Page 22-26 IR: Responsible sourcing<br>Page 24 IR: Nurturing Responsible Supplier Relationships<br>Page 26- 27 IR: Compliance & Business ethics<br>Page 43 IR: Supply Chain Sustainability<br>Page 46 IR: 2. b. If yes, what percentage of inputs were sourced sustainably |

## CHILD LABOR

| GRI 3: Material Topics 2021 | 3-3: UNGC5: ESRS S2 - 1 Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
|---|---|---|
| GRI 408: Child Labor 2016 | 408-1: UNGC5 Operations and suppliers at significant risk for incidents of child labor | Page 51 IR: Assessment of the year<br>Page 51 IR 6. Number of Complaints on the following made by employees and workers |

## FORCED OR COMPULSORY LABOR

| GRI 3: Material Topics 2021 | 3-3: UNGC2, UNGC4: ESRS S2 - 1 Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
|---|---|---|
| GRI 409: Forced or Compulsory Labor 2016 | 409-1: UNGC2, UNGC4 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Page 23 IR: Fair and Equal Opportunities<br>Page 51 IR: Assessment of the year<br>Page 51 IR 6. Number of Complaints on the following made by employees and workers<br>*https://assets.tridentindia.com/equal_opportunity_and_fair_treatment_policy_fcf41dd723.pdf* |

## SECURITY PRACTICES

| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
|---|---|---|
| GRI 410: Security Practices 2016 | 410-1: Security personnel trained in human rights policies or procedures | *https://assets.tridentindia.com/diversity_equity_and_inclusion_policy_e847306c78.pdf*<br>*https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf* |

## RIGHTS OF INDIGENOUS PEOPLES

| GRI 3: Material | 3-3: Management of material | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
|---|---|---|

| Topics 2021 | topics | |
|---|---|---|
| GRI 411: Rights of Indigenous Peoples 2016 | 411-1: UNGC1: ESRS S3 – 1, 4 Incidents of violations involving rights of indigenous peoples | *https://assets.tridentindia.com/human_rights_policy_c626f46289.pdf* |

| **LOCAL COMMUNITIES** | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 413: Local Communities 2016 | 413-1: UNGC8: ESRS S3-4 Operations with local community engagement, impact assessments, and development programs | Page 24 IR: Impact on Local Communities<br>Page 42 IR: Community engagement & local employment |
| | 413-2: UNGC8: ESRS 2 - 48 Operations with significant actual and potential negative impacts on local communities | Page 24 IR: Impact on Local Communities<br>Page 42 IR: Community engagement & local employment |

| **SUPPLIER SOCIAL ASSESSMENT** | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 414: Supplier Social Assessment 2016 | 414-1:New suppliers that were screened using social criteria | *https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf*<br>Page 15 IR: Stakeholder Engagement -> Supplier<br>Page 18-19 IR: Material topics -> Responsible sourcing<br>Page 22-26 IR: Responsible sourcing<br>Page 24 IR: Nurturing Responsible Supplier Relationships<br>Page 26- 27 IR: Compliance & Business ethics<br>Page 46 IR: 2. b. If yes, what percentage of inputs were sourced sustainably |

| | 414-2: ESRS 2 - 48 Negative social impacts in the supply chain and actions taken | *https://www.tridentindia.com/investor-overview*<br>*https://assets.tridentindia.com/Supplier_Code_of_Conduct_1st_April_2024_75d09210a4.pdf*<br>Page 15 IR: Stakeholder Engagement -> Supplier<br>Page 18-19 IR: Material topics -> Responsible sourcing<br>Page 22-26 IR: Responsible sourcing<br>Page 24 IR: Nurturing Responsible Supplier Relationships<br>Page 26- 27 IR: Compliance & Business ethics<br>Page 46 IR: 2. b. If yes, what percentage of inputs were sourced sustainably |
|---|---|---|

| PUBLIC POLICY | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 415: Public Policy 2016 | 415-1: ESRS G1 - 5 Political contributions | *https://www.tridentindia.com/policies*<br>Page 73-74 IR: Company policies<br>Page 100 IR: Contribution to political parties |

| CUSTOMER HEALTH AND SAFETY | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 416: Customer Health and Safety 2016 | 416-1: Assessment of the health and safety impacts of product and service categories | Page 23 IR: Health & safety<br>Page 28 IR: Health & safety<br>Page 41 IR: Health & safety<br>Page 43 IR: P2 Product & service responsibility, P6 Env responsibility<br>Page 51 IR: 10. Assessments of the year |
| | 416-2: ESRS S4 - 4 Incidents of non- compliance concerning the health and safety impacts of products and services | Page 23 IR: Health & safety<br>Page 28 IR: Health & safety<br>Page 41 IR: Health & safety<br>Page 43 IR: P2 Product & service responsibility, P6 Env responsibility<br>Page 51 IR: 10. Assessments of the year |

| MARKETING AND LABELLING | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 417: Marketing and Labelling 2016 | 417-1: Requirements for product and service information and labelling | Page 17 IR: Marketing & distribution<br>IR BRSR Section B 4: Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle |
| | 417-2: ESRS S4 - 4 Incidents of non- compliance concerning product and service information and labelling | Page 71 IR: Means Of communication |
| | 417-3: ESRS S4 - 4 Incidents of non- compliance concerning marketing communications | Page 71 IR: Means Of communication |

| CUSTOMER PRIVACY | | |
|---|---|---|
| GRI 3: Material Topics 2021 | 3-3: Management of material topics | IR BRSR Section A 26: Overview of the entity's material responsible business conduct issues |
| GRI 418: Customer Privacy 2016 | 418-1: ESRS S4 – 3, 4 Substantiated complaints concerning breaches of customer privacy and losses of customer data | *https://www.tridentindia.com/privacy-policy/*<br>*https://assets.tridentindia.com/ISMS_policy_bf829ab817.pdf*<br>*Corporate Governance | Codes & Privacy Policies Structure - Trident India* |

## SASB Disclosure

| SASB |
|---|

| Topic | Disclosure | Description | Page number |
|---|---|---|---|
| Environmental Footprint of Hardware Infrastructure | TC-SI-130a.1 | (1) Total energy consumed,<br>(2) Percentage grid electricity,<br>(3) Percentage renewable | Page 17 IR: Total energy consumed<br>Page 44 IR: P6 Environmental responsibility<br>Page 3 IR: Renewable share |
| | TC-SI-130a.2 | (1) Total water withdrawn,<br>(2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | Page 52 IR: Disclosure related to water |
| | TC-SI-130a.3 | Discussion of the integration of environmental considerations into strategic planning for data center needs | |
| Data Privacy & Freedom of Expression | TC-SI-220a.1 | Description of policies and practices relating to behavioral advertising and user privacy | Page 73 IR: Company Policies |
| | TC-SI-220a.2 | Number of users whose information is used for secondary purposes | None |
| | TC-SI-220a.3 | Total amount of monetary losses as a result of legal proceedings associated with user privacy | None |
| | TC-SI-220a.4 | (1) Number of law enforcement requests for user information,<br>(2) Number of users whose information was requested,<br>(3) Percentage resulting in disclosure | Page 125 IR: Report on Other Legal and Regulatory Requirements |
| | TC-SI-220a.5 | List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring | Page 125 IR: Report on Other |

154

| | | | Legal and Regulatory Requirements |
|---|---|---|---|
| Data Security | TC-SI-230a.1 | (1) Number of data breaches.<br>(2) Percentage involving personally identifiable information (PII),<br>(3) Number of users affected | Page 56 IR: information relating to data breaches & Number of consumer complaints |
| | TC-SI-230a.2 | Description of approach to identifying and addressing data security risks, including use of third- party cyber security standards | Page 56 IR: Number of consumer complaints |
| Recruiting & Managing a Global, Diverse & skilled Workforce | TC-SI-330a.1 | Percentage of employees that are<br>(1) Foreign nationals<br>(2) Located offshore | None |
| | TC-SI-330a. | Employee engagement as a percentage | Page 127 IR: Employee benefits |
| | TC-SI-330a.3 | Percentage of gender and racial/ethnic group representation for<br>(1) Management,<br>(2) Technical staff<br>(3) All other employees | Page 22 IR: Gender diversity |
| Intellectual Property Protection & Competitive Behavior | TC-SI-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations | Page 27 IR: anti-competitive behavior<br>IR BRSR |

155

| | | | Principle 7 Q2 |
|---|---|---|---|
| Managing Systemic Risks from Technology Disruptions | TC-SI-550a.1 | Number of<br>(1) Performance issues<br>(2) Service disruptions<br>(3) Total customer downtime | None |
| | TC-SI-550a.2 | Description of business continuity risks related to disruptions of operations | None |

## UN - SDG MAPPING

Progress on our goals aligned to UN SDGs

| SDG | Trident Programme / Initiative | Key Activities | Outputs (FY 2024–25) | Outcomes / Impact |
|---|---|---|---|---|
| 1 NO POVERTY | Samarpan, Rural Development Projects | Donation drives, livelihood support in villages | ₹48.09 million spent on CSR | Improved living standards in rural Punjab & Budhni areas |
| 2 ZERO HUNGER | Madhuban Hospital Free Meals | 11,774 free meals to patients | 11,774 beneficiaries | Reduced food insecurity for low-income patients |
| 3 GOOD HEALTH AND WELL-BEING | Madhuban Multispecialty Hospital, Health Camps, Trident Uday (Drug De-addiction) | 5 health camps; drug de-addiction programme; cancer screening | 23,848 patients treated; 631 camp beneficiaries | Improved access to healthcare and rehabilitation services |

| | | | | |
|---|---|---|---|---|
| **4 QUALITY EDUCATION** | Saakshar, Shiksha Protsahan | Adult literacy & school education programmes | 3,837 students across 35 schools benefitted; 136 teachers supported | Enhanced literacy and educational infrastructure in rural communities |
| **5 GENDER EQUALITY** | Hastkala, Sreejana | Women handicraft training and menstrual health management | 124 women trained; 200+ participants in health sessions | Improved women's livelihood and dignity through empowerment |
| **6 CLEAN WATER AND SANITATION** | Nirmal Narmada Abhiyan | River clean-up and waste collection drive | 15 MT waste collected by 200+ volunteers | Improved local water ecosystem and community awareness |
| **7 AFFORDABLE AND CLEAN ENERGY** | Renewable Energy Projects | Installed 51.98 MWp solar capacity; 49.29 % biofuel share | 52.74 % renewable energy share | Reduced carbon emissions and energy costs |
| **8 DECENT WORK AND ECONOMIC GROWTH** | Takshashila, Saksham, Karamyogi Recruitment Drive | Skill & employment training for youth & differently abled | 300+ young professionals onboarded; 62 differently abled trained | Job creation and inclusive growth |
| **9 INDUSTRY, INNOVATION AND INFRASTRUCTURE** | Innovation Cell and Digital Transformation (SAP, AI robots) | R&D in sustainable fibres and automation | Predictive maintenance, process efficiency | Enhanced industrial innovation and efficiency<br><br>Design packaging with minimal environmental footprint. |

| | | | | |
|---|---|---|---|---|
| **10 REDUCED INEQUALITIES** | Inclusive Hiring & DEI Policy | Hiring from rural and underrepresented groups | ~22 % offers to women in Takshashila | Social and economic inclusion |
| **11 SUSTAINABLE CITIES AND COMMUNITIES** | Rural Development & Housing Support | CSR housing schemes & local infrastructure | Free housing for employees and villagers | Improved living conditions |
| **12 RESPONSIBLE CONSUMPTION AND PRODUCTION** | Parali Samadhan & Waste Management | Educated farmers on crop residue management | 246 farmers trained; 2,159 acres saved<br><br>Promote circular packaging and recovery models. | Reduced stubble burning & air pollution<br><br>Reduce environmental impact of packaging through sustainable material use and design innovation. |
| **13 CLIMATE ACTION** | Renewable Energy & Tree Plantation Drives | 1,39,358 saplings planted over 250 acres | ~50 % energy target from renewables | Reduced GHG emissions and carbon sequestration |
| **14 LIFE BELOW WATER** | Nirmal Narmada Abhiyan | River clean-up and anti-pollution education | Nirmal Narmada Abhiyan engaged 200+ participants to collect 15 MT of waste.<br><br>Eliminate single-use plastics and enhance recyclability. | Cleaner river ecosystem |

| | | | | |
|---|---|---|---|---|
| **15 LIFE ON LAND** | Tree Plantation Drives & Agro Sustainability | Farmer education & reforestation | 1.39 lakh saplings planted | Biodiversity restoration |
| **16 PEACE, JUSTICE AND STRONG INSTITUTIONS** | Bypassing the Bygones Campaign | Anti-casteism and social harmony awareness | Community sessions conducted

Regulatory compliance with national and global packaging standards. | Promoted social cohesion and equality |
| **17 PARTNERSHIPS FOR THE GOALS** | Supplier Engagement & UN Global Compact Membership | Local vendor development, ethical procurement | 95% Domestically procured raw materials

Supplier assessment on plastic reduction, recyclability, and compliance. | Strengthened supply-chain resilience and global SDG collaboration
Encourage suppliers to adopt sustainable packaging solutions. |

**Assurance Statement**

Independent Assurance Statement



TRIDENTGROUP®
Being different is normal

## Assurance Statement on Trident Limited
### Integrated Annual Report

for
Reporting Period:
April 01, 2024 – March 31, 2025



BUREAU
VERITAS

Shaping a World of Trust

## Bureau Veritas (India) Private Limited

72 Business Park, 9th Floor, MIDC Cross Road 'C', Opp. SEEPZ Gate #2, Andheri (East) Mumbai-400 093 India.

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Independent Assurance Statement

To
**Trident Limited**
**Registered Address: Trident Group, Sanghera-148101, India**

**Introduction and Objective of Work**

BUREAU VERITAS has been engaged by Trident Limited (hereinafter abbreviated as "Trident") to conduct an independent assurance of the identified sustainability indicators in its Integrated Report ("IR") for the reporting period from 01.04.2024 to 31.03.2025. This assurance statement applies to the related information included within the scope of work described below.

**Intended User**

The assurance statement is made solely for "Trident and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "Trident" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "Trident" for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

**Reporting Criteria**

In preparing the Integrated Report, FY 2024-25, Trident has reported in accordance with the Global Reporting Initiative Standard 2021 (hereinafter abbreviated as "GRI") for Sustainability Indicators for the FY2024-25.

**Assurance Standards Used**

Bureau Veritas conducted the assurance in accordance with:

Assurance requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000– Assurance Engagements Other than Audits or Reviews of Historical Financial Information'.

   o   ISAE 3000 (revised): ISAE 3000 requires us to plan and perform procedures to obtain sufficient appropriate evidence against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability.

**Level of Assurance**

- The engagement was performed at a limited level of assurance. This involves obtaining sufficient and appropriate evidence to conclude whether anything has come to our attention that causes us to believe the disclosures are not fairly stated but provides a lower level of assurance than a reasonable assurance engagement.

**Scope and Boundary of Assurance**

The scope of assurance involves evaluating the sustainability performance of non-financial disclosures for the period from April 1, 2024, to March 31, 2025, based on the GRI.

The Scope of Assurance for Sustainability Indicators based on GRI includes:

- An assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance of non-financial disclosures for specific operations.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data evidence and information on selected material topics reported at the above-mentioned operations for the defined reporting period.

160

- Assessment of the suitability between the backup data for the selected sustainability performance of non-financial disclosures and the information presented in IR.
- Completion of assurance statement for inclusion in the report reflecting the verification, findings, and conclusion of the disclosure's assurance.

**The Methodology Adopted for Assurance**

A multi-disciplinary team from Bureau Veritas conducted the assurance process for Trident for the financial year (FY) 2024-25, adopting a risk-based approach focusing on issues of high material relevance to Trident's business and stakeholders. Bureau Veritas carried out following activities:

- Reviewed the disclosures under the GRI standard, as per the requirements of limited level of verification
- Assessed design and implementation of systems, processes, and controls for collecting, managing, and reporting.
- Conducted walk-throughs and sample-based testing of data sets to ensure adherence to reporting principles and operational control boundaries.
- Gathered extensive evidence through stakeholder engagement, supported by documentary evidence and management representations.
- Performed on-site audits at selected locations, chosen based on contribution to reported indicators, operational complexity, and reporting systems, to verify data accuracy and process uniformity.
- Interviewed senior managers responsible for monitoring, data collation, and reporting, with freedom to select interviewees.

List of GRI standards assured at limited Level:

**GRI Disclosure:**

| Governance Disclosures | |
|---|---|
| General disclosures | Organization and its reporting practices 2021: 2-1, 2-2, 2-3, 2-5, 2-7, 2-9, 2-22, 2-28, 2-29 |
| Material Topics | Process to determine material topics 2021: 3-1 |
| | List of material topics 2021:3-2 |
| Environmental Disclosures | |
| Energy GRI 302 | 302-1 |
| Water and Effluents GRI 303 | 303-5 |
| Emissions GRI 305 | 305-1, 305-2, 305-3 |
| Waste GRI 306 | 306-3, 306-6 |
| Social Disclosures | |
| Employment GRI 401 | 401-1, 401-2 |
| Occupational Health and safety GRI 403 | 403-5, 403-9 |
| Diversity and Equal Opportunity GRI 405 | 405-1 |

**Limitation(s) and Exclusions**

The assurance process for Trident conducted by Bureau Veritas for the financial year (FY) 2024-25, includes a limited level as per GRI Standards. The following limitations and exclusions apply to the assurance engagement:

- **Materiality Threshold**: The assurance considers an uncertainty of ±5% for estimation or measurement errors and omissions, based on the materiality threshold.

- **Exclusion of Financial Data**: Bureau Veritas did not evaluate or assess Trident's financial data or performance. Bureau Veritas assumes no responsibility for the accuracy of these financial reports.
- **Defined Reporting Period**: The assessment is restricted to data and information within the FY 2024-25 reporting period. Data outside this period is excluded from the assurance scope, unless otherwise stated in the report.
- **Geographical and Operational Boundary**: The assurance covers only operations of Trident Limited across its business segments, including Home Textiles (Dhaula and Sanghera, Punjab, and Budhni, Madhya Pradesh), Paper, Chemicals, and Energy (Dhaula, Punjab). Data or activities outside these boundaries are not included, unless explicitly stated.
- **Exclusion of Subjective Statements**: The assurance does not cover Trident's statements expressing opinions, beliefs, aspirations, expectations, aims, or future intentions, nor does it include assertions related to Intellectual Property Rights or competitive issues.
- **Exclusion of Strategy and Legal Compliance**: The assessment does not review Trident's strategy, related linkages in the report, or compliance with legal requirements, which remain the responsibility of Trident.
- **Data Authenticity Assumption**: The assurance relies on the assumption that data and information provided by Trident are complete, sufficient, and authentic.

**Our Findings**

- Nothing has come to our attention to indicate that the sustainability disclosure in the Integrated Report are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures.
- The sustainability disclosure in the Integrated Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

**Responsibilities**

Trident is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "Trident". Bureau Veritas was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to provide limited independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

**Competence**

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Disclosures.

*Shaping a World of Trust*

## Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

## Statement of Independence, Impartiality, and Competence

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social, and Environmental Management with over 196 years of history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Trident Limited.

## Restriction on use of Our Report

Our assurance report for Business Responsibility and Sustainability Report has been prepared and addressed to the management of Trident Limited, at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities.

Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or into whose hands it may come without our prior consent in writing.

**Amit Kumar**
**Lead Assuror**
**Bureau Veritas (India) Private Limited**
**Noida, India**
**Dt: November 14, 2025**

**Munji Rama Mohan Rao**
**Technical Reviewer**
**Bureau Veritas (India) Private Limited**
**Mumbai, India**
**Dt: November 14, 2025**

162

**Abbreviations**

- **AFBC** – Atmospheric Fluidized Bed Combustion
- **AII** – Apparel Impact Institute
- **AI** – Artificial Intelligence
- **AQL** – Acceptable Quality Level
- **ASP** – Activated Sludge Process
- **BAT** – Best Available Technology
- **BCI** – Better Cotton Initiative
- **BIS** – Bureau of Indian Standards
- **BLDC** – Brushless Direct Current
- **BoD** – Board of Directors
- **BOD** – Biochemical Oxygen Demand
- **BRSR** – Business Responsibility and Sustainability Reporting
- **BSCI** – Business Social Compliance Initiative
- **CDP** – Carbon Disclosure Project
- **CEA** – Central Electricity Authority
- **CEO** – Chief Executive Officer
- **CFO** – Chief Finance Officer
- **CIO** – Chief Information Officer
- **CLAIR** – Cleaning, Lubrication, Adjustment, Inspection, Re-tightening
- **Cm** – Centimeter
- **CoP** – Communication on Progress
- **COD** – Chemical Oxygen Demand
- **CO$_2$** – Carbon Dioxide
- **CPCB** – Central Pollution Control Board

- **CRM** – Customer Relationship Management
- **CSA** – Corporate Sustainability Assessment
- **CSR** – Corporate Social Responsibility
- **CTE** – Consent to Establish
- **CTO** – Consent to Operate
- **DC** – Designated Consumers
- **DEFRA** – Department for Environment, Food & Rural Affairs (UK)
- **DEI** – Diversity, Equity, and Inclusion
- **DJSI** – Dow Jones Sustainability Index
- **DPP** – Digital Product Passport
- **EA** – Entrepreneurship Allowance
- **EEIO** – Environmentally Extended Input-Output
- **EHS** – Environment, Health, and Safety
- **EMS** – Environmental Management System
- **EOL** – End of Life
- **EPA** – Environmental Protection Agency
- **EPR** – Extended Producer Responsibility
- **ERM** – Enterprise Risk Management
- **ERP** – Enterprise Resource Planning
- **ESG** – Environment, Social, and Governance

- **ESOP** – Employee Stock Ownership Plan
- **ESOS** – Employee Stock Option Scheme
- **ESRS** – European Sustainability Reporting Standards
- **ESP** – Electrostatic Precipitator
- **ETP** – Effluent Treatment Plant
- **EVG&D** – Direct economic value generated and distributed
- **EVA** – Economic Value Added
- **FIFO** – First In, First Out
- **FEM** – Facility Environmental Module
- **FSC** – Forest Stewardship Council
- **FSLM** – Facility Social & Labor Module
- **FTE** – Full-Time Equivalent
- **FY** – Financial Year
- **FY 22** – Financial Year 2021-22
- **FY 23** – Financial Year 2022-23
- **FY 24** – Financial Year 2023-24
- **FY 25** – Financial Year 2024-25
- **GHG** – Greenhouse Gas
- **GJ** – Gigajoule
- **GOTS** – Global Organic Textile Standard
- **GOV** – Government
- **GRI** – Global Reporting Initiative
- **GRS** – Global Recycled Standard
- **GST** – Goods and Services Tax
- **HAP** – Hazardous Air Pollutants
- **HCFC** – Hydrochlorofluorocarbons

- **HIRA** – Hazard Identification and Risk Assessment
- **HIV** – Human Immunodeficiency Virus
- **HR** – Human Resources
- **HRSCC** – High Rated Solid Contact Clarifier
- **H&S** – Health & Safety
- **ICD** – Inland Container Depot
- **ICX** – Interconnection Exchange
- **IEA** – International Energy Agency
- **ILO** – International Labour Organization
- **IMS** – Integrated Management System
- **INR** – Indian Rupee
- **IoT** – Internet of Things
- **IREC** – International Renewable Energy Certificate
- **IR** – Integrated Report
- **ISMS** – Information Security Management System
- **ISO** – International Organization for Standardization
- **IT** – Information Technology
- **IUCN** – International Union for Conservation of Nature
- **Kg** – Kilogram
- **KLD** – Kiloliters per Day
- **KL** – Kiloliter
- **KMP** – Key Management Personals
- **KPI** – Key Performance Indicator

- **KRA** – Key Result Area
- **LABS** – Life and Building Safety Initiative
- **LCA** – Life Cycle Assessment
- **LED** – Light Emitting Diode
- **LOTO** – Lock Out Tag Out
- **LTI** – Lost Time Injury
- **LTIFR** – Lost Time Injury Frequency Rate
- **Ltd** – Limited
- **LSHS** – Low Sulphur Heavy Stock
- **M3** – Cubic Meter
- **MEA** – Mandatory Energy Audits
- **MIG** – Made in Green
- **MJ** – Megajoule
- **MP** – Madhya Pradesh
- **MRM** – Management Review Meeting
- **MRSL** – Manufacturing Restricted Substances List
- **MSME** – Micro, Small & Medium Enterprises
- **MT** – Metric Ton
- **MTCO$_2$e** – Metric Tons of $CO_2$ Equivalent
- **MW** – Megawatt
- **MWp** – Megawatt Peak
- **MWh** – Megawatt Hour
- **NABL** – National Accreditation Board for Testing and Calibration Laboratories
- **NF** – Nanofiltration
- **NGOs** – Non-Governmental Organizations

- **NGRBC** – National Guidelines for Responsible Business Conduct
- **NOx** – Nitrogen Oxides
- **NPI** – Net Positive Impact
- **NRC** – Nomination and Remuneration Committee
- **OCS** – Organic Content Standard
- **OEE** – Overall Equipment Efficiency
- **OHS** – Occupational Health & Safety
- **PAT** – Performance, Achieve and Trade
- **PCB** – Pollution Control Board
- **PDCA** – Plan Do Check Act
- **PF** – Provident Fund
- **PM** – Particulate Matter
- **PMS** – Performance Management System
- **POSH** – Prevention of Sexual Harassment
- **POPs** – Persistent Organic Pollutants
- **PPE** – Personal Protective Equipment
- **Pvt** – Private
- **QMS** – Quality Management System
- **R&D** – Research & Development
- **RCS** – Recycled Claim Standard
- **RCP** – Representative Concentration Pathway
- **RE** – Renewable Energy
- **REACH** – Registration, Evaluation, Authorisation & Restriction of Chemicals
- **RECs** – Renewable Energy Certificates

- **RGF** – Rapid Gravity Filter
- **RO** – Reverse Osmosis
- **RSL** – Restricted Substances List
- **SASB** – Sustainability Accounting Standards Board
- **SBEB** – Share-Based Employee Benefits
- **SBTi** – Science Based Targets initiative
- **SDG** – Sustainable Development Goals
- **SDI** – Silt Density Index
- **SDS** – Safety Data Sheet
- **SE** – Sweat Equity
- **SEBI** – Securities and Exchange Board of India
- **SHE** – Safety, Health & Environment
- **SLCP** – Social & Labor Convergence Program
- **SMETA** – Sedex Members Ethical Trade Audit
- **SOx** – Sulfur Oxides
- **SOP** – Standard Operating Procedure
- **SPOC** – Single Point of Contact
- **STeP** – Sustainable Textile Production
- **STEM** – Science, Technology, Engineering & Mathematics
- **STP** – Sewage Treatment Plant
- **TCFD** – Task Force on Climate-related Financial Disclosures
- **TDS** – Total Dissolved Solids
- **TSS** – Total Suspended Solids
- **TJ** – Terajoule
- **TPH** – Tons per Hour
- **TPM** – Total Productive Maintenance
- **TQM** – Total Quality Management
- **TSDFs** – Treatment, Storage & Disposal Facilities
- **UF** – Ultrafiltration
- **UK** – United Kingdom
- **UN** – United Nations
- **UNGC** – United Nations Global Compact
- **UNGP** – United Nations Guiding Principles
- **UN-SDG** – United Nations Sustainable Development Goals
- **USD** – United States Dollar
- **US** – United States
- **V3** – Version 3
- **VFD** – Variable Frequency Drive
- **VOCs** – Volatile Organic Compounds
- **WRI** – World Resources Institute
- **WRAP** – Worldwide Responsible Accredited Production
- **WTP** – Water Treatment Plant
- **WW** – Wastewater
- **Y-O-Y** – Year on Year
- **ZLD** – Zero Liquid Discharge
- **ZDHC** – Zero Discharge of Hazardous Chemicals
- **2DS** – Two-Degree Scenario