Business responsibility & sustainability report

From byproducts to breakthroughs

We are a global producer of essential industrial materials, with our core strength in the Carbon segment, where we convert industrial byproducts like green petroleum coke and coal tar into critical raw materials for the aluminium, steel and titanium dioxide industries. This segment forms a substantial part of our business and we continually innovate to enhance efficiency and sustainability, employing advanced technologies to minimise emissions, optimise resource usage and meet the stringent demands of global markets.

We weave Environmental, Social and Governance (ESG) considerations into every aspect of our operations. We integrate ESG principles into our practices, prioritising safety, well-being and community engagement. By fostering solid relationships with our stakeholders—including employees, communities and industry partners—we aim to create positive, long-term impacts beyond the business.

We endorse the guiding principles outlined in the National Guidelines on Responsible Business Conduct (NGBRC), formulated by the Ministry of Corporate Affairs, and are committed to their adherence. Through this Business Responsibility and Sustainability Report for CY 2024, we reaffirm our dedication to responsible business practices, transparency and creating a lasting positive impact on our stakeholders and the environment.

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Covers our corporate identity, governance and operational structure, focusing on transparent and responsible business practices.

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Section A

General Disclosures

We provide a transparent overview of our operations, governance structure and corporate values, demonstrating our commitment to responsible business practices. Our governance framework emphasises ESG oversight, with policies dedicated to sustainable growth, ethical conduct and stakeholder engagement. With a robust compliance system, we align with evolving regulatory standards, ensuring transparency across our global operations.

An integrated approach to sustainable growth

Material Topics

- Corporate Governance and Business Ethics
- Talent and Capability Development
- Value Chain and Stakeholder Management
- Community Development Initiatives

Capitals Impacted

- Human Capital
- Financial Capital

Stakeholders

- Customers
- Employees
- Communities
- Investors and Shareholders

HIGHLIGHTS

4
Plants in India

12
Plants outside India

Contribution to SDGs

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L26942TG1974PLC001693

2. **Name of the Listed Entity:** Rain Industries Limited

3. **Year of Incorporation:** March 15, 1974

4. **Registered office address:** Rain Center, 34, Srinagar Colony, Hyderabad - 500073, Telangana State, India.

5. **Corporate address:** Rain Center, 34, Srinagar Colony, Hyderabad - 500073, Telangana State, India.

6. **E-mail:** secretarial@rain-industries.com

7. **Telephone:** 040-40401234

8. **Website:** www.rain-industries.com

9. **Financial year for which reporting is being done:** January 1, 2024 to December 31, 2024

10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited

11. **Paid-up Capital:** ₹672,691,358

12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
Mr. S. Venkat Ramana Reddy, Company Secretary,
Telephone: 040-40401234,
Email: secretarial@rain-industries.com.

13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):** Consolidated Basis

14. **Name of assurance provider:** Not Applicable

15. **Type of assurance obtained:** Not Applicable

II. Products / Services

16. Details of business activities (accounting for 90% of the turnover):

Sl no.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Carbon	Manufacturing of carbon products (Calcined Petroleum Coke and Coal Tar Pitch and various other products from tar distillation) and electricity from waste heat recovery	69.81%
2	Advanced Materials	Manufacturing of Engineered Products, Chemical Intermediates and Resins	22.18%
3	Cement	Manufacturing of Cement	8.01%

17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover):

Sl no.	Product / Service	NIC Code*	% of Total Turnover Contributed
1	Carbon Products (Calcined Petroleum Coke, Green Petroleum Coke and Coal Tar Pitch)	191	68.77%
2	Manufacture and Sale of Cement	239	8.01%
3	Electric Power Generation, Transmission and Distribution	351	1.13%
4	Advanced Materials	201	22.08%

* As per National Industrial Classification, 2008 – Ministry of Statistics and Programme Implementation.

III. Operations

18. Number of locations where plants and / or operations / offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	4	6	10
International	12	1	13

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Seven States i.e., Andhra Pradesh, Telangana, Tamil Nadu, Karnataka, Maharashtra, Odisha and Kerala.
International (No. of Countries)	Seven i.e., Germany, Belgium, Russia, Canada, Poland, United States of America and UAE

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports is 21%* of the total turnover of the entity.

* Exports of Indian entities are only considered

c. A brief on types of customers:

RAIN serves a diverse range of industries, including aluminium, graphite and construction. It also caters to sectors like wood preservation, adhesives, rubber, refractory and coatings. The Company provides specialty products tailored to each industry's unique needs, supporting manufacturing processes, enhancing material properties and improving overall performance across various applications.

IV. Employees

20. Details as at the End of Financial Year:

a. Employees and workers (including differently abled):

Sl no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1433	1237	86.3%	196	13.7%
2.	Other than Permanent (E)*	12	8	66.7%	4	33.3%
3.	**Total employees (D+E)**	**1445**	**1245**	**86.2%**	**200**	**13.8%**
Workers						
4.	Permanent (F)	894	865	96.8%	29	3.2%
5.	Other than Permanent (G)*	55	53	96.4%	2	3.6%
6.	**Total workers (F+G)**	**949**	**918**	**96.7%**	**31**	**3.3%**

*incl. apprenticeship

b. Differently Abled Employees and Workers:

Sl no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	16	7	43.8%	9	56.3%
2.	Other than Permanent (E)*	0	0	-	0	-
3.	**Total employees (D+E)**	**16**	**7**	**43.8%**	**9**	**56.3%**
Differently Abled Workers						
4.	Permanent (F)	16	16	100%	0	0%
5.	Other than Permanent (G)*	0	0	-	0	-
6.	**Total workers (F+G)**	**16**	**16**	**100%**	**0**	**0%**

*incl. apprenticeship

21. Participation / Inclusion / Representation of Women

Particulars	Total (A)	No. of Percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14%
Key Management Personnel	3	0	0

22. Turnover Rate for Permanent Employees and Workers (Disclose trends for the past 3 years)**:**

	CY 2024 (Turnover rate in current CY)			CY 2023 (Turnover rate in previous CY)			CY 2022 (Turnover rate in the year prior to the previous CY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.9%	0.8%	8.8%	14.0%	10.8%	12.8%	10.8%	9.1%	10.5%
Permanent Workers	3.6%	0.2%	3.8%	6.3%	5.0%	4.7%	Nil	Nil	Nil

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sl. No.	Name of the Holding / Subsidiary / Associate Company	Type	% Shares Held	Participates in Business Responsibility Initiatives?
1	Rain Cements Limited (RCL)	Subsidiary Company	100	Yes
2	Rain CII Carbon (Vizag) Limited (RCCVL)	Subsidiary Company	100	Yes
3	Rain Verticals Limited	Subsidiary Company	100	Yes
4	Renuka Cement Limited	Subsidiary Company	100	Yes
5	Rain Carbon Inc. (RCI)	Subsidiary Company	100	Yes
6	Rain Global Services LLC	Subsidiary Company	100	Yes
7	Rain Commodities (USA) Inc.	Subsidiary Company	100	Yes
8	Rain CII Carbon LLC	Subsidiary Company	100	Yes
9	Rain Carbon Canada Inc.	Subsidiary Company	100	Yes
10	Rain Carbon BV	Subsidiary Company	100	Yes
11	VFT France S.A	Subsidiary Company	100	Yes
12	Rumba Invest BVBA & Co. KG	Subsidiary Company	94.9	Yes
13	Rain Carbon Germany GmbH	Subsidiary Company	99.7	Yes
14	Severtar Holding Ltd.	Subsidiary Company	65.3	Yes
15	Severtar Holding ILLC	Subsidiary Company	65.3	Yes
16	OOO RÜTGERS Severtar	Subsidiary Company	65.3	Yes
17	OOO Rain Carbon LLC	Subsidiary Company	100	Yes
18	Rain Carbon Poland Sp. z. o. o	Subsidiary Company	100	Yes
19	Rain Carbon (Shanghai) Trading Co. Ltd.	Subsidiary Company	100	Yes
20	Rain Carbon Wohnimmobilien GmbH & Co. KG	Subsidiary Company	100	Yes
21	Rain Carbon Gewerbeimmobilien GmbH & Co. KG	Subsidiary Company	100	Yes
22	Rain Carbon GmbH	Subsidiary Company	100	Yes
23	Rain Holding Limited	Subsidiary Company	100	Yes
24	Rain Commodities FZCO	Subsidiary Company	100	Yes
25	InfraTec Duisburg GmbH (IDGmbH)	Associate Company	30	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): ₹ 1,241.48 Million (Standalone- for financial year ended December 31, 2023)

(iii) Net worth (in ₹): ₹ 2,638.03 Million (Standalone- for financial year ended December 31, 2023)

VII. Transparency and Disclosures Compliances

25. Complaints / Grievances on any of the Principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	CY 2024			CY 2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than Shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	56	Nil	-	207	Nil	-
Employees and Workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

Note: Web-link for grievance redress policy: https://rain-industries.com/assets/pdf/ril---whistle-blower-policy---09.05.2023_20230524042659.pdf

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format

Sl. No.	Material issue identified	Indicate whether Risk or Opportunity	Rationale for identifying the Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the Risk or Opportunity (Indicate positive or negative implications)
1	Conservation – water, energy and waste recycling	Opportunity	Responsible use of resources that includes water conservation efforts, improving energy efficiency, reducing emissions, efficient waste disposal approaches, designing innovative solutions to reduce, reuse and recycle, supports the Company's actions towards sustainable growth.	-	Positive, conservation of resources leads to - Positive economic benefit as it brings about cost saving, - Efficient usage of resources, - Regulatory compliance and beyond.
2	Renewable energy	Opportunity	Renewable energy initiatives forms an important aspect of the Company's sustainability driven pursuits, which is also a promising solution to climate change problem.	-	Positive, even though the ROI is longer it has in store inevitable benefits of i) Reduction in overall energy cost. ii) Reduction in emissions.
3	Learning and development	Opportunity	Training is one of the key factors in equipping employees to contribute sustainably.	-	Positive, consistent efforts towards training in the areas of Quality and Safety, Health and Environment (SHE) equips the work force to meet a surge in demand of the business.

Section B

Management and Process Disclosures

We embed sustainability across our business processes, implementing policies that adhere to ESG principles. Regular engagement with stakeholders and effective grievance mechanisms enables us to respond proactively to social, environmental and operational challenges. Through continuous improvement and monitoring, we achieve strong outcomes in operational efficiency, waste reduction and community impact.

An integrated approach to sustainable growth

Material Topics

- Corporate Governance and Business Ethics
- Environmental Management, Regulations and Compliance

Stakeholders

- Employees
- Government and Regulatory Bodies

HIGHLIGHTS

The Sustainability Steering Committee, supervised by the Board of Directors, provides strategic guidance for the various sustainability initiatives

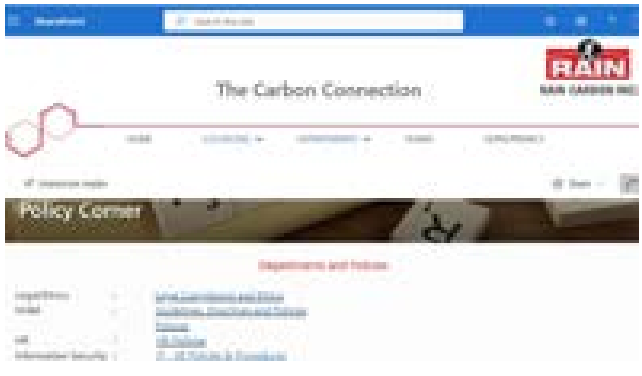
100%
of RAIN's policies approved by the Board of Directors

All 3 business segments have established formal processes to identify and manage ESG risks, ensuring sustainability is embedded across all operations

Contribution to SDGs

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link to the policies, if available	https://rain-industries.com/investors/disclosure-under-regulation-46								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the policies are comparable with the best practices in the industry.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Y	Y	Y	Y	Y	Y	Y	Y	Y
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Yes. Please refer to page 34 of Integrated Report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Jagan Mohan Reddy Nellore Designation: Managing Director DIN: 00017633								
9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes (Rain Industries Limited Sustainability Steering Committee) Chair: Matthew Scott-Hansen (Executive Vice President, Rain Carbon. Inc.) Rolf Roers (Vice President, Global Regulatory Affairs and Sustainability) Name: Mr. Jagan Mohan Reddy Nellore Designation: Managing Director DIN: 00017633 Telephone Number: 040-40401234 e-mail id: secretarial@rain-industries.com								

Implemented a 'Policy Corner' on RAIN's intranet to raise awareness and strengthen internal governance



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	N	N	N	N	N	N	N	N	N

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes / No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or / human and technical resources available for the task (Yes / No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes / No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

Truck-loading station at Carbon & Advanced Materials plant in Castrop-Rauxel, Germany

Section C

Principle 01

Integrity, Ethics and Transparency

We uphold integrity and ethical governance as fundamental values. We ensure accountability and fairness throughout our operations by maintaining transparent reporting practices and aligning with the UN Global Compact principles. Our governance structure includes regular compliance checks and stakeholder dialogues, enhancing trust and fostering long-term value creation.

Material Topics

- Corporate Governance and Business Ethics
- Labour Relations and Human Rights

Capitals Impacted

- Human Capital
- Social and Relationship Capital
- Financial Capital

Stakeholders

- Employees
- Investors and Shareholders
- Government and Regulatory Bodies

Key highlights of CY 2024

Zero
Incidents of conflict of interests

100%
Coverage of awareness on code of conduct

Contribution to SDGs

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total Number of Training and Awareness Programmes Held	Topics / Principles Covered under the Training and its Impact	Percentage of Persons in Respective Category Covered by the Awareness Programmes
Board of Directors	1	Code of Conduct and Ethics	100
Key Managerial Personnel (KMP)	1	Code of Conduct and Ethics	100
Employees other than BoD and KMPs	1	Code of Conduct and Ethics	100
Workers	1	Code of Conduct and Ethics	100

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine	NA	NA	NA	NA	No
Settlement	NA	NA	NA	NA	No
Compounding Fee	NA	NA	NA	NA	No

Non-Monetary

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	NA	NA	NA	No
Punishment	NA	NA	NA	No

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
NA	NA

4. 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:

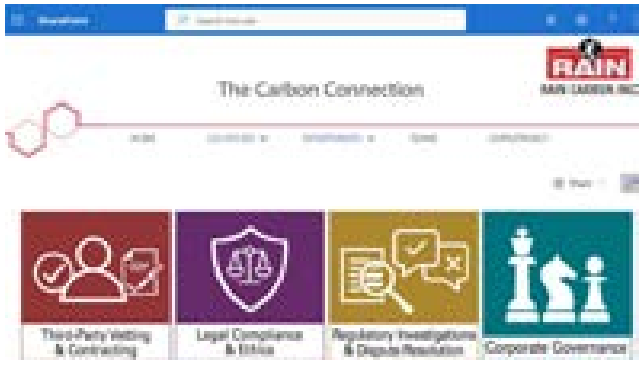
Yes. The Company has policy on Anti-Bribery and Anti-Corruption covers the Company and its subsidiaries. The web-link to the policy is https://www.rain-industries.com/assets/pdf/ril-anti-corruption-and-anti-bribary-5-5-15_20180725125126.pdf

5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

	CY 2024	CY 2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

Stakeholder Group from Whom Complaint is Received	CY 2024		CY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil



7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest:

Nil

8. Number of days of accounts payables ((Accounts payable x 365) / Cost of goods / services procured):

	CY 2024	CY 2023
Number of days of accounts payables	37	32

9. Openness of business: Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties:

Parameter	Metrics	CY 2024	CY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	8%	8%
	b. Number of dealers / distributors to whom sales are made	2,294	2,860
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	17%	15%
Share of Related Party Transactions in	a. Purchases (Purchases with related parties / Total purchases)	6.62%	5.73%
	b. Sales (Sales to related parties / Total sales)	0.13%	0.10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments	Nil	Nil

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes / No) If Yes, provide details of the same:

Yes. The Board of Directors have to give declarations about their interest or concern in other Companies, bodies corporate, firms or other association of individuals in Form MBP-1. If any Director is interested in the item of agenda at the time of meetings, they will vacate the meeting to avoid conflicts of interest.

Carbon plant in Cherepovets, Russia

Principle 02

Safe and Sustainable Goods and Services

We are committed to producing safe, high-quality products. Our Carbon segment transforms industrial byproducts into essential materials while adhering to rigorous safety standards. With investments in advanced technology, we reduce our environmental footprint and enhance product safety, supporting industries such as aluminium and steel with sustainable solutions.

Material Topics

- Circularity and Innovation
- Environmental Management, Regulations and Compliance

Capitals Impacted

- Intellectual Capital
- Natural Capital
- Manufactured Capital

Stakeholders

- Customers
- Government and Regulatory Bodies
- Vendors and Suppliers

Key highlights of CY 2024

9%
Recycled or reused input material to total input material

~70%
Suppliers received SCoC since October 2024

38%
Rain's Cement segment capex focuses on the environmental and societal impacts of products and processes

Contribution to SDGs

Essential Indicators

1. Percentage of Research and Development (R&D) and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity:

	CY 2024	Details of improvements in environmental and social impacts
R&D	Cement segment: NA Carbon & Advanced Materials segments: 95%	**Cement segment:** • Life Cycle Assessment for OPC Grade 53 & PPC products. **Carbon & Advanced Materials segments:** • Anhydrous carbon pellets (ACP) related process development and biocarbon research. • The environmental impact of product innovation is mainly at customers and technical product applications in which the newly introduced products help to reduce greenhouse gas (GHG) emissions, improve environmental impact and toxicity, or improve energy efficiency. • Identification of alternative petroleum-based aromatic raw material feedstocks that can substitute coal tar as a raw material for the production of carbon precursor binding, coating and impregnation materials in the production of carbon electrodes for aluminium production and graphite electrodes for steel production and recycling in electric-arc furnaces. • Identification of alternative aromatic byproduct streams and the development of processes that convert them into suitable raw materials for the manufacture of the PETRORES® and LIONCOAT® product lines of carbon precursors used in the production of anode materials for lithium-ion batteries for electric vehicles and battery energy storage. • Development of a particle coating technology for the coating of natural graphite-based battery anode materials for electric vehicles and battery energy storage with a thin layer of carbon. • Set up of the Technology Innovation Center for Energy Storage Materials in Hamilton, Canada consisting of a demonstration facility, a state-of-the-art powder analytical lab and a battery application lab that will become the hub for the development of battery carbon and carbon precursor materials. • Development of various new products, including the NOVARES® LM product line, the family of liquid hydrocarbon resins that technically substitute the existing NOVARES® LA, LC and HA liquid resins in coatings and reactive adhesives applications. • Development of NOVARES® pure 2090 hydrogenated hydrocarbon resin (HHCR) as a colorless, odourless and non-toxic resin product and could be homologated in the cosmetic industry. • Product development on partial replacement of indene in some hydrocarbon resin formulation by styrene without impacting the resin properties.

	CY 2024	Details of improvements in environmental and social impacts
Capex	Cement segment: 38% Carbon & Advanced Materials segments: 6%	**Cement segment:** • Replacing inefficient motors with efficient motors. **Carbon & Advanced Material segments:** • Chalmette barge to vessel transloading project: Dust collection improvement. • Conveyor belt scale replacements and additions: More accurate reading than previous, better accounting of transfers used for emissions calculations. • Upgrade of vibratory feeder pan: High efficiency motors installed. • Further development of energy monitoring system. • Movement of retaining wall: Better protects sensitive areas at site and prevents raw material losses. • Cooling tower inlet lines isolation upgrade: Helped power plant stability due to issues in cooling tower cells. Increases waste heat recovery / emissions system uptime. • Upgrade of generator relay: Helped avoid tripping of power plant during grid disturbances. Increases waste heat recovery / emissions system uptime. • Baghouse air conditioning motor controls: Helped reduce air conditioning system capacity leading to decreased power consumption. • Lightning protection and grounding: New system which avoids tripping of plant during lightning and keeps energy recovery / SO_2 scrubbing / baghouse online. • Boiler economiser modification & upgrade: New design which improved energy recovery. • Conveyor belt relay and synchronisation: This helps in avoiding tripping of the power plant during re-synchronisation to grid from house load condition, thus increasing the waste heat recovery and helping the environment. • Installation of pipe insulation: Improved energy recovery. • Conveyor belt replacement: Included correcting dust collector system. • Kiln seal replacement: Installed new kiln seals to improve calciner efficiency and reduce emissions. • Lightning protection insulation: Safeguarded equipment / systems and avoids energy plant downtime. Increases energy recovery and reduces impact on environment.

	CY 2024	Details of improvements in environmental and social impacts
		• Waste gas cleaning and sulphur removal: Reduction of overall site emissions specifically SO_2, benzene, PAH's. Project objective is to connect all emission sources on site to the new system which has the capacity to treat off gas in all operational situations. System also includes heat recovery system to produce steam. • Low emission components in pitch tank farm: Reduction of fugitive emissions, here mainly PAH's. • Low emission valve replacement in tar tank farm: Reduction of fugitive emissions, here mainly benzene and other VOC's. • Tar tanks low emission vent valves: Reduction of fugitive emissions, here mainly benzene and other VOC's. • Replacement of coal tar distillation furnaces: Reduction of NO_x and CO_2 emissions due to high efficiency of the process heater. • Steam saving project: Reduction energy consumption by app. 10% by replacing condensate systems. • Reverse osmosis plant: Usage of rain water to generate boiler feed water, better quality leads also to higher cycle rates and additional city water savings. • Low emissions components (pumps) in the naphthalene plant: Reduction of fugitive emissions, here mainly VOC's. • Installation of leak-free pumps: reduction of fugitive emissions, here mainly benzene and other VOC's.

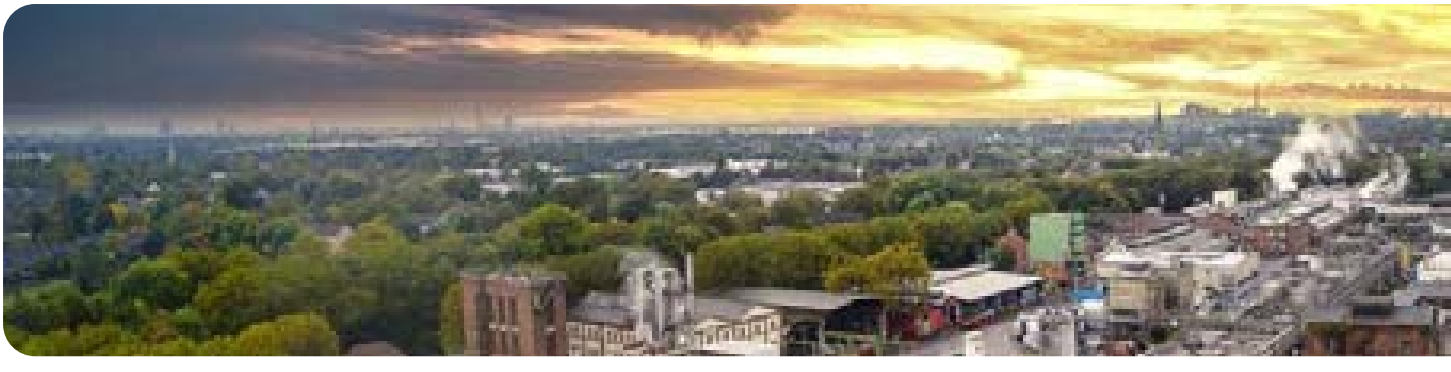
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes / No):

Yes.

b. If yes, what percentage of inputs were sourced sustainably?:

Supply chain sustainability is managed differently and individually at each site. Procedures are in place that require a full check of whether a new purchased product fulfills all environmental and safety requirements, including risk analysis and a regulatory compliance check. We aim to further harmonise our approach to do supplier assessments according to national and global regulations.

In CY 2024, RAIN's Supplier Code of Conduct (SCoC) was implemented and communicated to our suppliers. The SCoC can be found on RAIN's websites. A respective internal procedure was established as well. This procedure requires RAIN to regularly monitor the KPIs: “number and percentage of suppliers who received the SCoC.



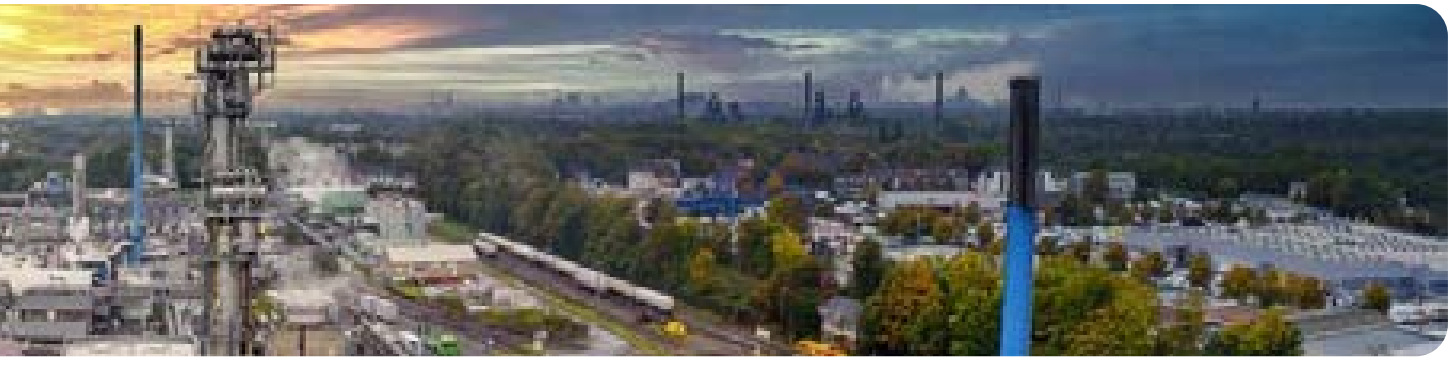
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste:

(a) Plastics (including packaging)	**Carbon & Advanced Materials segments:** The limited amount of packaging used for some RAIN products is returned to RAIN for repair and / or reuse when possible. Otherwise, it is generally disposed of by RAIN's customers. In our operations in the European Union, RAIN adheres to applicable regulations to record and reduce the amounts of plastics it generates in products and packaging.	**Cement segment**: Plastic waste generated during dispatch of finished goods & during operations are under the purview of Extended Producer Responsibility (EPR) guidelines. The plastic waste generated during operations are sent to authorised waste recyclers for recycling into a different product. The waste recycler currently does not have EPR credits for recycling those waste given. The waste accounted in EPR is recycled by way of obtaining EPR credits from other waste management organisations. The obtained credits are then filed in an EPR annual report. Plastic waste generated from within the RAIN colonies is also used as a fuel in our cement kiln operations as alternative fuels.
(b) E-waste	**Carbon & Advanced Materials segments:** E-waste generated is collected, stored and disposed of by sending it to authorised recyclers.	**Cement segment:** E-waste generated is collected, stored and disposed of by sending it to authorised e-waste recyclers.
(c) Hazardous waste	**Carbon & Advanced Materials segments:** To the greatest extent possible, hazardous wastes are recycled back into RAIN's raw materials stream. This builds on RAIN's business model of upcycling byproducts to the greatest extent possible. When this is not possible, they are disposed of as per local regulations.	**Cement segment:** Hazardous wastes such as oil & grease are reused in as a fuel in our cement kilns as alternative fuels. Other hazardous wastes are primarily batteries used in our operations. Most of them are returned to the manufacturer on a buy-back basis. The few remaining are recycled through authorised waste recyclers.
(d) Other waste	**Carbon & Advanced Materials segments:** RAIN's byproducts include waste-heat, which we transform into usable, sellable energy and also byproducts from our emissions scrubbing systems which are generally used beneficially down-stream, including in agriculture and construction materials.	**Cement segment:** Other wastes such as organic waste generated within the RAIN colonies, fallen leaves along with cow dung are mixed, dried and composted through aerobic process to produce compost. This compost is then used as a manure fertiliser for landscaped areas. In addition, RAIN's waste-heat from our kilns is reused when it is transformed into electricity in-house and then used to grind our materials.

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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same:

Yes.

For RAIN's Cement segment, EPR is applicable. Currently, RAIN meets these EPR regulations by way of collecting EPR credits from other waste processors.



Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details:

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.
NA	Calcined Petroleum Coke	Not assessed**	Product Carbon Footprint	Yes*	No
NA	Coal tar and Petro pitch	Not assessed**	Product Carbon Footprint	Yes*	No
NA	NOVARES® resins	Not assessed**	Product Carbon Footprint	No	No
NA	Benzene	Not assessed**	Product Carbon Footprint	No	No
NA	Naphthalene	Not assessed**	Product Carbon Footprint	No	No
23952	OPC Grade 53	100%***	Cradle to Gate + Dispatch	Yes	No
23952	PPC	100%***	Cradle to Gate + Dispatch	Yes	No

* Assessment done internally but critical review done externally

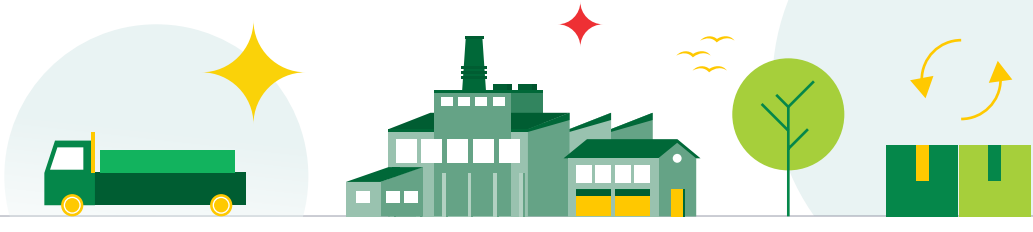
**RAIN's Carbon & Advanced Material segments offer a wide variety of products which makes it difficult to assess the percentage contribution of these products to the total turnover.

***This number represents the percentage contribution of turnover in RAIN's Cement segment

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same:

Name of Product / Service	Description of the risk / concern	Action Taken
OPC Grade 53	Higher global warming potential (GWP)	RAIN is currently identifying opportunities to reduce the GWP impact for its OPC Grade 53 cement through product design & process improvements.

For products like Ordinary Portland Cement (OPC) Grade 53, the Company is actively identifying and addressing global warming potential through product design and process improvements. This proactive approach aims to reduce environmental risks associated with production and disposal.



3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):

Indicate input material	Recycled or re-used input material to total material	
	CY 2024	CY 2023
Fly Ash	22.7%	22.1%
Advanced Materials	Advanced Materials / Resins & Modifiers: < 1%	Advanced Materials / Resins & Modifiers: < 1%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed:

Stake	CY 2024			CY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste (non-hazardous waste)	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

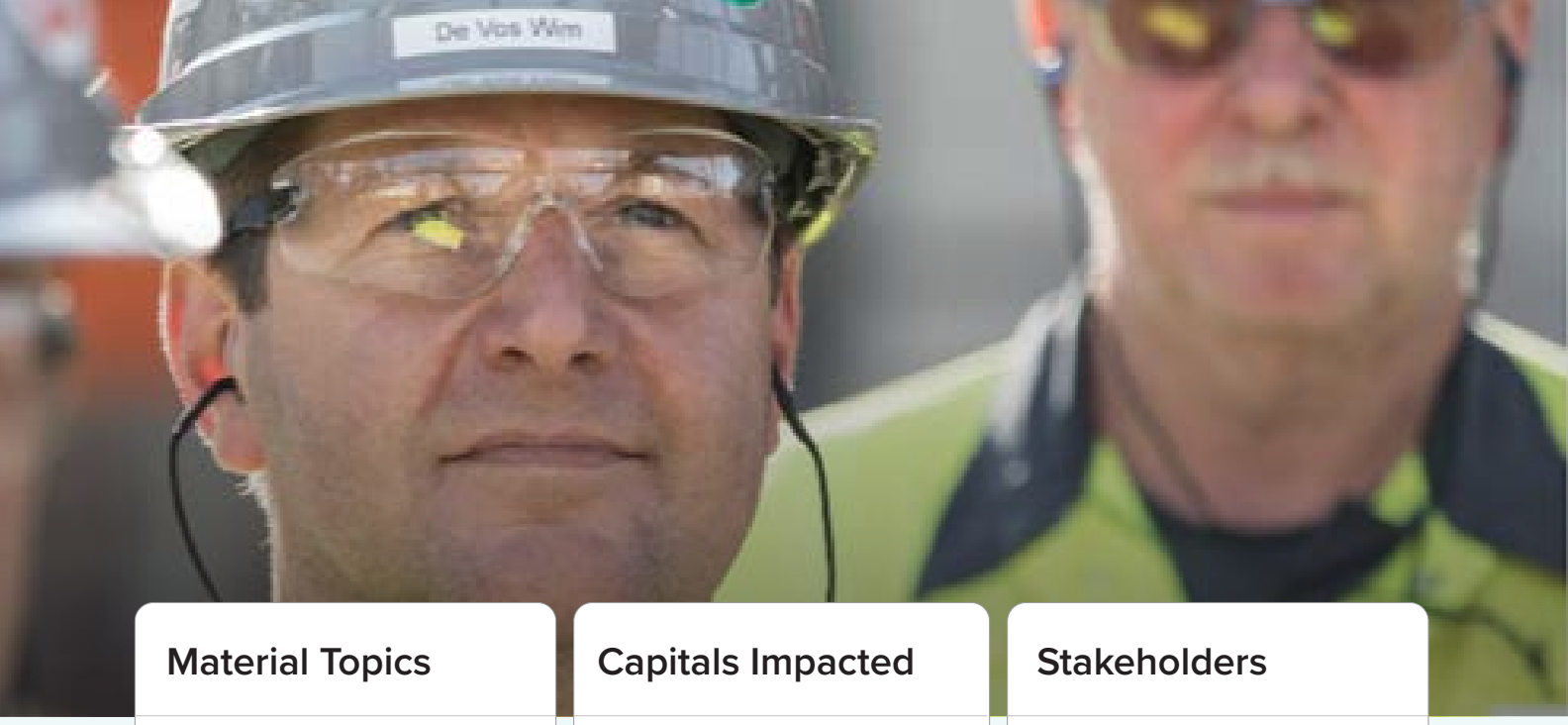
Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

Grinding mill at Cement plant in Suryapet, India

Principle 03

Employee Well-being

We prioritise diversity, well-being and the development of our employees. Our inclusive work environment, comprehensive training programs and well-being initiatives foster a supportive HR framework. We are committed to building a diverse and adaptive workforce, capable of excelling in a dynamic environment.



Material Topics

- Labour Relations and Human Rights
- Talent and Capability Development
- Health and Safety

Capitals Impacted

- Human Capital

Stakeholders

- Employees
- Government and Regulatory Bodies
- Vendors and Suppliers

Key highlights of CY 2024

9.28%
Female representation in the workforce

100%
Retention rate for permanent employees and workers

>90%
Of employees and workers trained in health and safety

Contribution to SDGs

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1,299	1,290	99.3%	1,186	91.3%	-	-	197	15.2%	528	40.6%
Female	204	196	96.1%	163	79.9%	126	61.8%	-	-	11	5.4%
Total	**1,503**	**1,486**	**98.9%**	**1,349**	**89.8%**	**126**	**61.8%**	**197**	**15.2%**	**539**	**35.9%**
Other than Permanent Employees											
Male	8	8	100%	8	100%	-	-	8	100%	-	-
Female	4	4	100%	4	100%	4	100%	-	-	-	-
Total	**12**	**12**	**100%**	**12**	**100%**	**4**	**100%**	**8**	**100%**	**-**	**-**

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	865	842	97.3%	717	82.9%	-	-	206	23.8%	48	5.5%
Female	32	30	93.8%	22	68.8%	17	53.1%	-	-	-	-
Total	**897**	**872**	**97.2%**	**739**	**82.4%**	**17**	**53.1%**	**206**	**23.8%**	**48**	**5.4%**
Other than Permanent Employees											
Male	53	51	96.2%	51	96.2%	-	-	48	90.6%	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	**55**	**53**	**96.4%**	**53**	**96.4%**	**2**	**100%**	**48**	**90.6%**	**-**	**-**

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

	CY 2024	CY 2023
Cost incurred on well-being measures as a % of total revenue of the Company*	0.42%	0.39%#

* The metrics mentioned was changed to % during the year from the absolute amounts to align with the actual requirement of presenting in % in BRSR reporting.

% mentioned for 2023 is based on staff welfare expenses as a % of consolidated revenue to bring in line with current year.

2. Details of retirement benefits, for current year and previous year*:

Benefits	CY 2024			CY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	0%	14%	Y
Others (please specify)	-	-	-	-	-	-

*only India

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy*:

Yes, there is a Code of Business Conduct and Ethics in place. https://www.rain-industries.com/

*only India

5. Return to work and retention rates of permanent employees and workers that took parental leave:

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:

	Yes / No	If yes, then give details of the mechanism in brief.
Permanent Workers	Yes	**Carbon & Advanced Materials segments:** Yes, depending on the grievance: RAIN's Reporting & Escalation Policy – general non-compliance topics, grievance via the workers council regarding workplace grievances, grievance via the anti-discrimination officer for discrimination topics, grievances via data protection officer for data protection topics. If a disabled person feels discriminated, the employee can contact also the severe disabled representative and follow local regulations. Additionally, the Company has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. **Cement segment:** Yes, The Company has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programmes are conducted with the work force about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department and the Ombudsman. The complainant under the policy is protected from victimisation. In exceptional cases the complainant is allowed direct access to the Chairperson of the Audit Committee to prevent victimisation.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and workers in association(s) or unions recognised by the listed entity:

Category	CY 2024			CY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or union (D)	% (D / C)
Total Permanent Employees	**728**	**8**	**1%**	**654**	**0**	**0%**
Male	680	8	1%	608	0	0%
Female	48	0	-	46	0	0%
Total Permanent Workers	**286**	**106**	**37%**	**238**	**122**	**51.3%**
Male	273	103	38%	230	119	51.7%
Female	13	3	23%	8	3	37.5%

8. Details of training given to employees and workers:

Category	CY 2024					CY 2023				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,252	1,234	98.6%	1,113	88.9%	1035	960	92.8%	686	66.3%
Female	189	179	94.7%	173	91.5%	169	146	86.4%	152	89.9%
Total	**1,441**	**1,413**	**98.1%**	**1,286**	**89.2%**	**1204**	**1106**	**91.9%**	**838**	**69.6%**
Workers										
Male	837	827	98.8%	791	94.5%	775	742	95.7%	537	69.3%
Female	27	25	92.6%	24	88.9%	23	23	100%	20	87.0%
Total	**864**	**852**	**98.6%**	**815**	**94.3%**	**798**	**765**	**95.9%**	**557**	**69.8%**

9. Details of performance and career development reviews of employees and worker:

Category	CY 2024			CY 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No.(D)	% (D / C)
Employees						
Male	1,295	1,066	82.3%	1,163	985	84.7%
Female	208	168	80.8%	166	135	81.3%
Total	**1,503**	**1,234**	**82.1%**	1,329	**1,120**	**84.3%**
Workers						
Male	779	602	77.3%	836	515	61.6%
Female	98	20	20.4%	17	9	52.9%
Total	**877**	**622**	**70.9%**	**853**	**524**	**61.4%**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage of such system?

Yes. At all RAIN sites globally, we are implementing additional improvements to our safety management systems, including those based on recommendations by the National Safety Council, British Safety Council and other third-party auditors such as Chola MS to improve the effectiveness of our existing safety systems and procedures.
In India, we are also implementing KAIZEN™ framework at our Carbon segment's plants and quality circle initiatives at our Cement segment's units.

We are implementing additional improvements to our safety management systems, based on recommendations by the National Safety Council and other third party auditors, to improve the effectiveness of our existing safety systems and procedures at both of our integrated Cement segment's plants. RAIN holds ISO 45001 certification at our plants in Castrop-Rauxel, Duisburg, Nandyal, Suryapet and Zelzate.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Our focus will include our Life-Saving Rules campaign, site audits, leadership walkthroughs and near misses and unsafe conditions / unsafe acts programme, that could result in injury and the need for increased safety related communication at all levels of our organisation. We also emphasise training to raise awareness about routine and non-routine hazards during, daily working conditions, process changes, project construction and start-ups and planned shutdowns for repairs and maintenance.

These areas for improvement are a top priority throughout RAIN and they will enable us to make important progress on our Quest for Zero journey.

The Board of Directors evaluates the framework, focusing on discussions regarding management submissions on risks, identifying crucial risks and approving relevant action plans to mitigate such risks based on priority. The responsibility of assisting the Risk Management Committee on an independent basis lies with the internal audit function armed with the complete status of risk assessments and management. Other activities of the Risk Management Committee include obtaining frequent updates on certain identified risks depending on the nature, significance and possible impact on the business process safety group, process hazard analysis. For occupational safety, we have pre-job safety reviews, work permits, job hazard analysis and regular safety inspections (daily, weekly and monthly).

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)

Yes. RAIN uses a variety of hazard-reporting tools and mechanisms across its global plant network, including EHS Insights, Quentic and Microsoft tools.

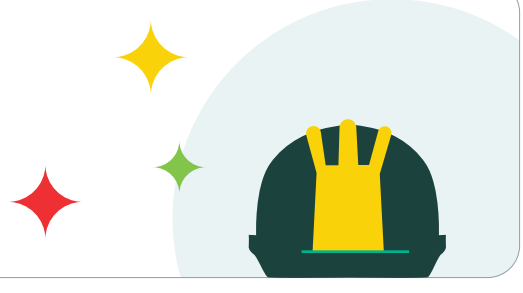
d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)

Yes

11. Details of safety related incidents:

Safety Incident / Number	Category	CY 2024	CY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.76	1.7
	Workers	0	0
Total recordable work-related injuries	Employees	7	7
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	1
	Workers	0	1

Employee safety is of utmost importance and we have taken stringent measures to reduce recordable incidents. As of 2024, all three RAIN segments follow common safety guidelines as per the US Occupational Safety and Health Administration (OSHA).



12. Describe the measures taken by the entity to ensure a safe and healthy workplace:

The Company has a Global Safety, Health & Environment Policy and a series of supportive guidelines and directives to help drive and promote safety and health within the workplace. These policies and guidelines have been adopted by RAIN's Carbon and Advanced Materials segments and are currently being implemented by the Cement segment. Our guidelines are as follows:

- Achieve incident-free safety performance based on detailed action plan initiated based our new Life-Saving Rules Initiative, Safety First 2.0 programme
- Provide medical facilities and health insurance for all employees
- Ensure compliance with all legal and regulatory requirements
- Conduct external SHE safety audits
- Conduct internal SHE site audits
- Conduct leadership safety management walkthroughs
- Write, train and implement a life-saving rules (LSR) global programme
- Train employees on correct use of hazard reporting and management tools
- Perform regular process hazard analysis to evaluate process hazards within our facilities as they relate to employee work hazards

13. Number of complaints on the following made by employees and workers:

	CY 2024			CY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions:

Prevention of safety-related incidents is one of our highest priorities. We have an extensive safety programme, which includes formal training for all employees, preventive measures such as pre-job safety analysis and a system aimed at identifying risks, taking corrective actions and preventing incidents. We regularly conduct corporate / site safety meetings, implement safety campaigns and perform internal audits of this safety system. Our management team has implemented a structured process for handling, monitoring, documenting and learning from near-miss accidents. We have taken stringent measures to reduce the number of recordable incidents company-wide and the monetary incentives of most employees are linked to fulfilling the Company's safety targets.

After meeting with site employees on safety and health, auditing sites or investigating incidents, multiple corrective actions are implemented. We use the hierarchy of controls system to first eliminate the hazard, if possible and then work down to the level of personal protective equipment (PPE). It is not uncommon for two or more hierarchy levels to be implemented for one incident or hazard identification. Each corrective action is recorded along with the hazard or incident and then communicated to all sites for further implementation, to correct similar hazards at other sites.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death:

(A) Employees (Yes / No): Yes (covered under group personal accident policy)

(B) Workers (Yes / No): Yes (covered under Workmen's Compensation Act, group personal accident policy and ESIC scheme)

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners:

All statutory compliances are monitored using a customised report in RAIN's ERP system, SAP, which triggers alerts to people responsible for such compliance and also gets escalated to their seniors to avoid any non-compliances.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	CY 2024	CY 2023	CY 2024	CY 2023
Employees	2	1	1	1
Workers*	0	1	-	-

* Numbers for Carbon, Advanced Materials and Cement segments

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes / No):

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Health & Safety Practices	Nil
Working Conditions	Nil

*Covered under agreements – check of H&S reports; Assessing working conditions at our sites for contractors working at our sites

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners:

Carbon & Advanced Materials Segments: While we do not yet have a standardised process for the assessment of raw materials suppliers, our North American sites utilise the ISNetworld system, which provides safety records for vendors. In addition, we have begun reviewing our raw materials suppliers as well as goods and services providers for evidence of their position on certain criteria.

Cement segment: We are working to incorporate environmental and social clauses in contracts with critical suppliers.

Principle 04

Stakeholder Engagement

We actively engage our stakeholders—including employees, customers, suppliers and communities—to understand and address their needs. We foster strong, mutually beneficial relationships through open communication and dedicated outreach programmes, ensuring that stakeholder feedback informs our decisions and aligns with our long-term goals.

Material Topics

- Labour Relations and Human Rights
- Value Chain and Stakeholder Management
- Community Development Initiatives

Capitals Impacted

- Human Capital
- Social and Relationship Capital

Stakeholders

- Employees
- Government and Regulatory Bodies
- Vendors and Suppliers
- Communities
- Customers
- Investors and Shareholders

Key highlights of CY 2024

6
Key stakeholder groups for RAIN

Multi-platform engagement with stakeholders

Contribution to SDGs

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity:

We consider our key stakeholders to be individuals, ,groups, institutions or entities that contribute to shaping our business, that add value or constitute a core part of the business value chain. Our stakeholders are both internal and external and direct as well as indirect. Our key stakeholders include employees, investors and shareholders, suppliers and vendors, customers, government and regulatory bodies and the communities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlet, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	We use digital as well as physical channels of communication including, but not limited to, e-mails, leadership touchpoints and appraisal and training programmes for personal and professional growth.	Daily	Through physical and digital channels of communication, we aim to provide our employees an empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Our ongoing effort is to maintain two-way engagement with colleagues globally including those in corporate offices, manufacturing locations and in the field.
Investors and Stakeholders	No	We interact with our shareholders, potential investors and research analysts through investor meetings / calls, conferences, earnings call, investor events, e-mail, press releases, stock exchange intimations, investor presentations and annual reports.	Quarterly and need based	We engage with them so that they can take an informed decision to invest in the Company. The key areas of engagement includes an update on the business and financial performance, the Company's strategy and growth levers, potential opportunities and risks.
Customers	No	Physical and virtual meetings, customer events, calls, e-mail and websites.	Daily	We engage with our customers to ensure regular supply of products, keep them informed about new products, participate in the bids / tenders and maximise the outreach of our products.
Suppliers and Vendors	No	Physical and virtual meetings, supplier forums, partner events, calls, e-mail and websites.	Frequent and need-based	To make suppliers aware of the requirements of the Company with respect to quality and other specifications. They are also made aware of the policies of the Company with respect to the ethical practices and the quality standards maintained by the Company.
Government and Regulatory Bodies	No	Our interactions with authorities take place through e-mails, meetings, submissions, etc. as required.	Need-based	With regulatory authorities, our engagement is aimed at discharging responsibilities. With policy-makers, our engagement aims to understand and discuss matters pertaining to the industry.
Communities	No	Our engagement with the community includes physical visits as well as digital channels.	Frequent and need-based	With giving back to society as a core tenet of the Company, our corporate social responsibility and employee volunteering programmes target the areas of education, health and rural development.

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics, or if consultation is delegated, how is feedback from such consultations provided to the Board:**

   Consultation with the respective stakeholder groups is done by the relevant business and functional heads. Feedback from such consultations is shared with the Board during the quarterly Board meetings.

2. **Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity:**

   Yes. Effective engagement helps us connect stakeholder needs with organisational goals, creating the basis of an effective strategy development and unlocking greater shared value for all stakeholders. We use multiple platforms to engage with a wide variety of stakeholders to understand their unique needs and concerns and to chart out suitable strategies to address them. Our internal and external stakeholders identified key material topics across ESG that are likely to impact RAIN's businesses. One of the topics is 'corporate governance and business ethics' which covers reliable product supply, responsible pricing and affordability, high-quality, safety, anti-bribery and corruption. These topics have been considered in the list of RAIN action areas and in our sustainability framework.

3. **Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable / marginalised stakeholder groups:**

   RAIN endeavours to bring meaningful difference in the lives of its associated stakeholders in thrust areas like healthcare, infrastructure support and education. Several initiatives towards healthcare, education, sanitation, safe drinking water, integrated rural development, creation of sustainable livelihoods, etc. have been taken under Corporate Social Responsibility activities of the Company and its subsidiaries.

Through engagement with stakeholders, we focus on addressing key social, environmental and economic issues. Our corporate social responsibility (CSR) efforts in healthcare, education and rural development ensure meaningful impact for the marginalised communities.

Principle 05

Human Rights

We respect and uphold human rights across all operations, fostering an inclusive workplace and an ethical supply chain. Aligning with the National Guidelines on Responsible Business Conduct, we ensure fair treatment and respect for the rights of all employees, partners and community members impacted by our activities.

Material Topics

- Labour Relations and Human Rights
- Talent and Capability Development

Capitals Impacted

- Human Capital
- Social and Relationship Capital

Stakeholders

- Employees
- Vendors and Suppliers

Key highlights of CY 2024

3.8%
Gross wages paid to females, with respect to total revenue

100%
Assessment of plants and offices on human rights

Zero
Complaints received from employees and workers on violation of human rights

Contribution to SDGs

Essential Indicators

1. Employees and workers who have been provided with training on human rights issues and policy(ies) of the entity (Employees ever trained / Headcount 31st of December):

Category	CY 2024			CY 2023		
	Total (A)	No of employees / workers covered (B)	% (B / A)	Total (C)	No of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,359	1,313	96.6%	1,183	1,056	89.3%
Other than Permanent*	38	36	94.7%	20	18	90.0%
Total Employees	**1,397**	**1,349**	**96.6%**	**1,203**	**1,074**	**89.3%**
Workers						
Permanent	805	719	89.3%	730	622	85.2%
Other than Permanent*	61	61	100%	69	59	85.5%
Total Employees	**866**	**780**	**90.1%**	**799**	**681**	**85.2%**

*incl. apprenticeship

2. Details of minimum wages paid to employees and workers:

Category	CY 2024 (Current Calendar Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent					
Male	1237	0	0.00%	1222	98.80%
Female	196	0	0.00%	196	100.00%
Other than Permanent*					
Male	8	0	0.00%	8	100.00%
Female	4	0	0.00%	4	100.00%
Workers					
Permanent					
Male	865	0	0.00%	865	100.00%
Female	29	0	0.00%	29	100.00%
Other than Permanent*					
Male	53	2	3.8%	53	100.0%
Female	2	0	0.0%	2	100.0%
***incl. Apprenticeship**					

3. Details of remuneration / salary / wages:

a. Median remuneration / wages*:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	6	350,000	1	700,000
Key Managerial Personnel	2	16,804,930.5	NA	NA
Employees other than Board of Directors and KMP	112	1,395,252	23	1,300,632
Workers	31	603,840	8	510,000

Note: Details are only for Rain Industries Limited

b. Gross wages paid to females as % of total wages paid by the entity, in the following format*:

	CY 2024	CY 2023
Gross wages paid to females as % of total wages	3.8%	3.5%

Note: Information provided is for the Indian entities (i.e. the holding company and all wholly-owned subsidiary companies in India).

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):

Yes

RAIN employee volunteers at community service event near Covington, US office

5. Describe the internal mechanisms in place to redress grievances related to human rights issues:

We have two anti-discrimination officers. If there is a potential discrimination, an employee can confidentially contact the anti-discrimination officer. The officer will execute an independent investigation. For all human rights issues, employees can bring the issues to a member of the workers council or union. For employees with severe disabilities, they can in addition contact the disabled representative per site.

RAIN has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted for the workforce about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department and the Ombudsman. The complainant under the policy is protected from victimisation. In exceptional cases the complainant is allowed direct access to the Chairperson of the Audit Committee to prevent victimisation.

6. Number of complaints on the following made by employees and workers:

Category	CY 2024			CY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour / Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	CY 2024	CY 2023
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

RAIN has implemented anti-discrimination policies and in case of any concerns, the employees can confidentially contact anti-discrimination officer.

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

The Company will ensure that the complainant, victim or witnesses are not victimised or discriminated against while dealing with complaints of harassment.

RAIN has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted for the workforce about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department and the Ombudsman. The complainant under the policy is protected from victimisation. In exceptional cases, the complainant is allowed direct access to the Chairperson of the Audit Committee to prevent victimisation.

However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) will be subject to disciplinary action.

Ombudsman for Rain Industries Limited and Rain Cements Limited

Mr. N. Sujith Kumar Reddy
Director of RIL and Managing Director of RCL

Contact Details
Rain Center, 34, Srinagar Colony,
Hyderabad – 500 073, Telangana State, India
Phone No. : 040 - 40401234
Fax No. : 040-40401215
Email ID : ombudsman@priyacement.com

Ombudsman for Rain CII Carbon (Vizag) Limited

Mr. N. Sridutt Reddy
Executive Director

Contact Details
Rain Center, 34, Srinagar Colony,
Hyderabad – 500 073, Telangana State, India
Phone No. : 040-440401234
Fax No. : 040-40401214
Email ID : hq@raincarbon.com

9. Do human rights requirements form part of your business agreements and contracts? (Yes / No):

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced / Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%
Others – please specify	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

There were no significant risks identified from the assessment. Hence, no corrective action required.

RAIN employees at R&D Center in Castrop-Rauxel plant in Germany

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints:

Nil

No concerns or risks were observed and hence business processes did not require any modifications. As an organisation dedicated to upholding and promoting human rights, this outcome reflects our continuous efforts to maintain a harmonious relationship with all stakeholders, while safeguarding our core value of integrity.

2. Details of the scope and coverage of any human rights due diligence conducted:

Human rights due diligence is a way for enterprises to proactively manage potential and actual adverse human rights impacts with which they are involved. The prevention of adverse impacts on people is the main purpose of human rights due diligence. It concerns risks to people, not risks to business.

Human rights due diligence involves the actions taken by a company to both identify and act upon actual and potential human rights risks for employees / workers in its operations, supply chains and the services it uses.

RAIN uses AEB compliance screening software, among others, to determine whether any vendor or customer has been accused of human rights violations.

3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?:

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at Workplace	Nil
Child Labour	Nil
Forced Labour / Involuntary Labour	Nil
Wages	Nil
Others – please specify	Nil

We do not have a standardised process for the assessment of raw material suppliers yet. However, we have started with reviewing our raw material suppliers as well as goods and services providers for evidence of their position on certain criteria.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above:

Nil

Principle 06

Environmental Responsibility

Our commitment to reducing environmental impact is evident in our resource efficiency, emissions reduction and renewable energy investments. Through initiatives like waste-heat recovery, solar power generation and a focus on recycling and resource optimisation, we demonstrate our dedication to sustainable manufacturing and environmental stewardship.

Material Topics

- Climate Action
- Environmental Management, Regulations and Compliance
- Circularity and Innovation

Capitals Impacted

- Natural Capital
- Social and Relationship Capital

Stakeholders

- Vendors and Suppliers
- Communities

Key highlights of CY 2024

0.42 MT tCO_2e
Avoided due to waste-heat recovery

~0.28 Mn MT
Of total waste recycled

Contribution to SDGs

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	CY 2024	CY 2023
From renewable sources		
Total electricity consumption (A)	121 TJ	111 TJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**121**	**111**
From non-renewable sources		
Total electricity consumption (D)	2,606 TJ	2,823 TJ
Total fuel consumption (E)	10,097 TJ	11,005 TJ
Energy consumption through other sources (F)	0	173 TJ
Total energy consumed from non-renewable sources (D+E+F)	12,703	14,001 TJ
Total energy consumed (A+B+C+D+E+F)	**12,823**	**14,112**
Energy intensity per Rupee of turnover (Total energy consumed / Revenue from operations)	0.00000008	0.000000075
Energy intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00002	0.0000062
Energy intensity in terms of physical output	0.0023 TJ / metric ton of products produced	0.0024 TJ / metric ton of products produced
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y /N) If yes, name of the external agency

Yes, independent assessment for all environmental KPIs: External certifier DQS.

2. Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?:

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:

Not applicable

3. Provide details of the following disclosures related to water:

Parameter	CY 2024	CY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,319,255	11,67,024
(ii) Groundwater	1,889,348	28,53,037
(iii) Third party water	1,734,529	15,35,636
(iv) Seawater / desalinated water	2,137,262	12,77,933
(v) Others	59,533	26,108
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	**7,139,927**	**68,59,738**
Total volume of water consumption (in kilolitres)	**3,703,718 KL**	Water withdrawal comprises the water taken from surface water bodies (fresh and saltwater), groundwater aquifers or from third-party suppliers. However, the discharge additionally comprises the sources storm- and rainwater. Therefore, water consumption calculated from withdrawal minus discharge is not a representative value and thus not included as an indicator in the current assessment.
Water intensity per Rupee of turnover (Total water consumption / Revenue from operations)	0.000024	NA as water consumption is not calculated
Water intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0050	NA as water consumption is not calculated
Water intensity in terms of physical output	1.26 (m^3 total water withdrawal / metric ton production volume)	1.23 (m^3 total water withdrawal / metric ton production volume)
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPIs: External certifier DQS.

9%
increase in renewable energy consumption, highlighting our commitment to sustainable energy practices.

4. Provide the following details related to water discharged:

Parameter	CY 2024	CY 2023
Water discharge by destination and level of treatment (in kilolitres)*		
(i) To surface water	1,442,692	2,453,682
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To groundwater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To seawater	1,130,078	721,349
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties	801,130	2,907,817
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**3,373,900**	**6,082,848**

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N)
If yes, name of the external agency

Yes, independent assessment for all environmental KPIs: External certifier DQS.

Yes, independent assessment for all environmental KPIs: External certifier DQS.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:

Yes (at selected sites)

Carbon & Advanced Materials segment: There is no mechanism of Zero Liquid Discharge (ZLD) except for the two Carbon segment plants in India, where ZLD mechanism is implemented.

Cement segment: We have Zero Liquid Discharge at our cement plants. From the overhead tank through pipeline water is pumped to bearings [Note: After cooling, the bearing water will come to water cooling sump and against it will go to heat exchangers, the same water is collected in a sump, further cooled in the cooling tower and stored in soft water tank pumped to overhead tank for recycling.] The same was used for cooling the bearings. Installed lotus system in cooling tower discharge for water softening. There is no liquid discharge in the above system. Colony STP outlet treated water is used for colony plantation and green belt development. Treated water from STP is also being used for dust control. Demineralised Plant effluent water, boiler blow down and auxiliary cooling tower water is reused in process and green belt development.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	CY 2024	CY 2023
NO_x *	Metric tons	3,937	3,383
SO_x **	Metric tons	16,208	13,033
Particulate matter (PM) ***	Metric tons	730	887
Persistent organic pollutants (POP)	Nil	NA	NA
Volatile organic compounds (VOC) ****	Metric tons	228	237
Hazardous air pollutants (HAP) *****	Metric tons	173	147
Others – please specify	Nil	NA	NA

* Data available for all applicable sites, except Castrop-Rauxel, Kedzierzyn-Kozle and Visakhapatnam
** Data available for all applicable sites, except Castrop-Rauxel and Kedzierzyn-Kozle
*** Data available for all applicable sites, except Castrop-Rauxel, Zelzate and Kedzierzyn-Kozle
**** Data available for all applicable sites, except Castrop-Rauxel, Duisburg, Kedzierzyn-Kozle, Visakhapatnam and Atchutapuram
***** Data available for all applicable sites, except Castrop-Rauxel, Zelzate and Visakhapatnam

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPIs: External certifier DQS.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	CY 2024	CY 2023
Total Scope 1 emissions* (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,899,852	30,98,543* (Only CO_2, CH_4 and N_2O; excluding mobile combustion
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	154,800	183,069
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent / Rupee of turnover	0.000020	0.000018
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent / Rupee of turnover adjusted for PPP	0.0041	0.00149
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tons CO_2e / metric ton produced	0.54	0.5595
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*Only the following greenhouse gases are included in our assessment: CO_2, CH_4 and N_2O.

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPIs: External certifier DQS.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details:

Over the recent years the company has developed various concepts and measure to reduce RAIN's GHG emissions including the following:

Waste heat recovery and avoided emissions

RAIN's Carbon & Advanced Material segments:

- Significant work on GHG reduction opportunities (ACP technology, bio-chars and bio-oils)
- Monitoring emissions and energy consumption
- Improvement of steam generation and consumption (overhaul of steam pipeline network at Castrop-Rauxel)
- Energy audits and related energy saving initiatives (at Visakhapatnam, India and all US sites)
- Using state-of the art technology (techno-economic study of CCUS, furnace replaced at tar distillation at Castrop-Rauxel which reduced NO_x within limit and also increased energy efficiency)
- Quantifying and understanding emission sources: CEMS equipped with CO_2 analysers at 3 US sites, efforts being made to make CO_2 calculations through mass balance, enhancing existing CEMS's CO_2 measurement capabilities at Indian calcination plants)
- Greenhouse gas generation depends on the amount of natural gas consumed. Commissioning of the second pitch cooler under the TDU.4 project increased the temperature of oil in the HTF system and reduced natural gas consumption by 50,000 m^3 per month (at Russian site)

RAIN's Cement segment:

- Use and identification of alternative fuels
- Use of renewable energy by way of Installation / RECs / PPA's
- Increasing PPC production
- Energy management system
- Energy management policy
- Continuous monitoring
- Variance analysis
- Improvement area identification
- Resource allocation & project implementation
- Awareness, learning & development

9. Provide details related to waste management by the entity, in the following format:

Parameter	CY 2024	CY 2023
Total waste generated (in metric tonnes)	Not assessed	Not assessed
Plastic waste (A)	Not assessed	Not assessed
E-waste (B)	Not assessed	Not assessed
Bio-medical waste (C)	Not assessed	Not assessed
Construction and demolition waste (D)	Not assessed	Not assessed
Battery waste (E)	Not assessed	Not assessed
Radioactive waste (F)	Not assessed	Not assessed
Other hazardous waste. Please specify, if any. (G)	138,719 metric tons	29,204 metric tons
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	206,134 metric tons	79,093 metric tons
Total (A+B+C+D+E+F+G+H)	**344,853 metric tons**	**108,296 metric tons**
Waste intensity per Rupee of turnover (Total waste generated / Revenue from operations)	0.0000022	0.000000597
Waste intensity per Rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00046	0.000049

Parameter	CY 2024	CY 2023
Waste intensity in terms of physical output	0.061 (metric ton total waste / metric ton production volume)	0,0185 (metric ton total waste / metric ton production volume)
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	279,905 metric tons	65,410 metric tons
(ii) Re-used	4,277 metric tons	0 metric tons
(iii) Other recovery operations	12,782 metric tons	9,137 metric tons
Total	**296,964 metric tons**	**74,547 metric tons**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	36,966	11,126
(ii) Landfilling	4,286	7,619
(iii) Other disposal operations	7,388	5,964
Total	**48,640**	**24,709**

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPIs : External certifier DQS.

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 wastes:

Our production processes aim to achieve the highest resource efficiency in converting as much raw material as possible into products and thus, minimising waste volumes. We implemented multiple activities across our global operations that are described in the non-statutory section of this report.

All of our facilities go through a chemical approval process to reduce / eliminate employee exposure to hazardous chemicals while reducing or eliminating environmental concerns. The process identifies chemicals reviewed and approved by the responsible official and their designees.

In our Carbon segment's calcination facilities for example, a chemical approval form will be completed by the site and submitted to the SHE Manager, North America for approval. The form must state how the chemical will be used and whether or not it will replace an existing chemical. A Safety Data Sheet must also be provided listing any hazards associated with the chemical.

Purvis: There is a relatively low amount of hazardous and toxic chemicals. Our main practices are around handling used batteries, aerosols and used oil. Each have designated outlets designed to properly handle the waste streams.

Robinson: There is a relatively low amount of hazardous and toxic chemicals. Our main practices are around handling used batteries, aerosols and used oil. Each have designated outlets designed to properly handle the waste streams.

Lake Charles: There is a relatively low amount of hazardous and toxic chemicals. Our main practices are around handling used batteries, aerosols and used oil. Each have designated outlets designed to properly handle the waste streams.

Chalmette: There is a relatively low amount of hazardous and toxic chemicals. Our main practices are around handling used batteries, aerosols and used oil. Each of which have designated outlets designed to properly handle the waste streams.

Gramercy: We do not use many toxic chemicals at Gramercy. Waste controls are used at the plant which include batteries, used oils and aerosol cans. We also have multiple waste spill stations throughout the plant to ensure proper disposal is practiced.

Castrop-Rauxel: Waste is collected, separated and disposed of at a central location according to its type and characteristics. To ensure this, waste is categorised and collected separately in accordance with the European Waste Catalogue and the German Waste Catalogue Ordinance (AVV). The focus is on waste-free production, with waste primarily arising from renovation and construction measures.

Hamilton: Hazardous wastes are registered with Ontario's RPRA system and follow requirements for manifesting each shipment. New wastes are tested to determine if they are hazardous. Movement offsite of hazardous wastes follow strict procedures to ensure compliance with regulations such as use of registered carriers, receiving sites, manifesting of shipments, classification of waste streams.

With respect to use of non-feedstock hazardous and toxic chemicals we use some that are needed for running the processes (e.g. Hydrogen peroxide).

Atchutapuram: All waste is collected, segregated and disposed out to authorised waste handler as per the local State Pollution Control Board.

Visakhapatnam: All the waste are collected, segregated and disposed out to authorised waste handler as per the local State Pollution Control Board.

Zelzate: We aim to prevent waste at the source / condensate as much as possible in the distillation process / find new techniques to generate value out of waste.

Nandyal and Suryapet: Since January 2021, we have implemented a waste management system at our two cement plants. Both plants have a township with close to 200 houses, from which waste is collected using electric vehicles and transported to a dedicated waste management unit within the plant, where it is separated into wet and dry categories. Wet waste, such as food scraps and dry leaves, is composted using coco peat and then used as a growing medium or substrate for growing plants inside the plant. Dry waste, including paper, plastics and glass, is responsibly disposed of or used as fuel in the kiln. This practice enhances sustainability and promotes a cleaner environment around the plant premises.

Further minimising our environmental footprint is a key element of RAIN's strategy

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:

S. No.	Location of operations /offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y / N) If no, the reasons thereof and corrective action taken, if any.
1	Chalmette	Calcination	Yes
2	Gramercy	Calcination	Yes
3	Lake Charles	Calcination	Yes
4	Zelzate	Coal tar and PFO distillation, benzol distillation and production of PA	Yes (an impact assessment is done extensively in the environmental effect report (MER) and more limited in every permit application where an impact is possible)
5	Hamilton	Coal tar and petroleum distillation	Yes (We applied for a renewal of our Site Specific Standard for benzene and B(a)P and our ECA (Operating Permit) which is under review by MECP Ontario

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Zelzate: Last permit was applied in Feb 2024	OMV_2023101920_EA	Permit was approved on February 1, 2024	Weblink
2	Zelzate: Currently a permit application is ongoing	OMV_2024095095	Permit application was submitted on the November 25, 2024	Weblink
3	Chalmeete 316(b) Project for LPDES Permit Renewal	2023 year	Yes but not available online yet.	Weblink

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, in the following format:

Yes. The Company has complied 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.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
	NA	NA	NA	NA

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Production sites that operate in areas with water stress are Hamilton (high (40-80%)), Zelzate (extremely high (>80%), Nandyal (extremely high (>80%)) and Suryapet (high (40-80%))

(ii) Nature of operations: Manufacturing of Calcined Petroleum Coke, Coal Tar Pitch and Cement.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	CY 2024	CY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	749,397	944,378
(ii) Groundwater	153,846	125,881
(iii) Third party water	330,803	322,419
(iv) Seawater / desalinated water	0	0
(v) Others	18,087	16,038
Total volume of water withdrawal (in kilolitres)	1,252,133	1,408,716
Total volume of water consumption (in kilolitres)	880,426	Water withdrawal comprises the water taken from surface waterbodies (fresh and saltwater), groundwater aquifers or from third party suppliers. However, the discharge additionally comprises the sources storm- and rainwater. Therefore, water consumption calculated from withdrawal minus discharge is not a representative value and thus not included as an indicator in the current assessment.
Water intensity per rupee of turnover (Water consumed / turnover)	0.00001	Not assessed, see comment above
Water intensity (optional) – the relevant metric may be selected by the entity	0.36 (m3 water withdrawal / metric ton of products produced)	0.40 (m^3 water withdrawal / metric ton of products produced)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	2,99,130	2,82,760
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	72,576	133,313
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

Parameter	CY 2024	CY 2023
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**3,71,706**	**4,16,073**

Sites in water stress: Production sites that operate in areas with water stress are Hamilton (high (40-80%)), Zelzate (extremely high (>80%), Nandyal (extremely high (>80%)) and Suryapet (high (40-80%))

Note: Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

Yes, independent assessment for all environmental KPIs: External certifier DQS. 49th Annual Report 2023 183

At RAIN, we recognise the critical challenge of water stress, particularly at our production sites located in water-scarce regions such as Hamilton (high stress), Zelzate, Nandyal and Suryapet (extremely high stress). To address this, we have implemented strategic water management initiatives. Through the Purvis project, focused on non-contact cooling water reduction, we've successfully reduced our water consumption by 39%, demonstrating our proactive approach to managing water resources in areas facing the greatest environmental pressures.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	CY 2024	CY 2023
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	Carbon and Advanced Materials segments ~11.60 Mn tCO_2e Cements segment ~0.18 Mn tCO_2e	Not Assessed
Total Scope 3 emissions per rupee of turnover	-	Not Assessed	Not Assessed
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	Not Assessed	Not Assessed

Note: Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency. **No.**

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:

For the Chalmette 316(b) project, the Mississippi Roiver Intake velocity was found to be less then the 0.5ft/s impact threshold on marine life in the river.

Currently, biodiversity is not a material topic for RAIN. We consider biodiversity a topic of increasing relevance. This is why we have started conducting impact studies for some of our sites.

Zelzate: The impact study done in the last permit application showed no significant impact on the biodiversity.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Purvis: Once through non-contact cooling water reduction	Reduce volume of water used for "once through non-contact cooling" to reduce the overall volume of water being pulled from the water well.	Reduced volume by 39%
	Norco: Energy efficiency	– Installation of VFD drive air compressor – Installation of energy monitoring equipment to determine inefficiencies. – Continually updating bulbs to LED lighting.	Reduced energy consumption. Ability to determine if equipment is performing efficiently or needs to be upgraded.
	Gramercy: Energy efficiency	Energy monitoring equipment installed to precisely monitor where the bulk of the energy is consumed to improvements can be made.	Reduced energy consumption, ability to determine if equipment is performing efficiently or needs to be upgraded.
	Chalmette: Energy efficiency	Energy monitoring equipment to determine inefficiencies	Reduced energy consumption, ability to determine if equipment is performing efficiently or needs to be upgraded.
	Castrop-Rauxel: Coal Tar Distillation (CTD) furnace project	With installation of furnace D21 the furnace project for the CTD is completed. In the CTD, the specific natural gas consumption of the system is determined by two influencing factors: 1. throughput of the distillation plant 2. the proportion of distillation heat via steam in the falling film evaporator. In order to be able to make a reliable statement about the efficiency of the furnaces, these two influencing factors must be excluded. For this purpose, this key figure was determined for a throughput of 50-55 t/h feed. The falling film evaporator always operates at these throughputs.	Reduction in the consumption of energy vs the old setup (after reducing steam temperature (ffv): 0,247 (MWh/t) after D20 (Jan-Aug23): 0,218 (MWh/t) after D20 + D13 (MTD 10Oct23): 0,211 (MWh/t) Q3 CY 2024 repl. old K22/K21 by new D21: 0,206 (MWh/t)
	Castrop-Rauxel: Efficiency steam generation & network	Improving the efficiency of steam generation and steam quantity recording – The gas to steam factor (MWh(gas) to 1 MWH (steam))of the energy centre was reduced from 1.44 in CY 2023 to 1.40 YTD 11/24. – Replacement of desalination valves – Reduction of the steam boiler reserve – Optimisation of the feed water preheating – Shutdown of the gas turbine – Shutting down and dismantling no longer required segments of the steam network (approx.. 2.300 m of piping) The combined effect of the individual measures, some of which were implemented simultaneously, led to a reduction in the amount of unallocated steam. The improvement from CY 2024 to CY 2021 was around 44 GWh. In relation to total steam production, the proportion of unallocated steam fell from 25% in 2021 to 8% in YTD 2024.	

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Castrop-Rauxel: Steam condensers pitch storage	By installing of 'Venturi' condensers, the steam consumption of the EPT could be reduced by approx. 4 GWh/a.	Saving of approx. 4 GWh/a
	Castrop-Rauxel: Steam condensers TAN	Venturi steam condensers are currently being installed in the tank wagon heating area of the tar preparation plant. Steam savings of approx. 20% are expected.	Approx. 2 GWh/a savings are estimated
	Castrop-Rauxel: Waste water recirculation	By treating the 'AW4' wastewater stream with the help of a water treatment plant, we were able to stop using surface water for steam generation. We now use treated waste water for steam generation and cooling towers.	
	Atchutapuram: Supporting fuel requirement for the running VSKs made zero	Individual VSK shaft draughts are being adjusted continuously to maintain the temperatures without using the supporting fuel.	Reduced LPG consumption to zero
	Visakhapatnam	Conveyor belt BC-4, radiator along with cooling fan was replaced with a lesser kW motor (0.75 kW from existing 3.75kW drive) as suggested by OEM.	Energy conservation of 36 units per day is achieved from October 2024 (considering 12 hours operation per day).
	Duisburg: Trials for ozonolisation of waste water to remove organic components	– Trials are running since 12/24 – First results are expected Q1 2025	Ongoing trials
	Duisburg: Wastewater reducing project	After a visual inspection, clean surface water from the tank farms can now be discharged into the plant's own sewer system and from there into the neighbouring watercourse. For this purpose, the surface water was separated from the slop system. This has greatly reduced the amount of contaminated wastewater.	Reduction of wastewater volume and thus disposal costs.
	Duisburg: Xylene-recycle-project	A cooling system was added to the resin distillation process to reduce the xylene content in the output. The xylene can therefore be recovered.	Reduction in the cost of procuring new xylene and saving resources.
	Duisburg: Liquid resin distillation via DSV	Instead of distilling liquid resin in a vacuum steam stripping process, campaigns of these resins are distilled via FFE /TFE, a water free process. This avoids the need to dispose of process water.	Process implemented and significant waste avoidance
	Zelzate: Air emissions	Renewal of 40W703 in the waste gas incinerator BTX	Better SO_3 to H_2SO_4 conversion
	Zelzate: Air emissions	Renewal of catalyst in the waste gas incinerator BTX	Better SO_2 to SO_3 conversion
	Zelzate: Energy efficiency + noise	Renewal of internal parts cooling tower BTX + installing frequency drives	Better control and adjustment of the energy needs of the cooling system BTX
	Zelzate: Energy	New electrical charging stations (20 pieces) for electric vehicles	Electrification of cars

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Zelzate: Waste water	Renewal of resins to absorb BTEX / phenol in waste water	Guarantee to respect legal limits of emitting waste water.
	Suryapet and Nandyal: Fixing taps, faucets, showers, health faucet with water aerators.	To modify high flow taps, faucets, showers & health faucet to a low flow system.	Lower and more efficient water usage for all domestic applications without any compromise in comfort. Approximately 75% reduction in domestic water usage in both plants and colonies.
	Suryapet and Nandyal: Converting Water based urinals to waterless urinals		100% reduction in water usage for urinals installed in plant.
	Suryapet and Nandyal: Installation of water bag inside flush tanks		Reduction of 30% water usage during flushing.
	Suryapet and Nandyal: Installation of centrifuge system for oil filtration		Increasing life of used oil & reducing oil waste generation.
	Hamilton: Abatement Plan- air emissions reduction	Created a site specific LDAR programme to capture more fugitive emission sources. Captured more components by having a reduced leaker threshold, reduced % benzene service. – Tar / Oil storage tanks: implemented tank PVRV VOCs emissions monitoring, repair, maintenance and replacement programme. – Storage tank inspection, repair, replacement. – Created groups of storage tanks on the FGI system to provide better emissions control. – Implemented pitch pump upgrades. – Installed a new pitch cooler to improve control of pitch loading temperatures and reduce steam usage. – Did a pilot trial on truck loading automation. – Installed three continuous VOC online monitors and weather station to identify and eliminate fugitive benzene emission sources.	A 4-fold increase in number of components in the programme.
	Hamilton: Waste Water Quality	Installed a vacuum pumps to replace steam ejectors of HSPP – Improved reliability of distillation units vacuum pumps to avoid operation of steam ejector	– Reduced steam consumption – Reduce waste water quantity and contaminant loadings (CN)
	Hamilton: Waste recycling	For projects involving equipment cleaning consider recycling of recovered residues, rinses back to the process where possible. – Set objective on recovery of potential tar spillage at truck unloading.	– Estimate 17% reduction vs CY 2023
	Hamilton: Reduce Water Consumption	Installed a reverse osmosis system to reuse treated stormwater as boiler feed water vs water from the City of Hamilton.	Commissioned in 2024 – Reduction of water consumption due to recycling and better-quality leads to increased cycle rates of the boilers. Less blow down and less chemical consumption. – Reduced plant effluent
	Hamilton: Secondary Containment	Installed secondary containment in the tar /oil tank farm	Completed in 2024

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Hamilton: Raw Material Substitution	Continued to implement use of petroleum feedstocks in P3 creosote production, trials on LPSB production	
	Hamilton: Energy Consumption	Conducted a steam system audit and performed related repairs Installed air preheating for the new unit process heater Above mentioned vacuum pumps to replace steam ejectors Pitch cooler (mentioned above) Optimised process condition (e.g. reduced A2/A102 feed temperature by 10 degrees C)	15-20% lower natural gas consumption. Higher average condensate return rates

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link:

We have emergency preparedness plans in place for each site to address any external and internal disasters.

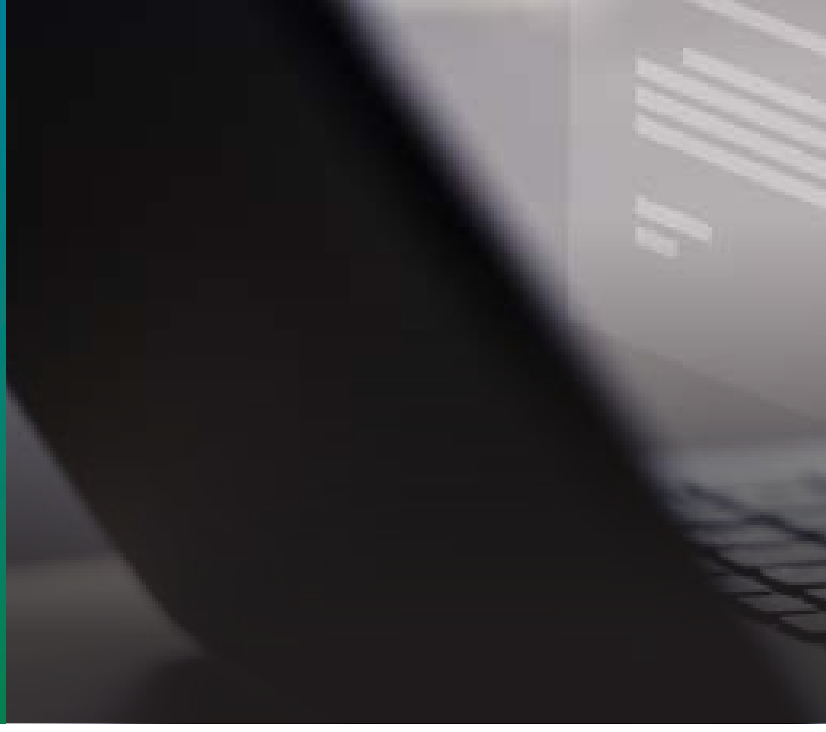
These plans have a clear focus on minimising exposure with hazardous situations and cover various scenarios with clear assignments of responsibilities. This also includes business continuity measures per business segment.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?:

No adverse impact to the environment.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:

Nil



Principle 07

Public and Regulatory Policy

We responsibly engage with regulatory bodies and public institutions, contributing to discussions on industrial sustainability and environmental standards policy.
We demonstrate leadership in aligning our business practices with public interests by adhering to local regulations and supporting global standards.

Material Topics

- Corporate Governance and Business Ethics
- Cybersecurity and Privacy

Capitals Impacted

- Social and Relationship Capital

Stakeholders

- Government and Regulatory Bodies

Key highlights of CY 2024

50+

Affiliations with Trade and Industry Chambers / Associations

Contribution to SDGs

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations:

Carbon & Advanced Materials segments: 38 affiliations with trade and industry chambers / associations.

Cement segment: 1, The Federation of Telangana Chambers of Commerce and Industry (FTCCI), Telangana State, India.

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to:

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Federation of Telangana Chamber of Commerce and Industry (FTCCI)	Telangana, India (State)
2	Cefic	Europe (National)
3	VCI	Germany (National)
4	ASI	Global (National)
5	ACCCI	North America (National)
6	Essenscia	Belgium (National)
7	Creosote Council III	North America (National)
8	PCTC	US and Canada (National)
9	RTA	US (National)
10	FEICA	Europe (National)

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities:

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes /No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if available
			Nil		

NOVARES® Advanced Materials plant in Duisburg, Germany

Principle 08

Inclusive Growth and Social Equity

We actively contribute to community development through initiatives under the Pragnya Priya Foundation, including support for education and healthcare. With projects like tree planting and local welfare activities, we promote inclusive growth and foster social equity in our operating regions.

Material Topics

- Community Development Initiatives
- Talent and Capability Development

Capitals Impacted

- Social and Relationship Capital
- Human Capital

Stakeholders

- Communities
- Vendors and Suppliers

Key highlights of CY 2024

14%
Of input material sourced from India

₹85 Mn
CSR spent in Aspirational Districts

>89,000
Beneficiaries of CSR Projects

Contribution to SDGs

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
			Nil		

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the CY (In ₹)
				Nil		

3. Describe the mechanisms to receive and redress grievances of the community:

The Board of Directors of the Company had adopted Whistle Blower Policies and appointed an ombudsmen. A mechanism has been established for all stakeholders including Directors, employees, vendors and suppliers to report concerns about unethical behaviour, actual or suspected fraud or violation of Code of Business Conduct and Ethics. It also provides for adequate safeguards against the victimisation of employees who avail of the mechanism and allows direct access to the Chairperson of the Audit Committee in exceptional cases. The Audit Committee reviews periodically the functioning of whistle blower mechanism. No personnel have been denied access to the Audit Committee. A copy of the Whistle Blower Policy is also available on the website of the Company: https://rain-industries.com/assets/pdf/ril---whistle-blower-policy---09.05.2023_20230524042659.pdf

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	CY 2024	CY 2023
Directly sourced from MSMEs / small producers*	N.A.	N.A
Directly from within India**	12%	31%***

* Only stores and spares are procured from MSMEs and no raw material purchased. Hence mentioned as N.A.
**Purchase of input material by Indian entities are only considered.
***The percentage has increased from 23% to 33% due to inclusion of one more Indian entity in line with current year.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	CY 2024	CY 2023
Rural	RCCVL: Nil, RCL: 56%, RIL: Nil	20.14
Semi-urban	RCCVL: Nil, RCL : 15%, RIL: Nil	11.84
Urban	RCCVL: 87%, RCL: 3%, RIL: Nil	7.20
Metropolitan	RCCVL: 13%, RCL: 25%, RIL: 100%	60.82

(Place is categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Nil	Nil

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount spent* (In ₹)
1.	Telangana State, India	Suryapet	₹31.18 Million
2.	Andhra Pradesh State, India	Nellore & Nandyal	₹53.53 Million

*Amount spent by Pragnya Priya foundation during the year ended December 31, 2024.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? (Yes / No):

No

(b) From which marginalised / vulnerable groups do you procure?:

Nil

(c) What percentage of total procurement (by value) does it constitute?:

Nil

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

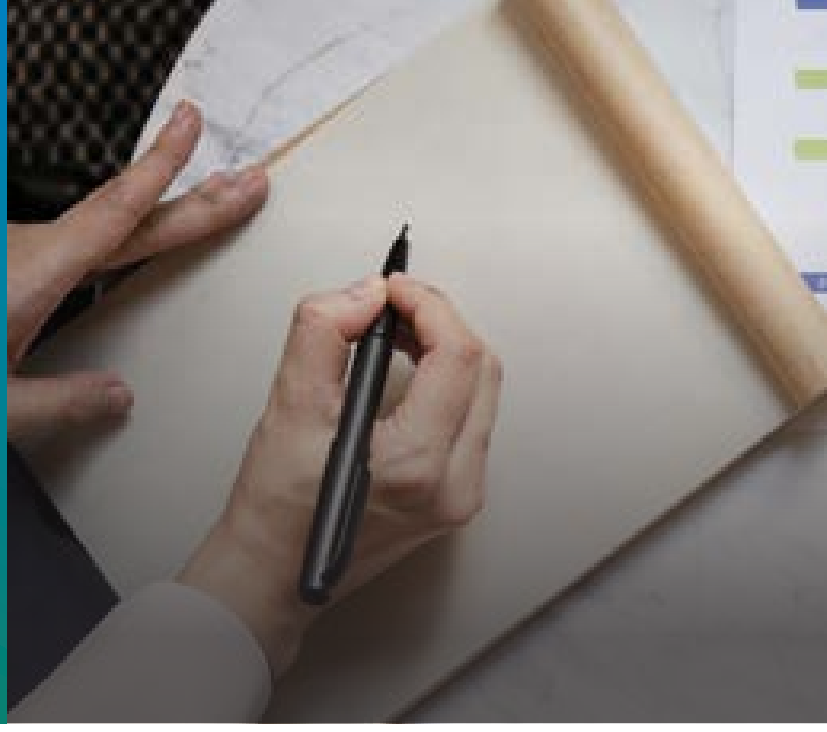
S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Nil		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:

Name of authority	Brief of the case	Corrective action taken
	Nil	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
	Education	2,599	100
	Health	86,424	100



Principle 09

Customer Value and Responsibility

We prioritise customer welfare by delivering high-quality and sustainable products. Our products meet stringent quality standards, ensuring that customers in construction and manufacturing receive reliable, responsibly produced materials.

Material Topics

- Cybersecurity and Privacy
- Circularity and Innovation

Capitals Impacted

- Intellectual Capital
- Social and Relationship Capital
- Human Capital

Stakeholders

- Customers

Key highlights of CY 2024

Zero
Instance of data breaches

Nil
Customer complaints received by RAIN

ISO 27000
Information security standards are under Implementation

Contribution to SDGs

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:

On the website of the Company, contact details are provided for redressal of grievances and complaints on the products. The grievances are resolved without any delay.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product*	4.7%*
Safe and responsible usage	100%
Recycling and /or safe disposal	>90%

* Apart from that, it also does not include certain recent product developments with increased content of renewable feedstocks.

3. Number of consumer complaints in respect of the following:

	CY 2024			CY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No) If available, provide a web-link of the policy:

Yes, https://www.rain-industries.com/investors/disclosure-under-regulation-46#policies

6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services:

As a better security and preventive measure, RAIN is implementing an ISO 27000 information security standards and is planning to get an ISO 27000 certification.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches
Nil

b. Percentage of data breaches involving personally identifiable information of customers
0%

c. Impact, if any, of the data breaches
Nil

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available):

https://www.rain-industries.com/

https://www.raincarbon.com/

https://www.priyacement.com/

https://www.novares.de/

https://www.novaresnextgen.com/

https://www.pragnyapriya.org/

2. Steps taken to inform and educate consumers about safe and responsible usage of products and /or services:

We fulfill all legal requirements related to hazard communication including provision of Safety Data Sheets and product labels to our value chain partners.

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services:

Necessary information is placed on the website of the Company.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No):

Yes. The Company and its subsidiary companies displays product information on the product label as per the requirement of law. The Company has not carried out any formal consumer survey / consumer satisfaction trends. However, the Company keeps track of responses / comments from various stakeholders.

On behalf of the Board of Directors
for **Rain Industries Limited**

Jagan Mohan Reddy Nellore
Managing Director
DIN: 00017633

N. Sujith Kumar Reddy
Director
DIN: 00022383

Place: Hyderabad
Date: February 25, 2025