

Mitsu Chem Plast Ltd.

329, Gala Complex, Din Dayal Upadhyay Road,
Mulund (W), Mumbai - 400 080, Maharashtra, INDIA.

T : + 91 22 25920055

E : mcpl@mitsuchem.com W : www.mitsuchem.com

CIN : L25111MH1988PLC048925



Date: July 09, 2026

BSE Limited
Phiroze Jeejeebhoy Towers, Dalal
Street
Mumbai- 400001

Scrip Code : 540078

Sub: Business Responsibility and Sustainability Report of the Company for Financial Year 2025-26.

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2025-26 along with the GRI Report.

Kindly take the same on record.

Thanking you.

Yours truly,

FOR MITSU CHEM PLAST LIMITED

Gargi Sawant
Company Secretary & Compliance Officer
(Mem No:ACS40804)
Encl: As above

Manufacturing Units

Unit-I: N-83/84, MIDC, Tarapur,
Boisar, Dist. Palghar - 401506.
Maharashtra, INDIA.

Unit-II: J-237, MIDC, Tarapur,
Boisar, Dist. Palghar - 401506.
Maharashtra, INDIA.

Unit-III: Survey No. 5/11, 5/12, 5/15, 5/8B/2 & 6/1,
Village – Manik Nagar, Post – Majgaon,
Opp. Birla Carbon (I) Pvt. Ltd.,
Tal – Khalapur, Dist – Raigad,
Pin – 410 220, Maharashtra, INDIA

• Industrial Containers • Furniture Parts • Automotive Parts • Medical Devices etc.

Blow Molding | Injection Molding | Custom Molding

TRANSLATING
INNOVATION
INTO
SCALABLE
VALUE



Business Responsibility & Sustainability Reporting FY 2026

Mitsu Chem Plast Limited

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I.	Details of listed entity
1.	Corporate Identity Number (CIN) of the Company L25111MH1988PLC048925
2.	Name of the Company Mitsu Chem Plast Limited
3.	Year of Incorporation 23-09-1988
4.	Registered Office Address 329, Gala Complex, 3rd Floor, Din Dayal Upadhyay Marg, Mulund (West), Mumbai - 400080.
5.	Corporate Address 329, Gala Complex, 3rd Floor, Din Dayal Upadhyay Marg, Mulund (West), Mumbai-400080.
6.	Email Address investor@mitsuchem.com
7.	Telephone 022-25920055
8.	Website www.mitsuchem.com
9.	Financial Year Reported 2025-26
10.	Name of the Stock Exchanges where shares are listed Bombay Stock Exchange Limited (BSE Limited)
11.	Paid-up Capital 1,35,77,956 equity shares of Rs. 10 each = ₹ 13,57,79,560.00
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report Pankaj Gharat Mob.: +91 7506338801 Email : pankaj@mitsuchem.com

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

I. Details of listed entity		
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).	Standalone
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 Company
1.	Manufacturing	Plastic Manufacturing	97%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Manufacture of plastic articles for the packing of goods (plastic bags, sacks, containers, boxes, cases, carboys, bottles etc.)	22203	83.88%
2.	Manufacture of furniture primarily of plastic	31004	13.23%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	2	6
International	0	0	0

Plant Locations:

1. Plot No. N-83/84, MIDC, Tarapur, Tal. & Dist. Palghar-401506, Maharashtra.
2. Plot No. J-237, MIDC, Tarapur, Tal. & Dist. Palghar-401506, Maharashtra.
3. 5/11, 5/12, 5/15. 5/8B/2 & 6/1, Opp Birla Carbon Ind P Ltd, Maniknagar, Khalapur, Patalganga, Raigad, Maharashtra - 410220.
4. Plot No. G-10, MIDC Tarapur Industries Area, Boisar, Palghar, Maharashtra, 401506.

Number of Offices:

1. Reg. & Corporate Office :329, Gala Complex , Din Dayal Upadhyay Road, Mulund (West), Mumbai -400080,
2. Regional office: 602, Naurang Bhavan, 21 K. G. Marg, South Delhi, New Delhi, 110001

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	17

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- b. What is the contribution of exports as a percentage of the total turnover of the Company?
- Exports a percentage of the total turnover : 0.96 %

c. Types of customers

Mitsu Chem Plast Limited, established in 1988, has emerged as a leading manufacturer, exporter, and trader of high-quality, certified products, including HDPE bottles, packaging bottles, HDPE drums, chair components, and hospital beds.

The Company manufactures its products in accordance with stringent industry standards, ensuring consistent reliability, durability, and performance.

Driven by a commitment to quality and innovation, the Company utilizes premium-grade raw materials sourced from trusted suppliers to develop products that meet diverse customer requirements. Its offerings are widely recognized for their lightweight construction, dimensional accuracy, attractive designs, safety features, leak resistance, tamper-proof packaging, low maintenance, and superior overall quality.

To address the varied needs of its clientele, the Company offers products in multiple colors, shapes, designs, and sizes. Mitsu Chem Plast serves a broad spectrum of industries, including pharmaceuticals, chemicals, agrochemicals, FMCG, food and beverages, cosmetics, healthcare, and furniture. With a portfolio comprising more than 500 SKUs, the Company proudly caters to over 30 organizations featured in the Fortune India 500 list.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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)	225	189	84.00	36	16.00
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	225	189	84.00	36	16.00
WORKERS						
4.	Permanent (F)	191	185	96.86	6	3.14
5.	Other than Permanent (G)	507	451	88.95	56	11.05
6.	Total workers (F+G)	698	636	91.12	62	8.88

- 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)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D+E)	0	0	-	0	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	3	75.00	1	25.00
5.	Other than Permanent (G)	2	1	50.00	1	50.00
6.	Total differently abled workers (F+G)	6	4	66.66	2	33.34

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	6	1	16.67%
Key Management Personnel*	4	1	25%

* Our board of directors consists of 3 Executive Directors and 3 Non-Executive Independent Director. Our Key Management Personnel (KMP) as defined under The Companies Act, 2013 include our 3 Executive Directors and Company Secretary.

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY2025			FY2024			FY2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.63%	33.33%	22.67%	15.84%	19.51%	16.46%	20.60%	25.00%	21.34%
Permanent Workers	3.78%	16.67%	4.19%	1.63%	0.00%	1.57%	3.13%	14.29%	3.52%

Note: This includes employees/workmen who have retired during the year.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
	Mitsu Foundation	Wholly owned Subsidiary	100	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No)** - YES
- (ii) Turnover (in Rs. Lakh): Rs. 35,016.95 Lakh
- (iii) Net worth (in Rs. Lakh): Rs. 11,240.69 Lakh

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

VII. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principle 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)	FY26 Current Financial Year			FY 25 Previous Financial Year		
		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	0	0	-	0	0	-
Investors (other than shareholders)	YES	0	0	-	0	0	-
Shareholders	YES	0	0	-	1	0	-
Employees and workers	YES	15	0	-	10	0	-
Customers	YES	197	0	-	126	0	-
Value Chain Partners	YES	0	0	-	0	0	-
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

Communities

We have established a formal Community Grievance Management Process to address both written and verbal complaints arising from our operations and those of our contractors. The process is designed to ensure that all grievances are handled in a culturally sensitive, respectful,

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

timely, and consistent manner. In addition, our HR team actively engages with community members to collect on-site feedback and suggestions, ensuring that concerns are identified and resolved promptly. The mechanism encompasses all stages of grievance management, including receipt, acknowledgment, assessment, assignment, investigation, and resolution, thereby enabling effective and transparent grievance redressal.

Investors and Shareholders

A robust Investor Grievance Redressal Mechanism is in place to effectively address and resolve concerns raised by investors and shareholders in a transparent, fair, and timely manner. The mechanism is designed to ensure prompt acknowledgment, systematic review, and efficient resolution of grievances related to matters such as shareholding, dividend payments, transfer or transmission of shares, dematerialization, and other investor-related services. The Company maintains regular communication with investors and ensures compliance with applicable regulatory requirements and corporate governance standards. Through continuous monitoring and responsive stakeholder engagement, the mechanism aims to strengthen investor confidence and uphold accountability and trust.

Employees and Workers

We have established comprehensive grievance redressal procedures to ensure that all employees and workers have access to a fair, transparent, and effective mechanism for raising workplace concerns and seeking timely resolution. The process enables employees to report grievances related to working conditions, workplace behavior, safety, welfare, and other employment-related matters without fear of retaliation or discrimination. All concerns are reviewed systematically and addressed in a confidential, impartial, and timely manner in line with the Company's policies and applicable regulations.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

In addition to the formal grievance mechanism, senior management conducts annual communication meetings with employees and workers to foster open dialogue and strengthen employee engagement. These forums provide employees with a direct platform to voice their concerns, share feedback, and discuss suggestions for workplace improvement. The insights gathered through these interactions help the Company enhance organizational practices, promote a positive work culture, and reinforce trust, transparency, and mutual respect across the workforce.

Customers

Mitsubishi Chem Plast Limited has established a dedicated Customer Complaint Redressal Mechanism to effectively address concerns related to product quality, customer service, warranties, and other client-related issues. All complaints received are systematically recorded, assessed, investigated, and resolved in accordance with the Company's Quality Management System, ensuring consistency, transparency, and timely resolution.

The Company's directors and marketing manager are responsible for overseeing the overall complaint management process, while respective department heads (HODs) ensure the implementation of appropriate corrective and preventive actions to address root causes and prevent recurrence. In addition, the Company regularly monitors annual key performance indicators (KPIs) and defined targets related to customer satisfaction and complaint reduction, reinforcing its commitment to continuous improvement, product excellence, and long-term customer trust.

Value Chain Partners

Grievances raised by suppliers and channel partners are addressed in accordance with our Supplier Code of Conduct and the applicable contractual agreements governing business relationships. The Company maintains regular engagement with its business partners through structured interactions, including annual business partner meets and

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

ongoing communication forums, to proactively identify, discuss, and resolve concerns in a collaborative manner.

All grievances and issues reported by suppliers or channel partners are systematically reviewed and escalated to the appropriate decision-makers to ensure timely and effective resolution within defined timelines. This approach strengthens transparency, accountability, and mutual trust across the value chain while fostering long-term and responsible business relationships.

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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	Waste Management	Risk/ Opportunity	Risk Non-compliance to statutory regulations, spills. Opportunity Increase in resource use efficiency, waste to wealth, reduction in raw material inputs, circular economy	Robust system of collection, storage, transportation and disposal of waste at our facilities. Disposal of these wastes in accordance with our authorizations and through Pollution Control Board authorized recyclers	Positive

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
2	Employee Welfare	Opportunity	Opportunity Creating a positive work environment to boost employee productivity, employee well-being, improve recruitment and retention, and to sustain high employee morale		Positive
3	Emissions	Risk/ Opportunity	Risk Evolving regulations around carbon emissions pricing, carbon border taxes and negative stakeholder feedback resulting in business implications. Opportunity Reducing dependency on fossil fuels,	- Accounting of carbon emissions in accordance with international standards. - Carbon emissions reduction and energy efficiency projects to reduce carbon footprint. - Renewable energy usage - Fuel switch from Diesel to CNG for transport vehicles	Positive

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
			positive climate impact and increased energy and resource use efficiency.		
4	Water Footprint	Opportunity	Opportunity Cost savings from reduced freshwater usage. Increase in resource use efficiency.		Positive
5	Health and Safety	Risk	Risk Affects the basic right to life and well-being of individuals. Legal repercussions arising out of statutory laws such as Factories Act 1948 and various others applicable laws.	- Occupational Health & Safety Management System certified under ISO 45001 covers all sites. - Competent Health & Safety teams deployed at all sites. - Special provisions to deal with high consequence injuries and related rehabilitation measures.	Negative

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
				Standard Operating Procedures (SOPs) implemented for all critical jobs undertaken by the workforce.	
6	Compliance	Risk	Risk Non-compliance with statutory regulations and notifications would result in fines, litigations, penalties, decrease in the Company's reputation and even closure of operations.	- A full-fledged corporate legal team to monitor and ensure that all our facilities are compliant with all applicable regulations. - Regular review of compliance status and prompt action for addressing any potential noncompliance.	Negative

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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)
7	Raw Materials	Risk	Risk Scarcity of natural resources leading to rising prices. Raw material procurement impacted due to supply chain disruptions.	Circular Economy approach for all our processes. • Use of recycled RM to the maximum extent in our processes. • Resource use efficiency measures to reduce raw material input requirement. Major procurement from localized suppliers to abate supply chain disruptions.	Negative

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
	b. Has the policy been approved by the Board? (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
	c. Weblink of the policies, if available	https://www.mitsuchem.com/investors/policies								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	YES	YES	YES	YES	YES	YES	YES	YES	YES
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes, we have a Supplier's code of conduct which requires our suppliers and all other associates to commit to the spirit and intent of all our policies. www.mitsuchem.com/investors/policies								
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 the Company and mapped to each principle.	We are committed to maintaining the highest standards of quality, health, safety, and environmental stewardship through our Integrated Management Policy, which guides our operations and continuous improvement initiatives across all business functions. This commitment is demonstrated through the internationally recognized management system certifications achieved by the Company. Our facilities are certified under ISO 9001:2015 for Quality Management Systems (QMS), ISO 14001:2015 for Environmental Management Systems (EMS), and ISO 45001:2018 for Occupational Health and Safety Management Systems (OHSMS). These certifications cover the design, manufacture, and supply of plastic containers, automotive components, furniture parts, and related products, reflecting our focus on operational excellence, workplace safety, environmental responsibility, and customer satisfaction.								

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

		In the healthcare segment, we hold ISO 13485:2016 certification for Medical Device Quality Management Systems (MDQMS), covering the design, manufacture, and supply of plastic healthcare products, hospital bed furniture, emergency and rescue equipment, and associated accessories. This certification demonstrates our commitment to meeting stringent regulatory and quality requirements for healthcare-related products. For our food packaging business, the Company is certified under ISO 22000:2018 for Food Safety Management Systems (FSMS), ensuring the safe design, manufacture, and supply of plastic containers and related products used in the food industry. The certification reinforces our focus on food safety, hygiene, traceability, and regulatory compliance across the value chain. Further strengthening our commitment to product safety and quality, the Company has obtained a CE-marked Certificate of Conformity for its plastic blow-molded Spine Board, demonstrating compliance with applicable international safety and performance standards and providing assurance to customers regarding product reliability and quality. Beyond these certifications, our sustainability performance is independently evaluated through EcoVadis, a globally recognized sustainability assessment platform. This assessment enables us to benchmark and continuously improve our environmental, social, ethical, and responsible sourcing practices in alignment with global sustainability expectations.
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	The baseline is considered as 2025-26. Target year for the objectives below is 2026-27. Energy and Carbon • Reduce carbon intensity (scope 1 and 2 emissions) by 2%. • Reduce energy intensity by 2%. Water • Reduce water intensity by 2%.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

		Safety and Occupational Health - Continue to be a zero-fatality organization. - Reduce LTIFR by 7 %. 100% compliance with initial medical examination and periodic medical examinations. - Near miss reporting as a leading indicator as one per person per year.
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	- Carbon intensity (scope 1 and 2 emissions) decreased by 6.90% in 2025-26. This performance was driven by energy reduction measures taken during the year. - Energy intensity decreased by 8.95% in 2025-26. - Rainwater harvesting structures were used for the collection & usage of rainwater as an alternative source replacing freshwater withdrawn from surface & ground sources. - Water intensity reduced by 11.03% in 2025-26. - Zero fatalities in 2025-26. - Our LTIFR for employees is zero and our LTIFR for workers has decreased by 11.41% 100% compliance with initial medical examination and periodic medical examinations.
Governance, leadership and oversight		
7.	Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>) BRSR DIRECTOR'S STATEMENT Dear Stakeholders, At Mitsui Chemicals Limited, sustainability and responsible business practices remain integral to our long-term growth strategy and operational philosophy. As we present our Business Responsibility and Sustainability Report (BRSR) for FY 2025-26, we reaffirm our commitment to creating sustainable value for all stakeholders through ethical governance, environmental stewardship, product innovation, employee well-being, and inclusive growth.	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Over the years, Mitsu Chem Plast has evolved into a trusted manufacturer and partner across diverse sectors including pharmaceuticals, chemicals, FMCG, food and beverages, healthcare, cosmetics, agrochemicals, and furniture. With a strong portfolio of high-quality plastic products and over 500 SKUs, we continue to strengthen our market presence while ensuring that sustainability considerations are embedded across our operations and decision-making processes.

Our approach to sustainability is guided by robust management systems and internationally recognized standards. During the year, we continued to uphold our commitment to quality, environmental management, occupational health and safety, food safety, and medical device quality through certifications including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 22000:2018, and ISO 13485:2016. These certifications reflect our focus on operational excellence, customer trust, workplace safety, and responsible manufacturing practices.

We recognize that people are the cornerstone of our success. The Company remains committed to providing a safe, inclusive, and engaging work environment for all employees and workers. Through structured grievance redressal mechanisms, regular employee engagement initiatives, training programs, and leadership interactions, we continue to strengthen a culture of transparency, mutual respect, and continuous improvement.

Environmental responsibility remains a key focus area for the Company. We are continuously working toward improving resource efficiency, minimizing waste generation, enhancing energy conservation, and strengthening sustainable manufacturing practices across our facilities. We also remain committed to complying with all applicable environmental regulations and adopting practices that contribute to long-term ecological sustainability.

We believe that strong stakeholder relationships are essential for sustainable growth. Our engagement with customers, suppliers, channel partners, investors, and local communities is driven by transparency, accountability, and responsiveness. The Company has established dedicated grievance management mechanisms and regular engagement platforms to address stakeholder concerns effectively and strengthen long-term trust.

In line with our commitment to ethical and responsible business conduct, we continue to strengthen our governance framework through policies and practices aligned with integrity, compliance, risk management, and business ethics. Our sustainability performance is also independently assessed through EcoVadis, enabling us to benchmark our progress against global best practices.

As we move forward, Mitsu Chem Plast remains committed to building a resilient and future-ready organization that balances economic growth with environmental and social responsibility. We thank our employees, customers, investors, suppliers, business partners, and communities for their continued trust and support in our sustainability journey.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mitsubishi Chem Plast monitors the implementation of business responsibility policies through a leadership team chaired by Mr. Manish Dedhia, Managing Director. Environmental, Social and Governance aspects are discussed at regular meetings.
9.	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has constituted a dedicated Sustainability Committee comprising three Directors, Strategic Business Unit (SBU) Heads, and the Company Secretary to drive and oversee its sustainability agenda. The Committee is chaired by Manish Dedhia, Managing Director, and includes all direct reportees as permanent members. The Committee meets on a quarterly basis to review the implementation, effectiveness, and progress of sustainability-related initiatives across the organization. The Sustainability Committee plays a strategic role in integrating Environmental, Social, and Governance (ESG) considerations into the Company's business operations and long-term growth strategy. Its key responsibilities include defining relevant ESG metrics and ensuring regular monitoring and monthly performance tracking against established targets. The Committee also evaluates ongoing and proposed ESG initiatives, providing strategic direction, guidance, and support for effective execution. In addition, the Committee focuses on strengthening organizational ESG capabilities through awareness programs, employee training, and capacity-building initiatives. It undertakes periodic benchmarking exercises and incorporates external stakeholder and customer perspectives to align the Company's sustainability practices with evolving industry expectations and global best practices. The Committee is further responsible for establishing ESG targets, key performance indicators (KPIs), and robust monitoring mechanisms to assess progress and drive continuous improvement. It also identifies future priorities, allocates responsibilities to relevant functions, and supports the development of stakeholder communication and engagement plans related to sustainability and ESG matters. Furthermore, the Committee oversees the communication of the Company's ESG policies, initiatives, performance, and achievements to both internal and external stakeholders, reinforcing transparency, accountability, and responsible business conduct across the organization.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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)								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action	Internally Mitsu Chem Plast policies are reviewed periodically or on a need basis by Functional Heads and Executive Directors etc. During this assessment, the efficacy of the policies is reviewed, and necessary changes are implemented. We have also engaged an accredited certification body to assess our policies and procedures.																	
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Mitsu Chem Plast is compliant with all applicable regulations.																	

11.	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
		Mitsu Chem Plast Limited is certified under internationally recognized standards including ISO 9001, ISO 14001, ISO 45001, ISO 13485, and ISO 22000, reflecting the Company's commitment to quality, environmental management, occupational health and safety, medical device quality, and food safety management systems. To ensure the continued effectiveness and compliance of these management systems and related policies, the Company conducts periodic internal assessments and audits across its operations.									
		In addition, regular external assessments and surveillance audits are carried out at the Company's facilities by accredited certification bodies to independently evaluate compliance with applicable standards and identify opportunities for continual improvement. These assessments help strengthen operational excellence, regulatory compliance, risk management, and overall business sustainability.									

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

12	If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated:									
	Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The entity does not consider the Principle material to its business (Yes/No)	Not Applicable								
	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)									

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicator:

- 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	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	We Delivered training to the Board of Directors (BoD) on the Environment, Sustainability, and Governance roadmap, which outlines Mitsu Chem Plast	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		Limited short and medium-term sustainability targets. The training was updated during the establishment and progress phases and included new sustainability reporting requirements such as the BRSR. Thus, all nine principles of BRSR were covered in the training. Training Impact: Among designated Key Management Personnel, the training increased awareness of important provisions, compliance and details which are aligned with SEBI guidelines. It also enhanced the BoD's understanding of the significance of sustainability and provided a clear roadmap for integrating sustainability into the Mitsu Chem Plast Limited strategy.	
Key Managerial Personnel	1	We Delivered training to the KMPs on the Environment, Sustainability, and Governance roadmap, which outlines Mitsu Chem Plast Limited short and medium-term sustainability targets. The training was updated during the establishment and progress phases and included new sustainability reporting	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		requirements such as the BRSR. Thus, all nine principles of BRSR were covered in the training. Training Impact: Among designated Key Management Personnel, the training increased awareness of important provisions, compliance and details which are aligned with SEBI guidelines. It also enhanced the KMP's understanding of the significance of sustainability and provided a clear roadmap for integrating sustainability into the Mitsui Chemicals Limited strategy.	
Employees other than Board of Directors and KMPs	179	Training and awareness programs conducted during the year covered a wide range of topics, including Health, Safety & Environment (HSE), sustainability, soft skills development, Code of Conduct (CoC), time management, and email etiquette. The Company also organized employee well-being and inclusion initiatives such as financial freedom sessions for women, POSH (Prevention of Sexual Harassment) training, and gynecologist awareness seminars.	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		In addition, employees were sensitized on key ethical and compliance-related topics, including business ethics, anti-corruption practices, prevention of child labour, and policies relating to discrimination and harassment. These programs were aimed at strengthening employee awareness, enhancing professional capabilities, fostering an inclusive workplace culture, and reinforcing the Company's commitment to responsible and ethical business conduct.	
Workers	272	Training and awareness programs conducted during the year included Health, Safety & Environment (HSE), 6S workplace management practices, personal hygiene, and sensitization on the Company's policies related to the prevention of child labour, discrimination, and workplace harassment. These initiatives were aimed at promoting a safe, disciplined, hygienic, and inclusive work environment while reinforcing ethical conduct and regulatory compliance across the organization.	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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	NIL				
Settlement					
Compounding fee					

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

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
NIL	Not Applicable

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- 4. Does the Company 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 established a comprehensive Anti-Corruption and Anti-Bribery Policy designed to prevent, detect, and deter fraudulent, unethical, and corrupt practices across its operations. The Company is committed to maintaining the highest standards of integrity, transparency, honesty, and ethical business conduct in all its dealings and relationships.

The policy is implemented across all business operations and applies to employees, directors, and relevant stakeholders associated with the Company. It provides clear guidelines on ethical conduct, prevention of bribery and corruption, reporting mechanisms, and compliance responsibilities. To reinforce awareness and accountability, the policy is also integrated into the onboarding and induction process for all new employees, ensuring that ethical business practices are embedded within the organizational culture from the outset.

Link - <https://mitsuchem.com/investors/policies>

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

	FY2026	FY2025
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

6. Details of complaints with regard to conflict of interest

	FY2026		FY2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	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 conflict of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Number of days of accounts payables	28	35

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

9. Open-ness 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, in the following format:

Parameter	Metrics	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	15.405	15.948
	b. Number of trading houses where purchases are made from	28	12
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	88.90	94.16
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	3.521	1.963
	b. Number of dealers / distributors to whom sales are made	7	7
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100	100
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	9	8

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	Quality Management System, Quality and Vendor development and Ratings, Occupational Safety, Health and Environment, Food safety, Sustainability.	< 1%

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, Mitsu Chem Plast Limited has established a comprehensive Code of Conduct applicable to the Board of Directors and senior management personnel. The Code sets out clear principles and guidelines for identifying, avoiding, disclosing, and managing actual or potential conflicts of interest, while reinforcing the Company's commitment to integrity, transparency, ethical conduct, and responsible decision-making.

All individuals covered under the Code are required to act in the best interests of the Company and are obligated to promptly disclose any situation that may give rise to a conflict of interest. The Code further provides guidance on maintaining professional, fair, and respectful conduct in all business interactions to minimize the risk of conflicts and uphold high standards of corporate governance and ethical behavior across the organization.

For further details, please refer our policy at: <https://mitsuchem.com/investors/policies>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Principle 2: Business should provide goods and services in a manner that is sustainable and safe

Essential Indicator:

- 1 Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY2026	FY2025	Details of improvements in environmental and social impacts
R & D	0.06	0.06	The company has taken various initiatives to conserve the energy by adopting innovative measures to reduce wastage and optimize consumption: 1) Optimization of Cycle time by all means 2) Reduce setup time by implement SMED concept 3) Logical Buffer Management 4) Supply Chain Management 5) Exploitation 6) Installed foam filling machine to reduce plastic consumption (lower weight product with good strength).
Capex	0.59	14.84	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

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

Yes, we follow sustainable procurement practices in alignment with our Sustainable Procurement Policy, which applies to all suppliers, vendors, and input materials. The policy encompasses key areas such as ethics, business integrity, human rights, social responsibility, health and safety, environmental stewardship, community engagement, green products and practices, quality standards, Good Manufacturing Practices, and legal compliance.

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.

We do not directly reclaim our products from our customer at the end of life.

(a) Plastics (including packaging)	Not Applicable
(b) E-waste	Not Applicable
(c) Hazardous waste	Not Applicable
(d) other waste.	Not Applicable

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Mitsu Chem Plast is registered with the Maharashtra Pollution Control Board as a Producer under the Plastic Waste Management Rules, 2016, for the disposal of multilayered plastic and other plastic waste in accordance with our Extended Producer Responsibility (EPR) plan. We are actively working towards fulfilling the targets and obligations outlined in our registration.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 in the following format?

We have not conducted Life Cycle Assessment of our products. However, we do identify the significant environmental risks arising from production or disposal of our products through our Environmental Aspect & Impact Assessments.

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.
N/A	N/A	N/A	N/A	N/A	N/A

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
N/A	N/A	N/A

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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 #	
	FY2026	FY2025
Recycled Plastic	2.94%	4.96%

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

	FY2026			FY2025		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	N/A	N/A	N/A	N/A	N/A	N/A
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other waste	N/A	N/A	N/A	N/A	N/A	N/A
Battery waste	N/A	N/A	N/A	N/A	N/A	N/A
Bio-medical waste	N/A	N/A	N/A	N/A	N/A	N/A

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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
N/A	

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains.

Essential indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	189	189	100%	189	100%	NA	NA	0	0	0	0
Female	36	36	100%	36	100%	36	100%	NA	NA	0	0
Total	225	225	100%	225	100%	36	100%	0	0	0	0
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	185	185	100%	185	100%	NA	NA	0	0	0	0
Female	6	6	100%	6	100%	6	100%	NA	NA	0	0
Total	191	191	100%	191	100%	6	100%	0	0	0	0
Other than Permanent employees											
Male	451	451	100%	451	100%	NA	NA	0	0	0	0
Female	56	56	100%	56	100%	56	100%	NA	NA	0	0
Total	507	507	100%	507	100%	56	100%	0	0	0	0

C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY26 Current Financial Year	FY 25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.027%	0.032%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits	FY2026			FY2025		
	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	64.00	100	Y	62.14	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	24.89	53.40	Y	25.93	55.50	Y
Others-please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Yes, Mitsu Chem Plast ensures that all premises and offices are accessible to employees and workers with disabilities.

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

Mitsu Chem Plast Limited follows its Equal Opportunity Policy in alignment with the provisions of the Rights of Persons with Disabilities Act, 2016 and remains committed to fostering an inclusive, diverse, and non-discriminatory workplace. The Company provides equal employment opportunities to all qualified candidates in accordance with its Human Resources recruitment policies and merit-based selection criteria, irrespective of physical or mental ability, caste, gender, race, colour, religion, or creed.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

As an equal opportunity employer, the Company upholds fairness, dignity, and respect in all employment-related decisions, including recruitment, training, career development, compensation, and workplace engagement. Mitsu Chem Plast does not discriminate or provide preferential treatment on the basis of any protected characteristic and ensures compliance with all applicable legal and regulatory requirements. Through these practices, the Company strives to create a work environment that promotes equal participation, inclusivity, and mutual respect for all employees.

Link - <https://mitsuchem.com/investors/policies>

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	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A

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	Mitsu Chem Plast Limited has established a structured Grievance Redressal Mechanism under the supervision of the Human Resources department to effectively address concerns and issues raised by employees and workers. The mechanism is designed to ensure that grievances are handled in a fair, transparent, confidential, and timely manner, fostering a positive and inclusive work environment.
Other than permanent workers	
Permanent employees	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

	Yes/No (If yes, then give details of the mechanism in brief)
Other than permanent employees	To encourage open communication and employee engagement, the Company regularly conducts forums such as Company Communication Meets, Plant Communication Meets, and other interactive sessions where employees and workers are provided with opportunities to voice their concerns, share feedback, and discuss workplace-related matters. Employees may also directly approach their respective HR representatives to report grievances or seek support. All concerns received are systematically reviewed through an internal assessment process, following which appropriate corrective and resolution measures are implemented through a structured action plan. The Company remains committed to promoting mutual trust, employee well-being, and a culture of open dialogue and continuous improvement across the organization.

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

Category	FY2026			FY2025		
	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	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Category	FY2026			FY2025		
	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 Workers	191	170	89.01	191	171	89.53
-Male	185	165	89.18	184	165	89.67
-Female	6	5	83.33	7	6	85.71

8. Details of training given to employees and workers:

Category	FY2026					FY2025				
	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	189	189	100%	189	100%	202	202	100%	202	100%
Female	36	36	100%	36	100%	41	41	100%	41	100%
Total	225	225	100%	225	100%	243	243	100%	243	100%
Workers										
Male	636	636	100%	636	100%	724	724	100%	724	100%
Female	62	62	100%	62	100%	61	61	100%	61	100%
Total	698	698	100%	698	100%	785	785	100%	785	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Category	FY2026			FY2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	189	189	100%	202	202	100%
Female	36	36	100%	41	41	100%
Total	225	225	100%	243	243	100%
Workers						
Male	185	185	100%	184	184	100%
Female	6	6	100%	7	7	100%
Total	191	191	100%	191	191	100%

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 such system?**

Yes, at Mitsu Chem Plast we have implemented a formal occupational health and safety management system since 2019. We have implemented a formal Occupational Health & Safety Management System (OHSMS) based on ISO 45001 that covers all our operating and manufacturing facilities.

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

Mitsu Chem Plast Limited follows a structured Hazard Identification and Risk Assessment (HIRA) process to systematically identify, evaluate, and mitigate work-related hazards across all its manufacturing units and operations. The process is carried out through a cross-functional approach involving teams from

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

operations, maintenance, and Health, Safety & Environment (HSE) functions to ensure comprehensive risk assessment and effective control measures.

To maintain safe and controlled operations, the Company has implemented well-defined Standard Operating Procedures (SOPs), operational control measures, and a robust work permit system for high-risk activities. In addition, comprehensive emergency preparedness and response plans are established across facilities to effectively manage unforeseen incidents and emergency situations.

Based on the analysis of incident trends and safety data, the Company has identified critical operational risks and implemented targeted safety standards, preventive controls, and mitigation measures to minimize potential hazards. The HSE Committee convenes on a monthly basis to review critical risks, monitor health and safety performance indicators, and evaluate the effectiveness of ongoing safety initiatives and corrective actions.

The Company also places strong emphasis on employee awareness and capability building. All employees and workers undergo mandatory safety induction programs and periodic training sessions covering hazard identification, risk reporting, emergency response, and safe work practices. Furthermore, regular safety inspections, audits, and compliance reviews are conducted to ensure adherence to established standards, identify improvement opportunities, and implement timely corrective and preventive actions wherever required.

c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

Yes, we have implemented multiple procedures across all locations to report work related hazards and remove hazards from the workplace. We have also implemented multiple levels of safety

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

committees at manufacturing sites. Employees and workers are using these platforms to report hazards. There is regular practice of audits and inspections to identify hazards and deficiencies at the workplace.

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

Yes, all our employees/ workers are covered under medical insurance schemes either through ESIC or Medical Insurance policy for non-occupational medical and healthcare services.

11. Details of safety related incidents, in the following format:

Safety Incident /Number	Category	FY2026	FY2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	5.74	6.48
Total recordable work-related injuries	Employees	0	0
	Workers	26	23
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

At Mitsu Chem Plast Limited, ensuring a safe and healthy workplace is a fundamental priority and an integral part of the Company's operational philosophy. The Company is committed not only to preventing workplace injuries and occupational illnesses but also to promoting employee well-being, morale, and productivity through a strong culture of safety and continuous improvement. Safety excellence remains central to all business activities, with sustained efforts directed toward building a proactive and responsible safety culture across all facilities.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Over the past five years, the Company has successfully implemented the ISO 45001:2018 Occupational Health and Safety Management System (OHSMS), which has contributed significantly to strengthening safety practices and driving continuous improvement in health and safety performance across operations.

To maintain high standards of workplace safety, the Company has adopted a comprehensive range of preventive and control measures, including structured Hazard Identification and Risk Assessment (HIRA) processes, emergency preparedness and response drills, routine inspections of tools and equipment by certified personnel, strict adherence to the Work Permit System, and implementation of Lock Out Tag Out (LOTO) procedures for safe energy isolation. In addition, engineering controls, operational safeguards, and regular safety training programs are implemented to ensure employees and workers are equipped with the necessary awareness and competencies to perform their duties safely.

The Company strictly complies with all applicable national and international occupational health and safety regulations and continuously adopts advanced technologies, systems, and best management practices to enhance workplace safety standards. Key safety initiatives implemented across locations include:

- Work Permit System for controlled execution of high-risk activities
- Internal workplace safety audits and inspections
- Periodic inspection and certification of lifting tools, tackles, and pressure vessels by authorized personnel
- Regular Health, Safety & Environment (HSE) and safety committee meetings
- Continuous safety awareness and training programs for employees and workers

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- Implementation of Behavior-Based Safety (BBS) practices across facilities
- Emergency preparedness and mock drill exercises
- Inspection and monitoring of engineering controls, lifting equipment, and material handling systems
- Lock Out Tag Out (LOTO) procedures for isolation of hazardous energy sources
- Monitoring of workplace noise levels and illumination standards
- Comprehensive risk assessments for existing operations and new projects

Additionally, the Company follows industry best practices for the maintenance and monitoring of ventilation systems to ensure a safe, healthy, and comfortable working environment. Through these initiatives, Mitsu Chem Plast continues to strengthen its commitment to safeguarding employees, enhancing operational reliability, and fostering a culture of safety, accountability, and continuous improvement across the organization.

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

	FY2026			FY2025		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	9	0		10	0	
Health & Safety	6	0		0	0	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and 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.

Mitsu Chem Plast has a management Programme in place to handle all significant risks brought on by incidents and safety recommendations, as well as effective progress monitoring and review.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, All our employees & workers are covered for accidental death insurance through ESIC Scheme or Workmen compensation Policy. All employees eligible for the Provident fund scheme are covered for life insurance under EDLI scheme.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

Our Supplier Code of Conduct includes a provision requiring suppliers to comply with all applicable laws, regulations, tax obligations, and the standards outlined in the Code. We also encourage suppliers to maintain proper documentation to demonstrate their adherence to these principles.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

3. Provide the number of employees/workers having suffered grave consequences due to work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are 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	
	FY2026	FY2025	FY2026	FY2025
Employees	0	0	0	0
Workers	0	0	0	0

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

We do not have formal programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, our management has a lot of informal discussions with employees nearing retirement.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	1%
Working Conditions	1%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.

Mitsu Chem Plast Limited works with multiple partners and suppliers to deliver high-quality products and services to customers. We conduct stringent audits and reviews and take corrective actions, if required, to ensure compliance. No significant risks have been identified from the assessment of our value chain partners.

Principle 4: Business should respect the interests of and be responsive to all its stakeholders.

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the Company.

At Mitsu Chem Plast, stakeholder identification forms a key pillar of our integrated management system and supports informed decision-making across the organization. Under the guidance of senior management, in consultation with the Board of Directors and functional departments, we undertake a structured and systematic process to identify and prioritize stakeholders who influence, or are influenced by, our operations and business activities. This process includes defining the objectives of the stakeholder assessment, identifying relevant stakeholder groups, categorizing them as internal or external, evaluating and prioritizing them based on their influence and impact, understanding their expectations and concerns, and developing tailored engagement strategies. Recognizing that stakeholder relationships and expectations evolve over time, we continuously monitor, review, and update our stakeholder engagement approach to ensure alignment with changing business contexts and stakeholder needs. The key stakeholder groups identified by Mitsu Chem Plast include employees and workers, investors and shareholders, customers and dealers, vendors and suppliers, government authorities and regulatory bodies, banks and financial institutions, and local communities surrounding our operations.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	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	Company Communication, Open Houses, Notice Boards, Email etc.	On Need basis	Employee engagement activities, training, awareness and welfare programs
Customers	No	Regular business meetings, Customer satisfaction surveys, Email, Advertisements, publications, website, social media	Frequent and need based	New product launches; customer satisfaction, grievance redressal, service support, product health checks
Suppliers	No	Regular business meetings, E-mails, One to one meetings, factory visits etc.	Frequent and need based	Business related discussions, awareness and training programmes, audits, supplier sustainability

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local community	Yes	Mitsu Foundation, community meetings, newspapers	Frequent and need based	CSR projects delivery, managing community expectations & demands
Investors and Shareholders	No	Quarterly results, Annual Reports, Earnings call, Analyst meet, Earning release, press releases, website, Email, newspaper advertisement, intimation to stock exchanges, Annual General Meetings and investor meetings / conferences	Annual, quarterly and need based	To inform the current performance of the Company and its future plans

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

The Company has constituted a Stakeholder Relationship Committee to ensure an effective governance and self-regulatory framework for safeguarding the interests of its stakeholders. The Committee periodically reviews stakeholder concerns, grievances, and feedback, ensuring that they are addressed in a timely and transparent manner. It also serves as a platform for communicating the Company's policies, initiatives, and actions to relevant stakeholders. Through regular monitoring and engagement, the Committee facilitates the resolution of identified concerns to the satisfaction of stakeholders, while strengthening trust, accountability, and long-term stakeholder relationships.

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, Mitsu Chem Plast Limited is committed to creating long-term value for its employees, customers, investors, communities, and other stakeholders by conducting business in a responsible and sustainable manner. Our commitment encompasses environmental stewardship, support for local communities and government initiatives, and the protection of the interests of future generations. Stakeholder engagement is embedded within our management approach, enabling us to systematically gather, evaluate, and incorporate stakeholder feedback into our policies, strategies, and operational practices.

As part of our sustainability journey, Mitsu Chem Plast Limited strives to align its business operations and manufacturing processes with internationally recognized best practices. The Company focuses on addressing material topics that are most relevant to both its stakeholders and business success. These material issues represent the environmental, social, economic, and governance matters that can significantly influence stakeholder decisions and impact the Company's ability to create sustainable value over the short, medium, and long term.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

To identify and prioritize these material topics, the Company undertook a comprehensive materiality assessment involving a broad spectrum of internal and external stakeholders, including employees, customers, investors, suppliers, and local communities. Stakeholder inputs were assessed alongside industry trends, emerging sustainability challenges, regulatory requirements, business priorities, and globally recognized sustainability frameworks. The identified topics were then evaluated and prioritized based on their significance to both the Company and its stakeholders.

Based on the outcomes of this assessment, Mitsu Chem Plast Limited has strengthened existing policies and implemented appropriate management procedures to effectively address the identified material issues. The Company has also established measurable key performance indicators (KPIs), targets, and monitoring mechanisms to track progress and drive continuous improvement, ensuring meaningful and sustainable outcomes across all material areas.

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

The Company's CSR initiatives are focused on enhancing the lives and livelihoods of underprivileged, marginalized, and vulnerable communities near our operational facilities. Our CSR team regularly conducts on-site discussions to gather feedback and suggestions from the communities, which are promptly addressed to ensure their needs are met. These efforts, led by the Mitsu Foundation, encompass the following key areas:

1. Promotion of Sports:

A. Mr. Sangameshwar Birajdar

We are proud to support Mr. Sangameshwar Birajdar, International Para Athlete in his pursuit to represent India in Javelin Throw at the 7th Indian Open Para Athletics International Championship 2025. A contribution of ₹ 1,20,000 was contributed for this purpose.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Impact

Enabled Mr. Sangameshwar Birajdar to purchase his first professional javelin equipment and to represent India in Javelin Throw at the 7th Indian Open Para Athletics International Championship 2025.

B. Mr. Jash Modi

We are proud to support Mr. Jash Modi to enable him to participate in various table tennis tournaments held within India and win medals at various International Tournaments. The Company also supports Mr. Jash Modi in his pursuit to represent India in the Olympics in the future and win gold medals for the country. A contribution of ₹ 4,25,000 was contributed for this purpose.

Impact

Enabled Mr. Jash Modi to participate in various table tennis tournaments held within India and win medals at various International Tournaments.

C. Collective Aspiration for Rural Empowerment (C.A.R.E)

We are proud to contribute to Collective Aspiration for Rural Empowerment (C.A.R.E) for promoting sports amongst women especially Table Tennis. A contribution of ₹ 25,747 was made for this purpose.

Impact

Inspired young girls to pursue sports by creating awareness about importance of female representation in sports.

2. Promotion of Health Care

A. Financial assistance to poor and needy patients through Jeevan Jyot Cancer Relief and Care Trust

A contribution of ₹15,00,000 was made to Jeevan Jyot Cancer Relief and Care Trust to provide free food and medication to needy cancer patients especially the ones travelling from outside of Mumbai.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

The said contribution was also made to provide financial assistance for their chemo and radiation cycle.

Impact

500+ patients benefitted from the said contribution with improved access to necessary medications for cancer patients, enhanced diagnostic capabilities leading to more accurate and timely treatments and alleviation of financial burdens on economically challenged patients.

B. Conducting Medical camps in association with Shree Bhojay Sarvoday Trust

A contribution of ₹3,00,000 was made to Shree Bhojay Sarvoday Trust for conducting medical camps by providing diagnostic, treatment and surgical facilities for eye and gynec patients in Kutch.

Impact

50+ rural people benefitted from the said medical camp on account of provision of free diagnostic, treatment and surgical facilities

Principle 5: Business should respect and promote human rights.

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY2026			FY2025		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	225	225	100%	243	243	100%
Other than Permanent	0	0		0	0	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Category	FY2026			FY2025		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Total Employees	225	225	100%	243	243	100%
Workers						
Permanent	191	191	100%	191	191	100%
Other than Permanent	507	507	100%	594	594	100%
Total Workers	698	698	100%	785	785	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY2026					FY2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	225	0	0	225	100%	243	0	0	243	100%
Male	189	0	0	189	100%	202	0	0	202	100%
Female	36	0	0	36	100%	41	0	0	41	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	191	0	0	191	100%	191	0	0	191	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Category	FY2026					FY2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	185	0	0	185	100%	184	0	0	184	100%
Female	6	0	0	6	100%	7	0	0	7	100%
Other than Permanent	507	507	100%	0	0	594	594	100%	0	0
Male	451	451	100%	0	0	540	540	100%	0	0
Female	56	56	100%	0	0	54	54	100%	0	0

3. Details of remuneration/salary/wages, in the following format:

a. The details are provided below:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	5	1,21,50,000	1	2,75,000
Key Managerial Personnel (KMP)	3	1,21,50,000	1	5,45,109
Employees other than BoD and KMP	188	4,15,640	35	3,97,740
Workers	183	3,59,800	6	2,86,675

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	FY26 Current Financial Year	FY25 Previous Financial Year
Gross wages paid to females as % of total wages	1.21	1.28

- 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)**

Mitsu Chem Plast Limited is committed to respecting, protecting, and promoting human rights across its operations and maintains a strict zero-tolerance approach toward any form of human rights violation. This commitment is embedded in the Company's Code of Conduct and Ethics, as well as its human resources policies and procedures, which provide clear guidance on expected standards of behavior and workplace practices.

To ensure that human rights are upheld throughout the organization, the Company has established a formal mechanism for reporting concerns or incidents related to human rights violations. All reported cases are promptly and thoroughly investigated by the Head of Human Resources, with matters of significant seriousness escalated to senior management for appropriate review and action. Through these processes, Mitsu Chem Plast Limited seeks to foster a workplace culture founded on dignity, respect, fairness, and accountability.

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

Mitsu Chem Plast Limited recognizes human rights as a fundamental and

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

integral aspect of its business philosophy. The Company is committed to fostering a workplace and business environment that respects, protects, and promotes human rights through fair, ethical, and responsible employment and business practices. We maintain a strict zero-tolerance policy against all forms of child labour, forced or bonded labour, human trafficking, slavery, discrimination, harassment, and any form of physical, sexual, psychological, or verbal abuse.

To uphold these commitments, the Company has established a robust framework of policies and procedures, including policies on Equal Employment Opportunity and Diversity, Prevention of Child Labour, Non-Discrimination, Prevention of Sexual Harassment, and No Harassment at the Workplace. These policies provide clear guidance on expected conduct and reinforce our commitment to creating a safe, inclusive, and respectful work environment for all employees.

Mitsu Chem Plast Limited has also implemented effective grievance redressal mechanisms to address human rights-related concerns. The Company's Grievance Redressal Policy provides employees with a transparent and structured process for raising concerns and seeking resolution of workplace issues. The mechanism is designed to promote trust, fairness, and timely resolution of grievances, thereby contributing to employee well-being and organizational effectiveness.

In addition, the Company has established a robust Prevention of Sexual Harassment (POSH) framework and constituted an Internal Complaints Committee (ICC) in accordance with applicable legal requirements. The ICC is responsible for receiving, investigating, and resolving complaints related to sexual harassment in a confidential, impartial, and timely manner, ensuring a safe and dignified workplace for all employees. Through these measures, Mitsu Chem Plast Limited continues to strengthen its commitment to protecting human rights and maintaining the highest standards of workplace ethics and integrity.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Number of Complaints on the following made by employees and workers:

The details are provided below:

	FY2026			FY2025		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other Human rights related issues	0	0		0	0	

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

	FY26 Current Financial Year	FY25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Mitsu Chem Plast Limited maintains a strict zero-tolerance policy towards any form of harassment, discrimination, or inappropriate conduct in the workplace. All employees are encouraged to promptly report any incidents or concerns through the designated reporting channels. Every complaint is treated seriously and investigated thoroughly, impartially, and confidentially, with appropriate corrective and disciplinary actions taken wherever necessary.

The Company is equally committed to protecting individuals who raise concerns in good faith. Any form of retaliation, victimization, intimidation, or adverse treatment against an employee, prospective employee, or former employee for reporting a concern or participating in an investigation is strictly prohibited. Employees found engaging in retaliatory behavior are subject to disciplinary action in accordance with Company policies.

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

Yes, our Supplier Code of Conduct aligns to the globally recognised standards such as the Core Conventions of ILO, UN's Universal Declaration of Human Rights, and UN Global Compact Principles, as well as relevant industry standards and statutory requirements.

9. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	

- 10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

No significant risks reported in the assessment.

Leadership Indicators

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

Mitsu Chem Plast Limited policies are reviewed regularly and modified as required. The modifications take into consideration any grievances or incidents that are flagged through our redressal mechanisms. These policies serve as the foundation to our operating procedures and the way in which we conduct business.

- 2. Details of the scope and coverage of any Human rights due diligence conducted.**

We conduct internal Human rights due diligence based on UNGC protocol & assessment checklists across all offices & plants.

- 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, the premises / offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

This demonstrates Mitsui Chem Plast Limited commitment to creating an inclusive and accommodating environments for all individuals.

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

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

Not Applicable

Principle 6: Business should respect and make efforts to protect and restore the environment.

Essential indicators

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

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption sources (C)	-	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D) (GJ)	72,241.65	74,460.79
Total fuel consumption (E) (GJ)	4,807.12	5,878.99
Energy consumption other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	77,048.77	80,339.78
Total energy consumed (A+B+C+D+E+F) (GJ)	77,048.77	80,339.78
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ INR Cr)	220.13	241.78
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	4,477.44	5,532.00
Energy intensity in terms of physical output	-	-
Energy intensity (<i>optional</i>) - the relevant metric may be selected by the entity	-	-

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Independent assurance has not been carried out by external agency.

- 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? (Y/N) 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.**

None of our sites / facilities have been identified as designated consumers under the PAT scheme of Government of India.

- 3. Provide details of the following disclosures related to water, in the following format:**

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	27438	30670
(iii) Third party water	28679	29216
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	56117	59886
Total volume of water consumption (in kilolitres)	56117	59886
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR Cr)	160.33	180.22

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	3261.11	4123.59
Water intensity in terms of physical output	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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.

Independent assurance has not been carried out by external agency.

4. Provide the following details related to water discharged:

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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.

Independent assurance has not been carried out by external agency.

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

At Mitsu Chem Plast Limited, process water consumption is primarily limited to utility operations such as cooling towers and chilling plants. Water used in these systems is treated and continuously recirculated

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

through a closed-loop mechanism, significantly minimizing freshwater consumption. The only water losses occur through unavoidable evaporation during the cooling process.

Domestic wastewater generated from sanitary facilities is treated through septic tank systems and subsequently reused for landscape and gardening purposes within the premises. As no wastewater is discharged outside the facility boundaries, all our manufacturing sites operate as Zero Liquid Discharge (ZLD) facilities, reflecting our commitment to responsible water stewardship and sustainable resource management.

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

Parameter	Unit	FY2026	FY2025
NO _x	Mg/Nm ³	19.57	8.36
SO _x	Kg/ Day	0.98	0.58
Particulate matter (PM)	Mg/Nm ³	46.96	51.44
Persistent organic pollutants (POP)	Mg/Nm ³	-	-
Volatile organic compounds (VOC)	Mg/Nm ³	-	-
Hazardous air pollutants (HAP)	Mg/Nm ³	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	Mg/Nm ³	-	-

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.

Independent assurance has not been carried out by external agency.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

The details are provided below:

Parameter	Unit	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	348	416
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	14589	15038
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO ₂ equivalent / INR Crore turnover	43.29	46.50

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	Unit	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
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)	-	880.52	1064.07
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Independent assurance has not been carried out by external agency.

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

As part of our ongoing commitment to improving energy efficiency and reducing our carbon footprint, Mitsu Chem Plast Limited continuously implements initiatives aimed at optimizing resource consumption and enhancing operational sustainability. Key measures undertaken include:

- ✓ Adoption of the Theory of Constraints (TOC) methodology, a scientific management approach that improves productivity while optimizing energy utilization across operations.
- ✓ Installation of energy-efficient machinery and advanced technologies to reduce overall energy consumption.
- ✓ Integration of automatic controllers in manufacturing equipment to switch off machines during idle periods, thereby minimizing unnecessary power usage.
- ✓ Installation of harmonic filters to improve power quality, enhance power factor performance, and reduce energy losses.
- ✓ Replacement of conventional lighting systems, including metal halide, sodium vapor, and PLC-based lighting, with energy-efficient LED lighting and motion-sensor-controlled fixtures.
- ✓ Utilization of transparent polycarbonate roofing sheets in production areas to maximize natural daylight penetration, reducing dependence on artificial lighting during daytime operations.
- ✓ Deployment of electric two-wheelers for administrative and intra-facility transportation to lower fossil fuel consumption and associated emissions.
- ✓ Transition of material transportation vehicles from High-Speed Diesel (HSD) to Compressed Natural Gas (CNG), including

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

the procurement of 8.25 MT capacity CNG-powered vehicles, contributing to lower greenhouse gas emissions and improved environmental performance.

These initiatives reflect the Company's proactive approach to energy conservation, operational excellence, and climate change mitigation.

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

The required details are provided below:

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	74.76	68.89
E-waste (B)	0.13	0.14
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	25.28	111.86
Total (A+B + C + D + E + F + G + H)	100.17	180.89
Waste intensity per crore of turnover (Total waste generated / Revenue from operations)	0.28	0.54

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	8.42	12.45
Waste intensity in terms of physical output	-	-
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	100.17	180.89
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	100.17	180.89
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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.

Independent assurance has not been carried out by external agency.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

10. Briefly describe the waste management practices adopted in your establishment. 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.

Mitsu Chem Plast Limited has implemented a comprehensive waste management framework to ensure the responsible handling, segregation, recycling, and disposal of waste generated across its operations. The Company follows a structured waste classification system that promotes resource recovery and minimizes environmental impact. Waste management practices prioritize recycling and the timely disposal of waste through authorized third-party agencies in compliance with applicable regulatory requirements.

All solid waste generated at our facilities is systematically segregated into recyclable and non-recyclable non-hazardous categories. Employees are trained to follow established procedures for waste collection, segregation, and storage using designated containers and collection points. Each manufacturing facility is equipped with a dedicated temporary waste storage area featuring appropriate signage and safeguards to prevent pollution, contamination, and leakage.

All manufacturing plants operate under valid Consent to Operate approvals issued by the Maharashtra Pollution Control Board. The Company does not generate hazardous waste through its manufacturing processes. Non-hazardous waste streams, including paper, plastic packaging materials, and metal scrap, are responsibly managed and routed to authorized recycling partners to support circular economy principles.

The Company follows responsible waste management practices by ensuring that plastic waste, e-waste, and metal scrap are disposed of or recycled in compliance with applicable regulatory requirements with a continued focus on environmental stewardship and regulatory compliance.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Through these measures, Mitsu Chem Plast Limited remains committed to minimizing waste generation, maximizing resource recovery, and promoting environmentally responsible waste management practices across its operations.

- 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.
NA			

Note - We do not conduct any activities or operations in areas that are considered ecologically sensitive. This means that the Company is not engaged in any activities that could harm or negatively impact the environment or the natural habitats of endangered species.

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

Mitsu Chem Plast does not have any green-field projects in the current reporting period which require EIA according to the EIA notification, 2006.

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- 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).**

Yes, we are 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.

If not, provide details of all such non-compliances, in the following format:

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				

Leadership Indicators -

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

According to the Central Groundwater classification, the manufacturing units of the Company are not located in areas classified as "Critical" or "Over-exploited" with regards to groundwater.

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

(i) Name of the area -NA

(ii) Nature of operations -NA

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

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY26 (Current Financial Year)	FY25 Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	FY26 (Current Financial Year)	FY25 Previous Financial Year)
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	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.

Independent assurance has not been carried out by external agency.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Parameter	Unit	FY2026	FY2025
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	Not Calculated	Not Calculated
Total Scope 3 emissions per rupee of turnover	Kg CO ₂ / Rupee turnover	Not Calculated	Not Calculated
Total Scope 3 emission intensity kg CO ₂ /T of Cementitious material	Kgs	Not Calculated	Not Calculated

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

3. With respect to the ecologically sensitive areas reported in 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.

Not Applicable

4. If the entity provided below taken 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:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
1	Energy efficient equipment	Installation of energy efficient equipment and technological equipment.	Energy savings & Emission reduction
2	Addition of controller in machine	Addition of controller in machine, to switch-off automatically during idle load, which saves power consumption.	Energy savings & Emission reduction
3	Harmonic Filter Installation	Installed Harmonic Filter for reducing power factor & conversion.	Reduction in power factor & conversion
4	LED light replacement	Replaced all Metal Halide lights, Sodium Vapor Lights, PLC power lights with LED lights and motion sensor lights.	Energy savings & Emission reduction
5	Natural Illumination	Used transparent Polycarbonate sheets for roofing at workplace for natural light penetration and increase in day lights for plants.	Energy savings & Emission reduction

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
6	EV Mobility	Use of electric motorcycle for administrative jobs	Scope 1 emission reduction
7	Water conversation	Rain water collection & usage in cooling towers	Fresh water consumption reduction
8	Waste water treatment	30.0 KLPD Sewage treatment plant for domestic waste water	Fresh water consumption reduction
9	Fuel Switch	Use of 4 nos of CNG trucks of 8.25 MT capacity instead of HSD trucks	Energy savings & Emission reduction

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

Currently we do not have a formal & documented business continuity and disaster management plan.

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?

We have not found any significant negative impact on the environment throughout our value chain. However, we have taken steps to ensure that our procurement policies promote environmentally friendly and responsible practices. Mitsu Chem Plast Limited aims to comply with all relevant environmental laws and regulations in the regions where we operate and from which we source materials, products, and services.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

1% of our value chain partners were assessed for- environmental impacts.

8. How Many green credits have been generated or produced

a By the listed entity	NIL
b By the top ten (in terms of value of purchase and sales respectively) value chain partners	NIL

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential indicators

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

The Company is a member of 4 trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	All India Plastic Manufacturing Association	National
2	Organisation Plastic Processors of India	National
3	PLEX Council	National
4	Tarapur Industrial Manufacturing Associations	National

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

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

Leadership Indicators

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

S. 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					

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
NA					

We are not required to carry our Social Impact Assessments as per law.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format:**

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	Amount sent on R&R activities during FY 2023-24 (In INR)
NA						

No Rehabilitation and Resettlement projects are on-going for Mitsu Chem Plast Limited

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

Mitsu Chem Plast Limited has established a formal Community Grievance Management Mechanism to effectively address concerns raised by local communities regarding the Company's operations or those of its contractors. The process provides a structured framework for receiving, recording, assessing, investigating, and resolving both written and verbal grievances in a timely, transparent, respectful, and culturally appropriate manner.

In addition to the formal grievance mechanism, designated Company representatives, including HR personnel, regularly engage with community members to gather feedback, understand local concerns, and identify opportunities for improvement. This proactive approach enables the Company to address issues promptly and maintain constructive relationships with neighbouring communities.

Under the grievance management process, all community concerns are systematically acknowledged, evaluated, assigned to the appropriate personnel for action, investigated where necessary, and responded to in a consistent and effective manner. The Company also maintains ongoing dialogue with local stakeholders through its Corporate Social

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Responsibility (CSR) initiatives, ensuring that community expectations and development needs are considered in its social investment and engagement programs. Through these efforts, Mitsui Chem Plast Limited strives to foster trust, transparency, and positive community relations wherever it operates.

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

	FY2026	FY 2025
Directly sourced from MSMEs/small producers	26.41	22.21
Directly from Within India	83.08	61.09

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	FY26 Current Financial Year	FY 25 Previous Financial Year
Rural	33.83	34.42
Urban	50.73	49.47
Metropolitan	15.44	16.11

(Place to be categorized 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
NA	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

S. No	State	Aspirational District	Amount spent (In INR)
NA			

Our manufacturing sites are not falling under designated aspirational districts as identified by the government.

- 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) - No**
- (b) From which marginalized/vulnerable groups do you procure? - NA**
- (c) What percentage of total procurement (by value) does it constitute? - NA**
- 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (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
	NA			

- 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
NA		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Promotion of Sports	2+	100%
2	Promotion of Healthcare	551+	100%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential indicators

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

Mitsubishi Chem Plast Limited has established a structured customer grievance and feedback management system to ensure the timely resolution of consumer concerns and continuous improvement in product quality and service delivery. All customer complaints and feedback are systematically recorded, tracked, and reviewed to facilitate effective resolution and organizational learning.

The complaint handling process involves cross-functional participation from teams including Sales, Marketing, Quality Assurance, and Production, ensuring that concerns are addressed comprehensively and efficiently. Complaints may be received through various channels, including verbal communication, written correspondence, and email.

Upon receipt, each complaint is formally logged and assessed to identify the underlying root cause. Based on the findings, appropriate corrective and preventive actions are determined and implemented to address the issue and prevent recurrence. The actions taken are communicated to the customer, and feedback is sought to evaluate the adequacy of the resolution.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Subsequently, the effectiveness of the corrective actions is reviewed to assess customer satisfaction and confirm that the issue has been satisfactorily resolved. Once closure is achieved, the complaint is formally closed and documented for future reference, trend analysis, and continual improvement of products, processes, and customer experience.

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	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

We are in B2B and not in B2C

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

Number of consumer complaints in respect of the following:	FY26(Current Financial Year)		Remarks	FY25(Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

No such case reported.

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

No. Currently we do not have Information Security Policy and Data Protection Policy complying with the ISO 27001 framework.

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.

Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

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

Information relating to all the products provided by the Company are available on the Company's website.

<https://mitsuchem.com/our-products>

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

User manual/product leaflets are provided along with the products.

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

We take formal work orders and subcontract formats to inform consumers of any risk of disruption or discontinuation of essential services as per our Integrated Management System.

- 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 whole? (Yes/No)**

Not Applicable



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Website : www.mitsubishichem.com
E-mail : investor@mitsubishichem.com

TRANSLATING
INNOVATION
INTO
SCALABLE
VALUE



Sustainability Report FY 2026
Mitsu Chem Plast Limited

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ABOUT THE REPORT

Mitsu Chem Plast Limited (MCPL) is committed to delivering quality products while integrating sustainability into its business strategy and operations. This Sustainability Report presents an overview of our environmental, social, and governance (ESG) performance and highlights the initiatives undertaken during the reporting year to create long-term value for our stakeholders. The report covers the key sustainability achievements and performance across all MCPL operations.

This report covers the period from 1 April 2025 to 31 March 2026. It has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021, with the corresponding GRI Content Index provided at the end of the report. The GRI Standards offer a globally recognized framework for transparent and consistent reporting of an organization's material sustainability impacts and performance. The report is also aligned with the United Nations Sustainable Development Goals (SDGs) and the National Guidelines on Responsible Business Conduct (NGRBC), reflecting our commitment to responsible and sustainable business practices.

This report may contain forward-looking statements regarding the Company's future strategies, objectives, and performance. These statements are based on management's current expectations, assumptions, and information available as of the date of publication. As these assumptions are subject to change due to evolving business, economic, regulatory, and other external factors, actual outcomes may differ materially from those expressed or implied. The Company undertakes no obligation to update these forward-looking statements to reflect subsequent events or developments.

We value the views of our stakeholders and welcome your feedback and suggestions to help us continuously enhance our sustainability performance, reporting practices, and stakeholder engagement. Please share your comments and suggestions with us at:

Mr. Manish Dedhia
Managing Director
Mitsu Chem Plast Ltd
Email: manish@mitsuchem.com
Phone: +91 22 41550055

MESSAGE FROM LEADERSHIP

The world around us is evolving at an unprecedented pace. Businesses today are expected not only to deliver financial performance but also to create enduring value for society, protect the environment, and uphold the highest standards of governance. At Mitsu Chem Plast Limited, we view this transformation as an opportunity to redefine growth through responsible innovation, operational excellence, and sustainable manufacturing.



For more than three decades, our journey has been driven by a simple yet powerful belief—that long-term business success is built on trust, quality, innovation, and responsible stewardship. As one of India's leading polymer processing companies, we recognise the critical role we play in enabling industries through advanced plastic solutions while continuously reducing our environmental footprint and strengthening our social impact.

During FY 2025–26, we strengthened our sustainability efforts through energy-efficient technologies, cleaner transportation, water conservation, waste minimisation, process optimisation, and a continued focus on workplace safety, talent development, integrity, accountability, and continuous learning.

Innovation remains central to our growth strategy. Through strong R&D capabilities, we develop differentiated polymer solutions that enhance material efficiency, product performance, and circularity, while supporting evolving customer needs. We also continue to advance resource efficiency, responsible waste management, sustainable manufacturing practices, and the use of recycled materials where technically feasible.

Backed by strong corporate governance, an experienced Board, and a dedicated Sustainability Committee, we uphold the highest standards of ethics, transparency, accountability, risk management, and stakeholder engagement. Through the Mitsu Foundation, we continue to support healthcare, education, sports development, and community welfare, creating lasting social impact. This Sustainability Report, prepared with reference to the GRI Standards and aligned with the United Nations Sustainable Development Goals (SDGs), reflects our commitment to transparency, accountability, and continual improvement.

I sincerely thank our employees, customers, suppliers, shareholders, business partners, and communities for their continued trust and support. Together, we will continue to drive responsible growth, technological innovation, environmental stewardship, and create sustainable value for generations to come.

Jagdish Dedhia,
Chairman



EMBEDDING SUSTAINABILITY INTO STRATEGY, BRAND, AND BUSINESS

At Mitsu Chem Plast Limited, we believe that innovation is not just about creating new products it is about developing solutions that enable our customers to grow responsibly while addressing the evolving needs of society. As industries transition towards greater efficiency, sustainability, and regulatory compliance, we remain committed to delivering polymer solutions that combine superior performance with environmental responsibility.



Our business strategy is centred on understanding customer challenges and transforming them into opportunities through

product innovation, engineering excellence, and collaborative partnerships. With a portfolio of over 500 products serving sectors such as healthcare, industrial packaging, automotive, infrastructure, pharmaceuticals, and consumer applications, we continue to strengthen our position as a trusted partner for leading domestic and global companies.

Sustainability is central to our product design and business development. We integrate resource efficiency, material optimisation, recyclability, and circular economy principles into our innovation process. Our R&D teams work closely with customers to develop differentiated products that meet stringent quality and regulatory requirements while reducing environmental impact across their lifecycle.

In FY 2025–26, we strengthened our capabilities through advanced manufacturing technologies, process improvements, customer-focused innovation, import substitution, value engineering, and application development, delivering high-performance polymer solutions that support India's manufacturing ecosystem. We also continue to explore opportunities in emerging markets and high-growth sectors.

Supported by internationally certified management systems, robust quality assurance processes, and strong technical expertise, we remain committed to quality, reliability, responsiveness, safety, performance, and dependability, while building long-term partnerships founded on trust, innovation, and shared success.

Looking ahead, we see significant opportunities for sustainable growth driven by technological advancement, responsible manufacturing, and value chain collaboration. By combining innovation with sustainability, we aim to strengthen our competitive advantage while creating lasting value for the environment and the communities we serve.

I sincerely thank our customers, employees, suppliers, and business partners for their continued trust and support. Together, we will continue to drive innovation, create meaningful value, and build a more sustainable future.

Sanjay Dedhia
Joint Managing Director

ALIGNING FINANCIAL STEWARDSHIP WITH SUSTAINABLE TRANSFORMATION

At Mitsu Chem Plast Limited, sustainability is an integral part of how we create value and shape our future. As a trusted manufacturer of polymer-based products, we are committed to balancing business growth with environmental responsibility, social well-being, and sound corporate governance. Guided by these principles, we continue to strengthen our sustainability practices while delivering innovative, high-quality solutions that meet the evolving needs of our customers.



During FY 2025–26, we remained focused on improving resource efficiency, enhancing operational excellence, and minimizing our environmental footprint. Through continuous improvements in energy and water conservation, waste management, and process optimization, we are working towards building more resilient and responsible manufacturing operations. At the same time, the health, safety, and well-being of our employees continue to be a top priority, supported by a strong culture of safety, compliance, and continuous learning.

As the plastics industry evolves, we recognize the growing importance of circularity and responsible resource management. We are committed to driving innovation that supports sustainable product development, promotes efficient material utilization, and creates long-term value for our customers and other stakeholders. We believe that responsible manufacturing, ethical business practices, and collaboration across our value chain are essential to achieving sustainable growth.

Prepared with reference to the GRI Standards and aligned with the NGRBC and the United Nations Sustainable Development Goals (SDGs), this report reflects our commitment to transparency, accountability, and integrating sustainability into our business strategy.

I sincerely thank our employees, customers, suppliers, shareholders, and business partners for their continued trust and support. Together, we will continue to advance our sustainability journey and create lasting value for our stakeholders while contributing to a more sustainable future.

Manish Dedhia
Managing Director



MISSION

“To challenge ourselves continuously to innovate and create value for people Associated with us beyond their Expectations and become one of the Finest Global Company.”



CORE VALUES

Dedication to Excellence –

Mitsu Chem Plast Limited's Core Values and Principles.

The way of life at Mitsu Chem Plast Limited, is inspired and guided by its seven Core Values, values that have been inculcated in every member, and today forms a performance mapping standard within the company at all levels of operations.



Quality Consciousness



Customer Delight



Innovation



**Cost Cutting but
no corner cutting**



Environment Friendly



Value Engineering



Employee Welfare



KEY Pillars

Powering Sustainable Progress , Across Key Pillars



35+
years of experience



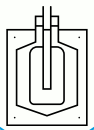
17
Countries Export Presence



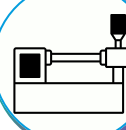
Installed Capacity of
29,900+ MT



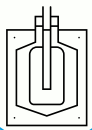
4
Manufacturing Facilities



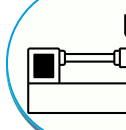
51
Blow Molding Machines



22
Injection Molding Services



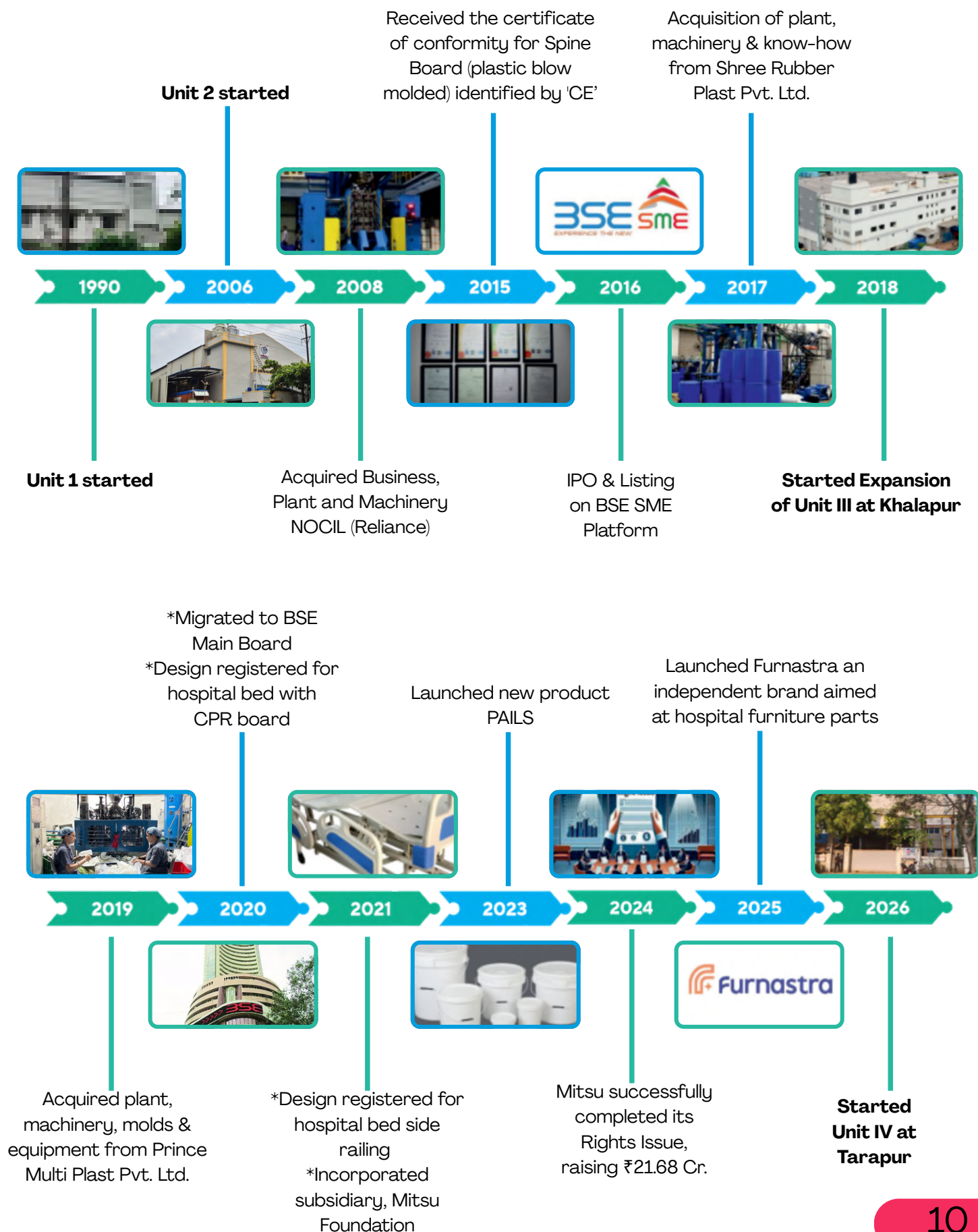
700+
Clients



900+
Employee Generation



OUR HISTORY



OUR BUSINESS

Shaping Possibilities Through Innovation

At Mitsu Chem Plast Limited, we transform ideas into high-quality polymer solutions that enable industries to perform better, safer, and more efficiently. As one of India's leading manufacturers of blow-moulded and injection-moulded plastic products, we combine innovation, engineering excellence, and customer-centricity to deliver products that meet the highest standards of quality, reliability, and performance.

Our diverse product portfolio serves a wide range of industries, including packaging, healthcare, pharmaceuticals, chemicals, paints, personal care, automotive, and e-commerce. From industrial packaging solutions and medical devices to precision-engineered automotive components, every product is designed with a focus on functionality, durability, and customer value. Our commitment to continuous innovation, advanced manufacturing technologies, and operational excellence has enabled us to build long-lasting customer relationships and establish a strong market presence.

Founded in 1990 with a single manufacturing facility in Tarapur, Mitsu Chem Plast has consistently expanded its capabilities to meet evolving market demands. In 2007, we commissioned a second facility in Tarapur to manufacture specialized products, followed by the establishment of our state-of-the-art manufacturing facility at Khalapur in 2019, which reflects our commitment to innovation, technological advancement and the development of high-value, specialised products, the commencement of operations at our Fourth Plant situated at Tarapur reflects our commitment towards achieving operational excellence through expanding capacity.

Industries We Serve

 **Packaging**

 **E-commerce**

 **Healthcare**

 **Paints & Coatings**

 **Chemicals**

 **Personal Care**

 **Pharmaceuticals**

 **Automotive**



PRODUCT PORTFOLIO

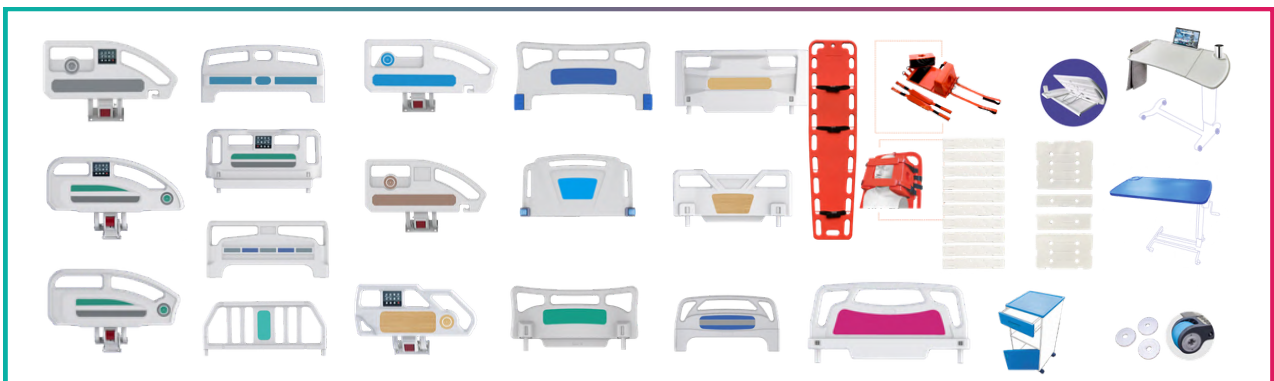
Molded Industrial Packaging

Mitsu Chem Plast Limited delivers innovative and reliable industrial packaging solutions, expertly engineered to support the evolving needs of the chemical, pharmaceutical, and food processing sectors. Our comprehensive portfolio of containers, drums, pallets, pails and totes is built to deliver outstanding strength, long-lasting durability and dependable leakproof protection.



Furnastra (Hospital Furniture Parts)

Mitsu Chem Plast Limited manufactures engineered plastic components specifically developed for hospital furniture applications. Manufactured to comply with demanding healthcare quality and safety requirements, our components provide superior dimensional accuracy, durability and consistency. Designed for contemporary medical settings, they ensure dependable performance while supporting the operational needs of healthcare professionals.



Infrastructural Furniture

Mitsu Chem Plast Limited's Infrastructural furniture collection is purposebuilt for educational institutions, public spaces and commercial environments where reliability and performance are paramount. Featuring a versatile range of chairs, tables, and storage solutions, the collection is designed to withstand intensive daily use while enhancing user comfort. Combining superior durability, ergonomic design, and modern aesthetics, it offers a smart and dependable furnishing solution for contemporary institutional settings.



Other Components

Mitsu Chem Plast Limited also specializes in injection molding, leveraging advanced manufacturing capabilities to produce a diverse range of components for both in-house requirements and external clients. This includes caps, closures, lugs, handles, and rings, as well as bungs and plastic rings for the medical sector, and accessories for industrial containers. The Company addresses the demand for polymer-based products across a broad spectrum of industries, including infrastructure. Mitsu Chem Plast Limited is a trusted manufacturer of specialized plastic products catering to both industrial and healthcare sectors. The company produces robust plastic parts for chairs used in schools, buses, and sports stadiums, along with critical medical devices such as pregnancy kits, malaria kits, HIV kits, and inhalers. With extensive experience in regulated industries, Mitsu Chem Plast Limited focuses on technological advancement, product innovation, and environmentally responsible manufacturing practices.



OUR INFRASTRUCTURE

Commitment to Quality, Safety and Sustainability

At Mitsu Chem Plast Limited, quality, environmental stewardship, occupational health and safety, and product excellence are integral to our business philosophy. Guided by our Integrated Management Policy, we continuously strengthen our management systems to ensure operational excellence, regulatory compliance, and responsible manufacturing across our operations. Our commitment is reinforced through internationally recognized certifications:

ISO 9001:2015 – Quality Management System (QMS), covering the design, manufacture, and supply of plastic containers, automotive components, furniture components, and related products.

ISO 14001:2015 – Environmental Management System (EMS), reflecting our commitment to minimizing environmental impacts and promoting sustainable manufacturing practices.

ISO 45001:2018 – Occupational Health and Safety Management System (OHSMS), demonstrating our focus on providing a safe and healthy workplace for our employees and contractors.

ISO 13485:2016 – Medical Devices Quality Management System (MDQMS), covering the design, manufacture, and supply of plastic healthcare products, hospital furniture, emergency and rescue equipment, and associated accessories.

ISO 22000:2018 – Food Safety Management System (FSMS), applicable to the design, manufacture, and supply of plastic containers and related products for food packaging applications.



Further reinforcing our commitment to product quality and safety, our CE Certificate of Conformity for the plastic blow-moulded Spine Board demonstrates compliance with applicable international safety and performance standards, strengthening customer confidence in our healthcare product portfolio. In addition to these certifications, Mitsu Chem Plast voluntarily participates in the EcoVadis sustainability assessment, a globally recognized platform that evaluates organizations on environmental performance, labour and human rights, ethics, and sustainable procurement. This independent assessment enables us to benchmark our sustainability performance, identify opportunities for continual improvement, and enhance transparency across our value chain.

STRATEGICALLY LOCATED MANUFACTURING FACILITIES

Mitsu Chem Plast has a dedicated depot to serve clients in South India and partners with a network of distributors to cater to clients in North India.



Hyderabad

Unit 4
60,000 Sq.Ft.
Tarapur
(Maharashtra)



Unit 3
96,000 Sq.Ft.
Khalapur
(Maharashtra)



Unit 2
36,000 Sq.Ft.
Tarapur
(Maharashtra)



Unit 1
20,000 Sq.Ft.
Tarapur
(Maharashtra)



SUSTAINABILITY AT MITSU CHEM PLAST LTD.

Environment

ISO 14001: 2015 Certification

Energy efficiency measures implemented

Rainwater harvesting structures for the collection & usage of rainwater

Fuel switch from HSD to CNG for material transportation

2.94% recycled input material



SUSTAINABILITY AT MITSUBISHI CHEM PLAST LTD.

Social

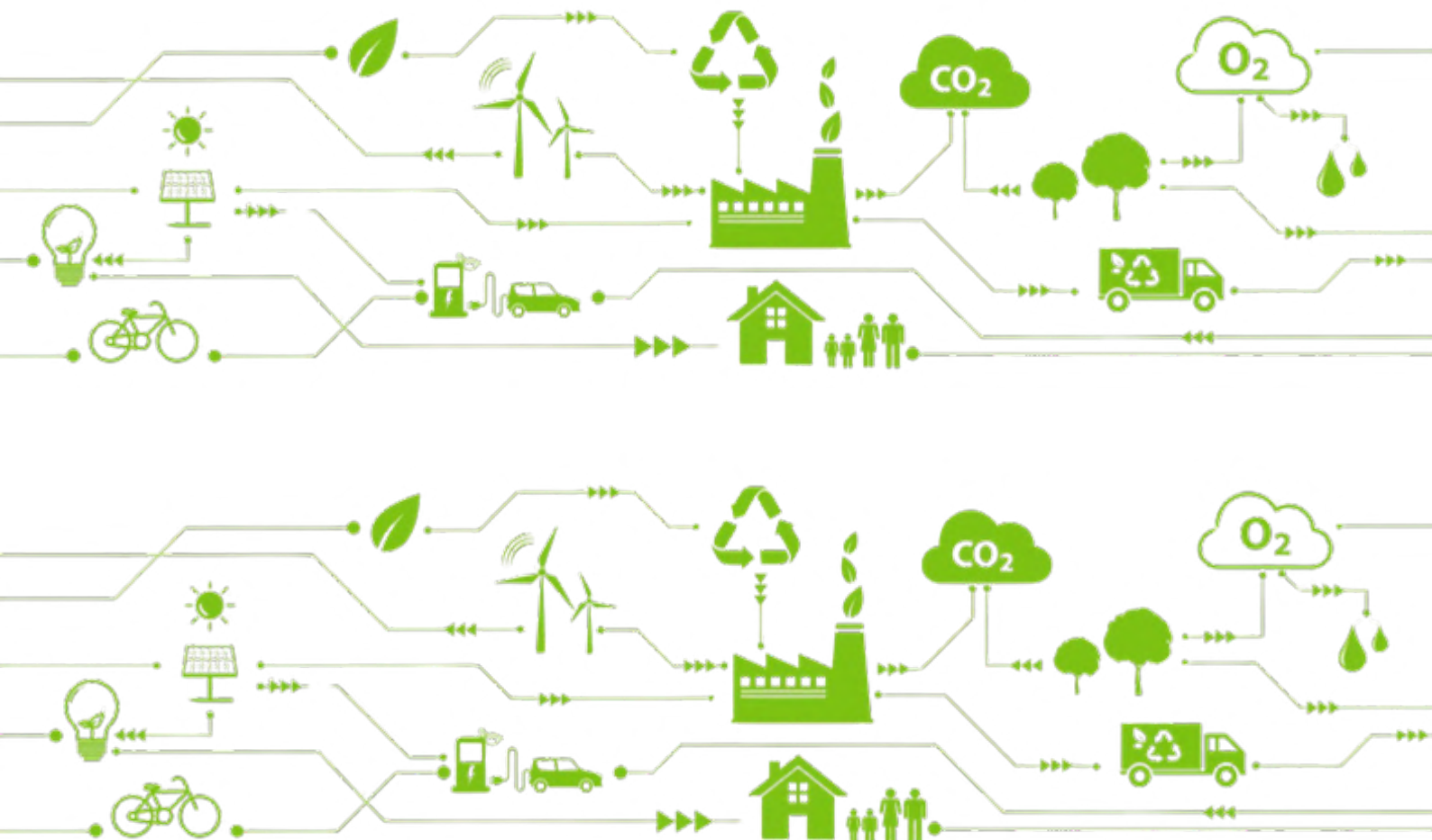
ISO 45001: 2018 Certification

Zero Fatality status maintained

272 nos of training programs on ESG, HSE & Upskilling

100% Medical examinations of employees

More than 500+ Lives impacted through CSR



SUSTAINABILITY AT MITSU CHEM PLAST LTD.

Governance

Code of Conduct

CSR Policy

Whistle Blower Policy

Sustainability Committee at the Apex level

Zero Data Breaches

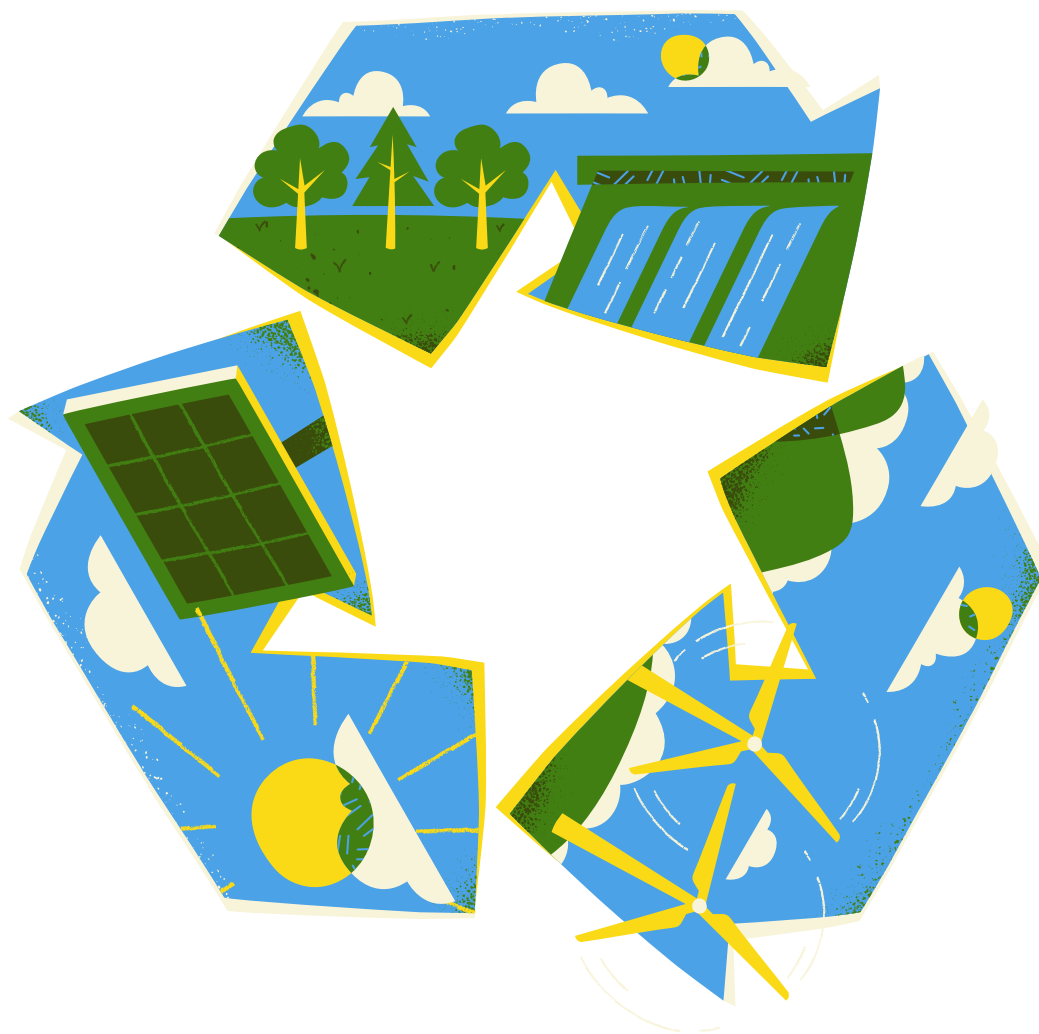
16.67% Board diversity

Zero fines & penalties

5.38 % Growth in revenues

48.88 % Growth in EBIDTA

Equal Number of Independent Directors in the Board



OUR MATERIAL SUSTAINABILITY PRIORITIES

At Mitsu Chem Plast Limited, we recognize that identifying and addressing the sustainability issues most relevant to our business and stakeholders is essential for long-term value creation. During the reporting period, we conducted a structured materiality assessment to identify and prioritize the Environmental, Social, and Governance (ESG) topics that have the greatest impact on our business and stakeholder expectations.

The assessment included benchmarking against industry peers, reviewing regulatory requirements, including SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework, and aligning with globally recognized standards such as the Global Reporting Initiative (GRI). Inputs were gathered through consultations with senior leadership, functional teams, and stakeholder engagement via surveys, questionnaires, and focused discussions.

The identified ESG topics were assessed based on their significance to stakeholders and their impact on Mitsu Chem Plast's long-term business performance and value creation. The resulting materiality matrix serves as the foundation for our sustainability priorities, strategic decision-making, risk management, and sustainability disclosures.

Materiality Assessment Process

Step 1 – Identification of Material Topics

A comprehensive set of ESG topics was identified by considering the Company's business strategy, sector-specific sustainability issues, regulatory requirements, emerging global trends, and internationally accepted reporting frameworks.

Step 2 – Business Impact & Risk Assessment

The identified topics were evaluated based on their impact on business performance, strategic objectives, operational resilience, regulatory compliance, and risk management to determine their relevance to the Company.

Step 3 – Stakeholder Engagement & Prioritization

Internal and external stakeholders were engaged through questionnaires, surveys, and discussions to understand their perspectives and expectations. The insights were consolidated to prioritize material topics and develop the materiality matrix, forming the foundation of the Company's sustainability strategy and disclosures.

Materiality Results

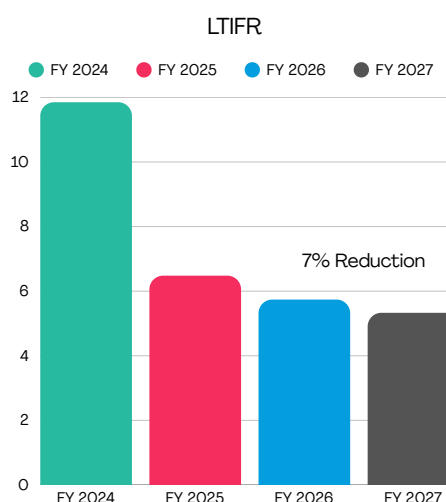
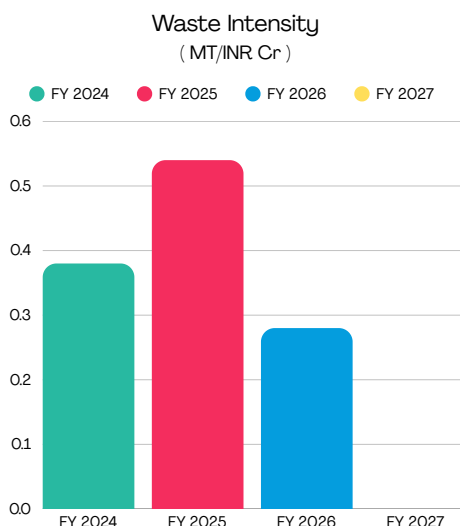
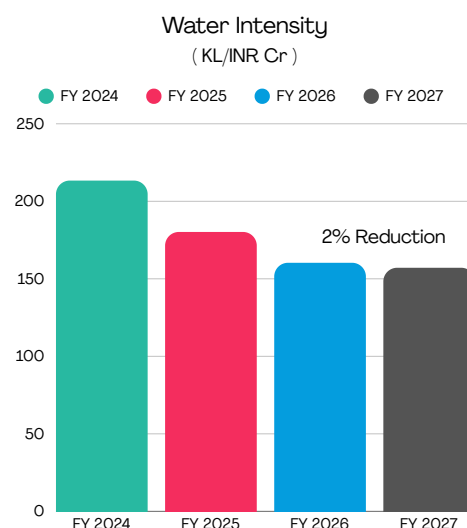
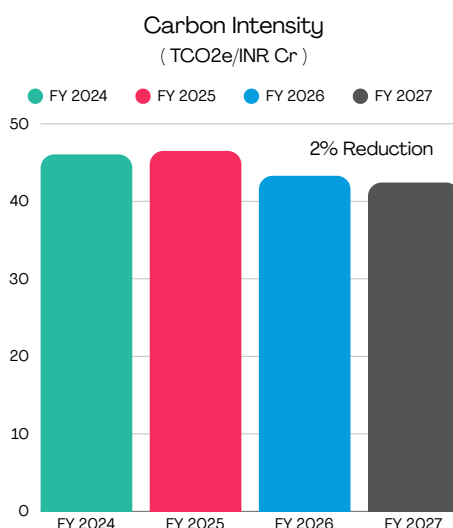
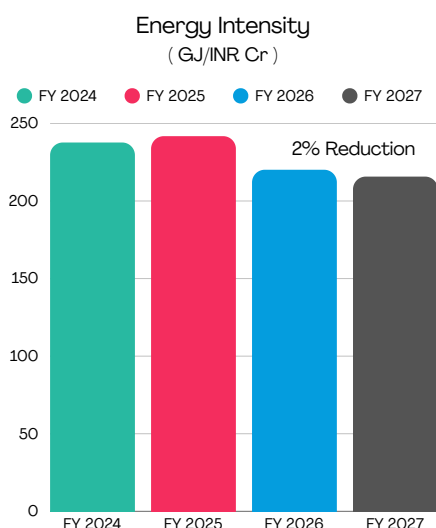
SCALE	ENVIRONMENTAL ISSUES	SOCIAL ISSUES	GOVERNANCE ISSUES
VERY HIGH	Carbon Emissions	Health and Safety	Compliance
HIGH	Waste Management	Employee Welfare	Business Ethics
MEDIUM	Input Materials		
	Water Footprint		

SUSTAINABILITY STRATEGY

Sustainability is integral to our business strategy and underpins our approach to creating long-term value. We strive to embed responsible practices across every stage of our value chain—from sustainable sourcing and responsible procurement to resource-efficient manufacturing, cleaner production processes, and the responsible management, disposal, and recycling of products at the end of their lifecycle. Beyond our operations, we are committed to contributing to the socio-economic development of the communities in which we operate, ensuring that our business growth goes hand in hand with inclusive and sustainable progress.

To drive continuous improvement, we have established clear sustainability goals and targets aligned with our material sustainability topics, business priorities, and stakeholder expectations. These commitments guide our decision-making, strengthen our resilience, and support our journey towards responsible and sustainable growth.

SUSTAINABILITY KEY PERFORMANCE INDICATORS & TARGETS



OUR ENVIRONMENTAL EFFORTS

Energy & Carbon

As part of our commitment to reducing greenhouse gas emissions and improving energy efficiency, Mitsu Chem Plast Limited continues to implement initiatives that optimize energy consumption and enhance operational performance across its manufacturing facilities. Key initiatives continued during the year include:

- **Implementation of the Theory of Constraints (TOC):** Adopted this scientific management methodology to improve production efficiency, optimize process flow, and reduce energy consumption across manufacturing operations.
- **Deployment of Energy-Efficient Equipment:** Upgraded machinery and incorporated energy-efficient technologies to improve operational efficiency and lower overall electricity consumption.
- **Automatic Idle Load Management:** Installed machine controllers that automatically switch equipment to energy-saving mode during periods of inactivity, minimizing idle power consumption.
- **Installation of Harmonic Filters:** Deployed harmonic filters to improve power quality, optimize the power factor, and enhance electrical system efficiency.
- **LED Lighting Upgrade:** Replaced conventional metal halide, sodium vapour, and PLC lighting systems with energy-efficient LED lighting, supplemented by motion sensor-based controls to further reduce electricity consumption.
- **Maximizing Natural Daylight:** Installed transparent polycarbonate roofing sheets in workplace areas to increase natural light penetration, reducing dependence on artificial lighting during daytime while creating a more comfortable working environment.
- **Promoting Green Mobility:** Introduced electric two-wheelers for administrative and intra-facility travel, contributing to lower fuel consumption and reduced greenhouse gas emissions.
- **Transition to Cleaner Transportation:** We have inducted four 8.25-tonne CNG-powered transport vehicles, replacing conventional high-speed diesel (HSD) vehicles. This transition to cleaner fuel supports our efforts to reduce transportation-related emissions and improve the environmental performance of our logistics operations.
- Through these initiatives, we continue to strengthen our energy management practices, reduce our carbon footprint, and support our broader commitment to sustainable and responsible manufacturing.



OUR ENVIRONMENTAL EFFORTS

Water Stewardship

At Mitsu Chem Plast Limited, we are committed to the responsible management of water resources through efficient use, recycling, and reuse across our operations. Process water is primarily utilized in utility systems such as cooling towers and chilling plants, where it is treated and continuously recirculated through a closed-loop system. As a result, water losses are limited mainly to evaporation, significantly reducing freshwater consumption.

Domestic wastewater generated at our facilities is treated through septic tank systems and subsequently reused for landscape irrigation and gardening purposes. As no process or domestic wastewater is discharged beyond our facility boundaries, all our manufacturing sites operate as Zero Liquid Discharge (ZLD) facilities, demonstrating our commitment to water conservation and environmental stewardship.



Waste Management

Mitsu Chem Plast Limited is committed to responsible waste management by adopting systematic waste segregation, maximizing recycling, and ensuring environmentally sound disposal practices. Our waste management approach is aligned with applicable regulatory requirements and supports our objective of minimizing the environmental impact of our operations.

A robust waste segregation system has been implemented across all manufacturing facilities, with non-hazardous waste classified into recyclable and non-recyclable streams. Waste is collected, stored, and handled in designated containers, while a dedicated and clearly identified temporary storage area within our production facilities ensures safe handling and prevents the risk of contamination or environmental pollution.

All of our manufacturing plants operate under Green Consent issued by the Maharashtra Pollution Control Board (MPCB). Our manufacturing processes do not generate hazardous waste, enabling us to maintain environmentally responsible operations. All non-hazardous waste, including paper, plastic packaging, and metal scrap, is channelled to authorized recycling agencies for resource recovery. The Company follows responsible waste management practices by ensuring that plastic waste, e-waste, and metal scrap are disposed of or recycled in compliance with applicable regulatory requirements with a continued focus on environmental stewardship and regulatory compliance. Through these initiatives, we continue to strengthen our circular economy approach by maximizing resource recovery, promoting recycling, and ensuring full compliance with environmental regulations across all our operations.



SOCIAL PERFORMANCE FY 2026

Our People

At Mitsu Chem Plast Limited, our people are the driving force behind our success and sustainable growth. We recognize that the knowledge, skills, experience, and aspirations of our employees are critical to building a resilient and future-ready organization. We are committed to creating an inclusive, collaborative, and performance-driven workplace where every individual is respected, empowered, and provided with opportunities to learn, grow, and realize their full potential.

We foster a culture that values diversity of thought, innovation, and mutual respect, recognizing that varied perspectives strengthen decision-making, encourage creativity, and enhance organizational capability. Through continuous learning, skill development, performance management, and career advancement opportunities, we support our employees in building meaningful and rewarding careers while contributing to the Company's long-term success.

Talent acquisition is a key pillar of our people strategy. We are committed to attracting and retaining competent professionals who align with our values and business objectives. Our recruitment processes are fair, transparent, and merit-based, ensuring equal opportunity for all candidates. By bringing together individuals with diverse skills, expertise, and backgrounds, we continue to strengthen our organizational capabilities, drive innovation, and position the Company for sustainable growth in an evolving business environment.

At Mitsu Chem Plast, we believe that investing in our people is fundamental to creating lasting value—for our employees, our customers, our stakeholders, and the communities we serve.



OUR SOCIAL PERFORMANCE

Employee Welfare and Well-being

At Mitsu Chem Plast Limited, employee well-being is a fundamental pillar of our people strategy and a key enabler of sustainable business success. We are committed to creating a safe, healthy, and inclusive workplace where employees feel valued, supported, and empowered to perform at their best. Our employee welfare initiatives are designed to enhance the physical, mental, and social well-being of our workforce while fostering a positive and engaging work environment.

We provide safe and hygienic workplaces supported by robust occupational health and safety practices, regular health monitoring, and access to essential healthcare facilities. Continuous learning and skill development remain central to our approach, with structured training programs aimed at enhancing technical competencies, leadership capabilities, and professional growth. We also encourage employee engagement through recreational and wellness initiatives that promote teamwork, motivation, and a healthy work culture.

Recognizing the importance of work-life balance, we strive to create an environment that supports flexibility, mutual respect, equal opportunity, and open communication. Our policies and practices are guided by the principles of fairness, diversity, and inclusion, ensuring that every employee is treated with dignity and has equal opportunities to contribute and succeed.

By investing in the well-being, development, and engagement of our people, we cultivate a resilient, motivated, and high-performing workforce capable of driving innovation, operational excellence, and long-term value creation. At Mitsu Chem Plast, we firmly believe that the success of our organization is built on the well-being and growth of our employees.

Learning, Development and Employee Awareness

At Mitsu Chem Plast Limited, we believe that continuous learning is essential for building a skilled, responsible, and future-ready workforce. We foster a culture of continuous improvement by providing structured learning and development opportunities that enhance technical capabilities, strengthen leadership competencies, reinforce ethical conduct, and promote employee well-being. Our training programmes are designed to equip employees with the knowledge and skills required to excel in their roles while supporting the Company's commitment to operational excellence and sustainable business practices.



During the year, employees participated in a wide range of training and awareness programmes, including:

- **Health, Safety and Environment (HSE) Training:** Strengthening workplace safety practices, risk awareness, emergency preparedness, and environmental responsibility.
- **Sustainability Awareness Programmes:** Enhancing employee understanding of sustainability principles and promoting responsible practices aligned with the Company's environmental, social, and governance (ESG) objectives.
- **Soft Skills Development:** Building communication, collaboration, teamwork, problem-solving, and interpersonal effectiveness.
- **Code of Conduct Training:** Reinforcing the Company's values, ethical behaviour, regulatory compliance, and responsible decision-making.
- **Time Management Workshops:** Improving productivity, planning, and effective utilization of time and resources.
- **Professional Communication and Email Etiquette:** Developing effective business communication and workplace professionalism.
- **Financial Wellness Programmes for Women:** Promoting financial literacy and empowering women employees to make informed financial decisions.
- **Prevention of Sexual Harassment (POSH) Training:** Creating a respectful, inclusive, and safe workplace while strengthening awareness of rights, responsibilities, and grievance mechanisms.
- **Women's Health Awareness Sessions:** Conducted by healthcare professionals to promote preventive healthcare and overall well-being.
- **Business Ethics and Integrity Programmes:** Reinforcing ethical business conduct, accountability, and a culture of integrity across the organization.
- **Anti-Corruption Awareness:** Strengthening employee awareness of anti-bribery and anti-corruption principles and the importance of transparent business practices.
- **Child Labour Awareness:** Reinforcing the Company's zero-tolerance approach towards child labour across its operations and value chain.
- **Awareness on Equal Opportunity, Non-Discrimination and Anti-Harassment:** Promoting diversity, inclusion, mutual respect, and a workplace free from discrimination and harassment.

Through these initiatives, Mitsui Chem Plast continues to invest in the professional growth, ethical awareness, and overall well-being of its employees, fostering a high-performance culture built on continuous learning, responsibility, and shared values.



Diversity, Equity, Inclusion and Belongingness

At Mitsu Chem Plast Limited, we are committed to fostering a workplace where diversity is embraced, equity is upheld, and inclusion is embedded in our culture. We believe a diverse workforce brings varied perspectives, experiences, and ideas that drive innovation, strengthen decision-making, and help us meet the evolving needs of our customers and stakeholders.

Our people practices are built on fairness, respect, and equal opportunity. Recruitment, career development, performance management, training, and advancement are guided by merit, competence, and potential, ensuring every employee is treated with dignity and has equal opportunities to learn, grow, and succeed.

We maintain a zero-tolerance approach towards discrimination, harassment, and unfair treatment. Through inclusive policies, awareness programmes, leadership commitment, and workplace initiatives, we foster a culture of mutual respect where every individual feels safe, valued, and empowered, regardless of gender, age, ethnicity, disability, religion, socioeconomic background, or any other legally protected characteristic.

By promoting diversity, equity, and inclusion, we enhance employee engagement, organizational resilience, and our commitment to responsible and sustainable business practices that create long-term value for all stakeholders.

Human Rights

Respect for human rights is a fundamental principle at Mitsu Chem Plast Limited and guides our business operations and stakeholder relationships. We are committed to conducting our business ethically while upholding the dignity, rights, and well-being of our employees, contractors, suppliers, and other stakeholders. We maintain a zero-tolerance approach towards discrimination, harassment, forced labour, child labour, intimidation, exploitation, and all forms of human rights abuse.

Our commitment is embedded in our Code of Conduct and Ethics, Human Resource policies, and internal management systems, aligned with applicable legal requirements and internationally accepted principles. These policies promote ethical behaviour, equal opportunity, fair treatment, and a workplace free from harassment.

We have established a confidential grievance and reporting mechanism that enables employees and stakeholders to report actual or suspected human rights concerns without fear of retaliation. All concerns are promptly investigated by the Human Resources function, with significant matters escalated to senior management and appropriate corrective actions implemented.

To strengthen our human rights due diligence, we conduct an annual Human Rights Assessment using the United Nations Global Compact (UNGC) Human Rights Assessment Checklist. Through regular policy reviews, employee awareness programmes, and continuous monitoring, we remain committed to protecting human rights, promoting fairness and inclusion, and fostering a respectful workplace across our value chain.



Talent Acquisition & People Development

At Mitsu Chem Plast Limited, we believe our people are our greatest strength and the foundation of our long-term success. We are committed to creating an inclusive workplace where employees from diverse backgrounds are valued, respected, and empowered to build rewarding careers while contributing meaningfully to the Company's growth.

Our recruitment process is transparent, merit-based, and guided by fairness, equal opportunity, and non-discrimination to attract talented professionals aligned with our values. We invest in our people through structured onboarding, continuous learning, performance development, and career progression opportunities, enabling a resilient, future-ready workforce that drives innovation, operational excellence, and sustainable value creation.

Occupational Health & Safety

The health, safety, and well-being of our employees, contractors, and visitors are fundamental to our operations. We are committed to providing a safe, healthy, and risk-free workplace by proactively identifying hazards, minimizing occupational risks, and fostering a strong safety culture. Our Occupational Health and Safety Management System is certified to ISO 45001:2018, reflecting our commitment to internationally recognized health and safety practices and continual improvement.

Risk Management

Proactive risk management is integral to our occupational health and safety framework. Workplace hazards are systematically identified, assessed, and controlled through a comprehensive Hazard Identification and Risk Assessment (HIRA) process conducted across all manufacturing locations.

Based on HIRA findings, we implement and regularly review Standard Operating Procedures (SOPs), safe work practices, and a robust Permit-to-Work (PTW) system, supported by Emergency Preparedness and Response Plans and regular mock drills.

Incident investigations, near-miss reporting, workplace inspections, behavioural safety observations, and internal safety audits help strengthen preventive controls and drive continual improvement. The Health, Safety & Environment (HSE) Committee regularly reviews workplace risks, compliance, and safety performance, while mandatory safety inductions, refresher training, and awareness programmes ensure a safe, healthy, and productive working environment.



Strengthening Our Safety Culture

At Mitsu Chem Plast Limited, we are committed to maintaining the highest standards of occupational health and safety by ensuring compliance with all applicable statutory, regulatory, and industry requirements. We continuously enhance our safety management systems by adopting best practices, strengthening risk management processes, and integrating advanced technologies that support a proactive and preventive approach to workplace safety.

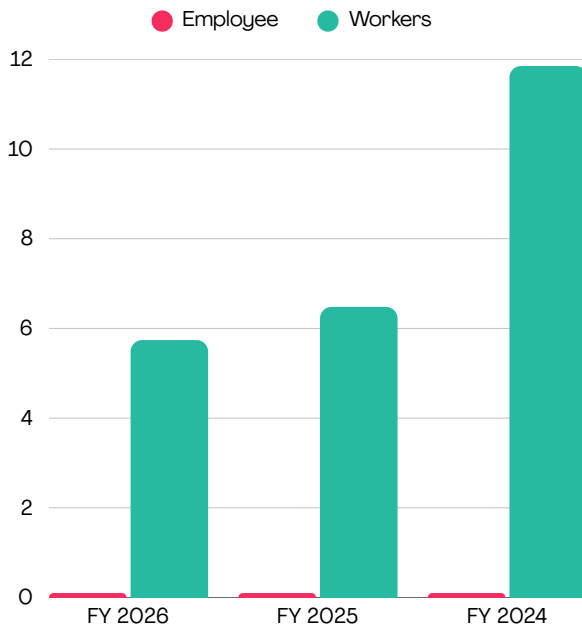
Our safety framework is built on continuous monitoring, employee participation, and systematic risk management to create a safe and healthy working environment across all our operations. Key initiatives implemented to reinforce our safety culture include:

- **Permit-to-Work (PTW) System** for the safe execution of hazardous and non-routine activities.
- **Internal Workplace Safety Audits** to assess compliance, identify improvement opportunities, and strengthen safety performance.
- **Periodic Inspection and Certification** of lifting tools, lifting tackles, pressure vessels, and other critical equipment by authorized and competent agencies.
- **Regular Safety Committee Meetings** to review safety performance, address concerns, and promote employee participation in health and safety initiatives.
- **Continuous Safety Training and Awareness Programmes** to enhance employee competency and reinforce safe work practices.
- **Behaviour-Based Safety (BBS) Programmes** across all locations to encourage proactive safety behaviour, hazard reporting, and personal accountability.
- **Emergency Preparedness and Response Drills** to ensure readiness for potential emergency situations and improve response effectiveness.
- **Inspection and Preventive Maintenance of engineering controls**, lifting equipment, and material handling systems to ensure operational safety and reliability.
- **Lockout/Tagout (LOTO) Procedures** for the safe isolation of hazardous energy sources during maintenance and servicing activities.
- **Workplace Environmental Monitoring**, including periodic assessment of noise levels, illumination, and other occupational health parameters to maintain a safe and comfortable work environment.
- **Comprehensive Risk Assessments** for all operational activities, equipment, process modifications, and new projects to identify hazards and implement appropriate preventive and mitigation measures.

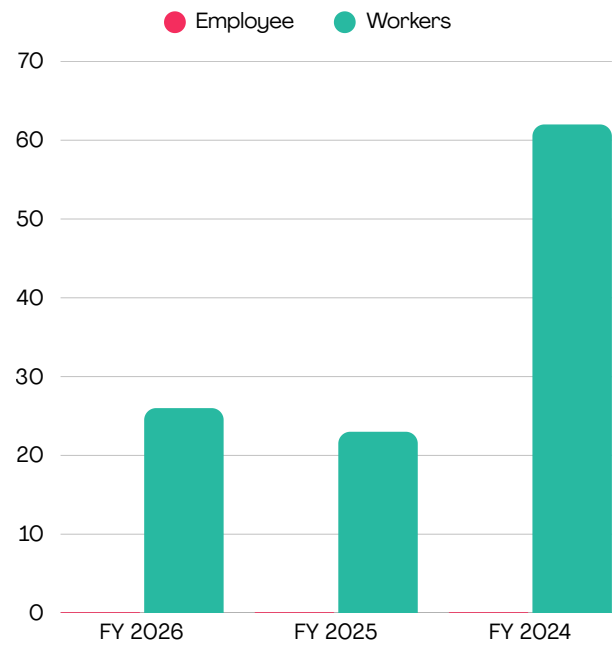
Through these initiatives, we continue to strengthen our safety culture, improve operational resilience, and reinforce our commitment to achieving an incident-free workplace where the health, safety, and well-being of our employees remain our highest priority.



Lost Time Injury Frequency Rate (per one million-person)



Total Recordable work-related injuries



Emergency Preparedness training & Mock drills



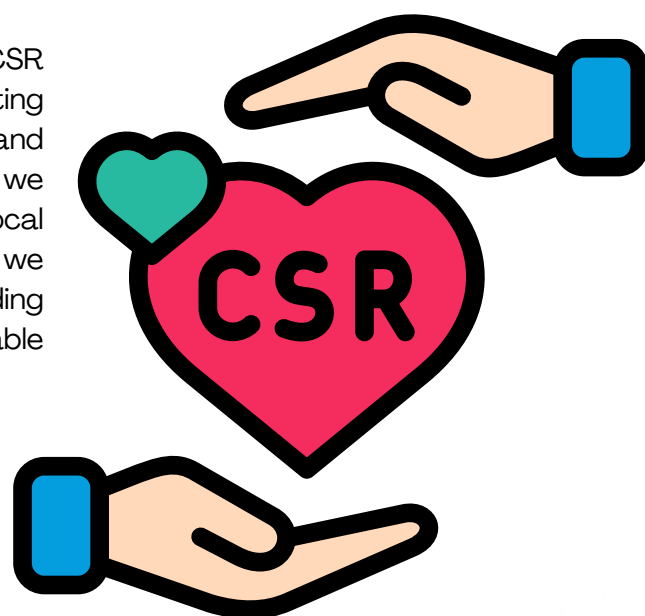
CORPORATE SOCIAL RESPONSIBILITY

At Mitsu Chem Plast Limited, Corporate Social Responsibility (CSR) is an integral part of our commitment to sustainable and inclusive growth. We view CSR not merely as a statutory responsibility, but as an opportunity to create meaningful and lasting value for the communities in which we operate. Guided by the principles of compassion, inclusivity, and responsible citizenship, we strive to make a positive social impact through initiatives that improve quality of life and contribute to long-term community development.

Our CSR programmes focus on key areas including education, healthcare, environmental sustainability, community development, and youth sports promotion. Through these initiatives, we seek to expand access to quality education, strengthen healthcare services, conserve natural resources, and encourage holistic development among young people by promoting sports and physical well-being. Each initiative is designed to empower individuals, foster self-reliance, and create opportunities that enable communities to thrive.

The Company's CSR efforts are primarily directed towards supporting underprivileged, marginalized, and vulnerable communities located in and around our operational facilities. We believe that effective community development begins with understanding local needs and maintaining meaningful stakeholder engagement. Accordingly, our CSR team regularly interacts with community members, local institutions, and other stakeholders through field visits, consultations, and structured discussions to gather feedback, identify priority areas, and assess the impact of our initiatives. The insights gained are incorporated into the planning and implementation of our programmes to ensure they remain relevant, responsive, and impactful.

Implemented through the Mitsu Foundation, our CSR initiatives are aligned with our vision of creating shared value and contributing to the social and economic development of the communities we serve. By working collaboratively with local stakeholders and development partners, we continue to strengthen our commitment to building healthier, more resilient, and more sustainable communities.



Our CSR initiatives encompass the following key focus areas:

Promotion of Sports:

At Mitsu Chem Plast Limited, we believe that sports have the power to inspire perseverance, build confidence, and transform lives. Through our CSR initiatives, we are committed to nurturing sporting talent and enabling athletes to pursue excellence at national and international levels.

A. Supporting Para Sports

We are proud to support Mr. Sangameshwar Birajdar, International Para Athlete in his pursuit to represent India in Javelin Throw at the 7th Indian Open Para Athletics International Championship 2025. A contribution of ₹ 1,20,000 was contributed for this purpose.

Impact

Enabled Mr. Sangameshwar Birajdar to purchase his first professional javelin equipment and to represent India in Javelin Throw at the 7th Indian Open Para Athletics International Championship 2025 thereby fostering a passion for sports among para athletes having potential of being future champions



B. Supporting Table Tennis Excellence

We are proud to support Mr. Jash Modi to enable him to participate in various table tennis tournaments held within India and win medals at various International Tournaments. The Company also supports Mr. Jash Modi in his pursuit to represent India in the Olympics in the future and win gold medals for the country. A contribution of ₹ 4,25,000 was contributed for this purpose.

Impact

Enabled Mr. Jash Modi to participate in various Table Tennis Tournaments held nationally and internationally and win medals thereby inspiring youngsters to discover their potential through sports.



C. Promoting Women in Sports through C.A.R.E.

We are proud to contribute to Collective Aspiration for Rural Empowerment (C.A.R.E) for promoting sports amongst women especially Table Tennis. A contribution of ₹ 25,747 was made for this purpose..

Impact

Inspired young girls to pursue sports by creating awareness about importance of female representation in sports.



Promotion of Healthcare

A. Supporting Cancer Care through Jeevan Jyot Cancer Relief and Care Trust

Financial assistance to poor and needy patients through Jeevan Jyot Cancer Relief and Care Trust. A contribution of ₹15,00,000 was made to Jeevan Jyot Cancer Relief and Care Trust to provide free food and medication to needy cancer patients especially the ones travelling from outside of Mumbai. The said contribution was also made to provide financial assistance for their chemo and radiation cycle.

Impact

500+ patients benefitted from the said contribution with improved access to necessary medications for cancer patients, enhanced diagnostic capabilities leading to more accurate and timely treatments and alleviation of financial burdens on economically challenged patients.

Conducting Medical camps in association with Shree Bhojay Sarvoday Trust. A contribution of ₹3,00,000 was made to Shree Bhojay Sarvoday Trust for conducting medical camps by providing diagnostic, treatment and surgical facilities for eye and gynec patients in Kutch.

Impact

50+ rural people benefitted from the said medical camp on account of provision of free diagnostic, treatment and surgical facilities



GOVERNANCE HIGHLIGHTS FY 2025-26

Economic Contribution and Value Creation

At Mitsu Chem Plast Limited, strong corporate governance underpins our ability to create sustainable long-term value for our stakeholders. We are committed to conducting our business with integrity, accountability, transparency, and responsible decision-making while delivering consistent economic value and contributing to broader socio-economic development.

Our governance framework supports sustainable business growth through prudent financial management, operational excellence, effective risk management, and ethical business practices. By continually investing in innovation, technology, manufacturing capabilities, and process optimization, we enhance operational efficiency, strengthen business resilience, and create long-term value for our shareholders, customers, employees, suppliers, and business partners.

The economic value generated through our operations extends beyond financial performance. We contribute to the growth of local economies by creating employment opportunities, developing workforce capabilities, supporting responsible procurement, and fostering long-term partnerships across our value chain. Our commitment to fair and responsible business practices enables us to build trust with stakeholders while promoting inclusive and sustainable economic development.

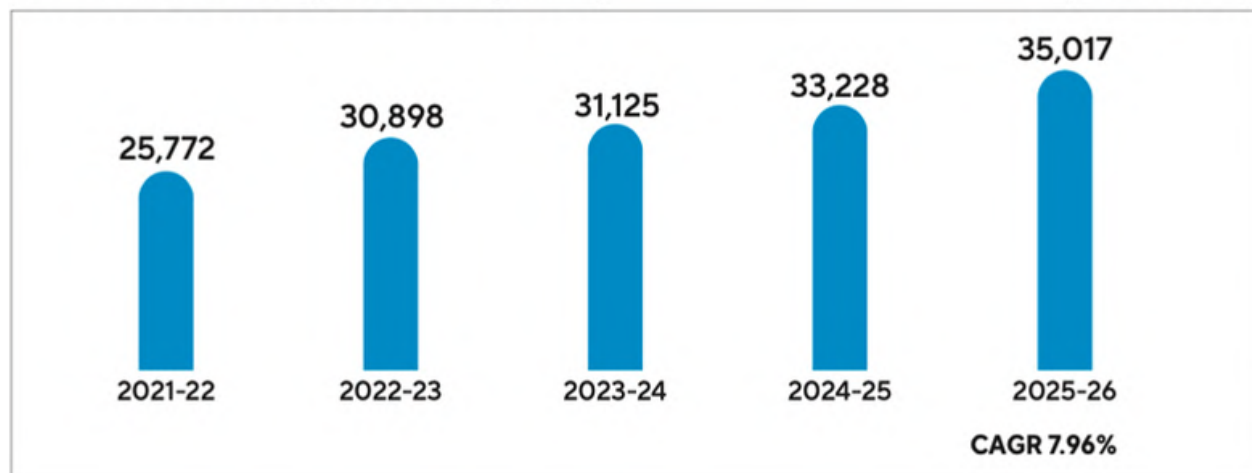
As we continue to grow, we remain focused on integrating sustainability into our governance and business strategy. By balancing economic performance with environmental stewardship, social responsibility, and sound governance principles, Mitsu Chem Plast is well positioned to deliver resilient growth, strengthen stakeholder confidence, and create enduring value for present and future generations.



FINANCIAL PERFORMANCE

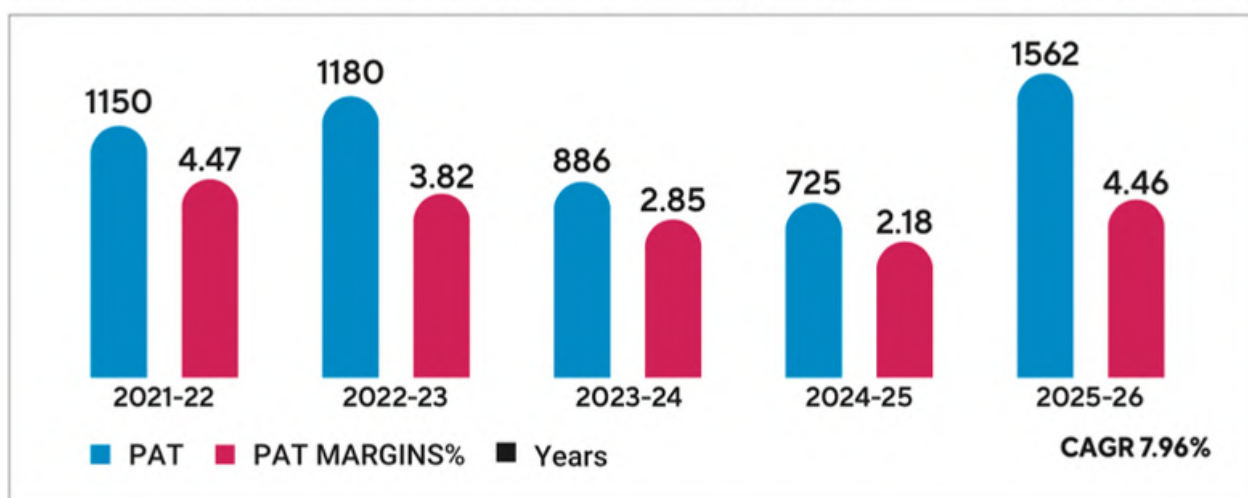
Revenue from Operations (Sales)

(₹ in Lakhs)



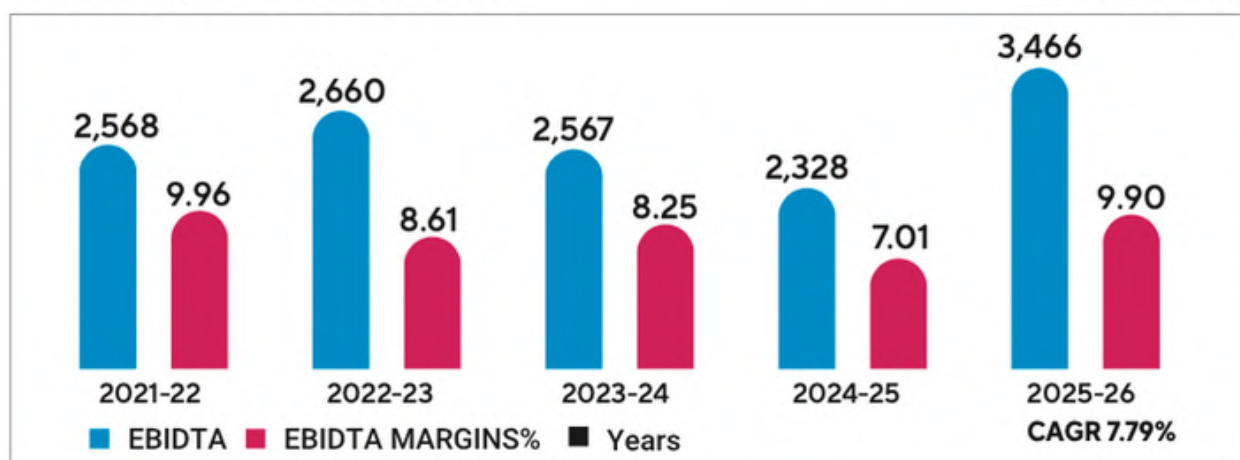
PAT Before Exceptional Items & PAT Margins %

(₹ in Lakhs)



EBITDA and EBITDA Margin

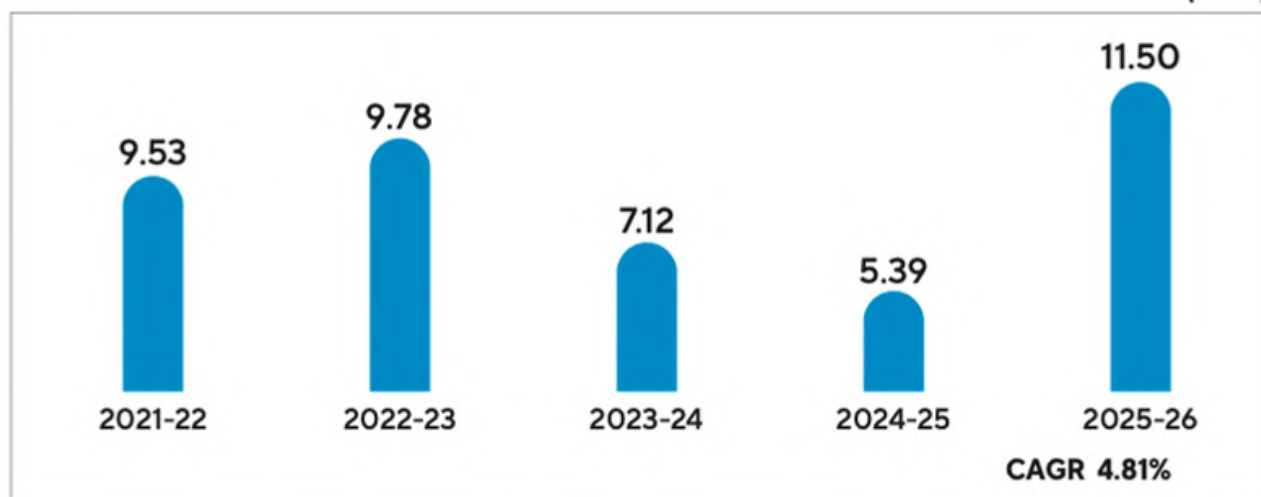
(₹ in Lakhs)



FINANCIAL PERFORMANCE

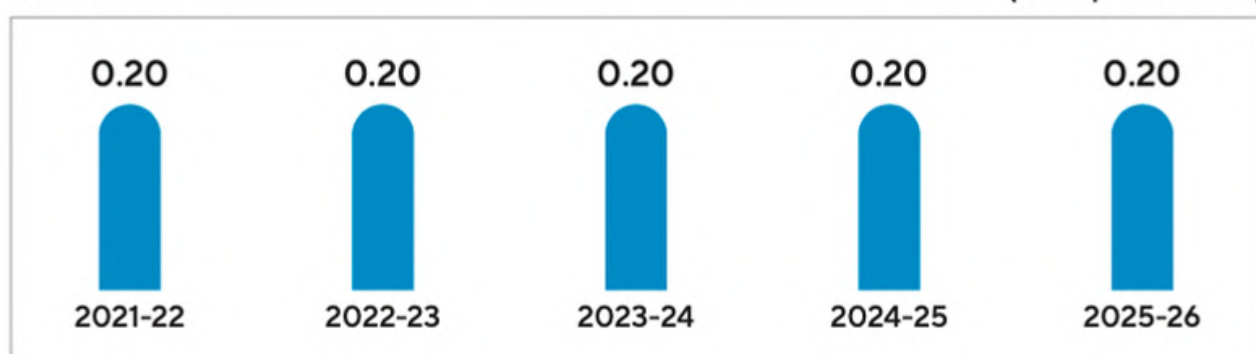
EPS

(in ₹)

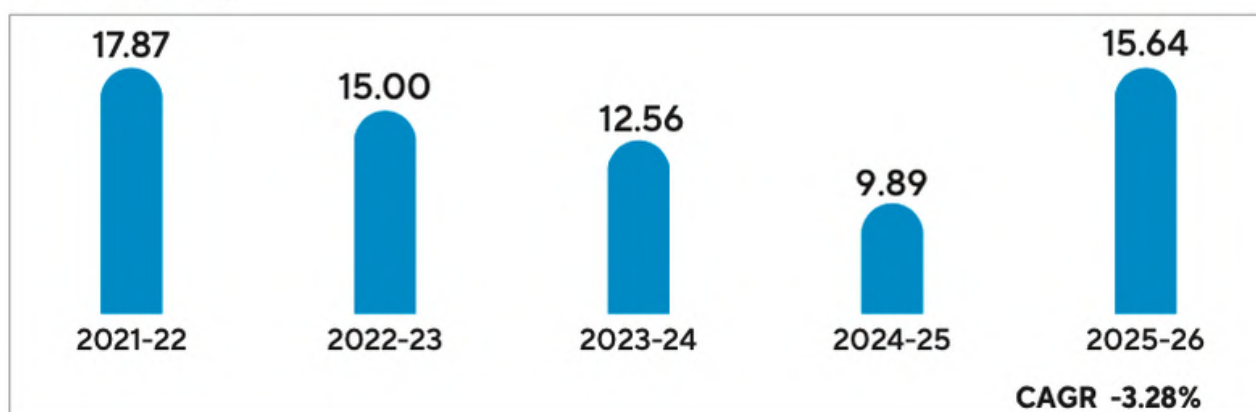


Dividend

(₹ in per share)



ROCE (in %)



ESTEEMED BOARD OF DIRECTORS



Mr. Jagdish Dedhia
Chairman & Whole Time Director

Mr. Jagdish Dedhia (65) holds a Bachelor of Science (B.Sc.) degree and has over 35 years of diverse industry experience. He possesses extensive expertise in business development, strategic partnerships, operational management, and organizational growth, contributing significantly to the Company's expansion and profitability.

As Whole-Time Director, he oversees the Company's day-to-day operations, drives strategic growth initiatives, enhances operational efficiency, and supports sustainable growth and long-term value creation through his leadership and industry expertise.



Mr. Sanjay Dedhia
Managing Director (Marketing and Development)

Mr. Sanjay Dedhia (55) holds a Diploma in Chemical Engineering and brings over 31 years of rich experience in Sales and Marketing. He possesses deep expertise in market dynamics, customer relationship management, strategic planning, and business development, particularly within the plastics and manufacturing industries. His strong analytical skills, industry knowledge, and strategic vision have played a key role in driving growth in the industrial packaging sector and developing value-added products. With proven leadership capabilities and extensive market experience, he is well-equipped to lead the organization in achieving its long-term strategic goals as Managing Director.



Mr. Manish Dedhia
Managing Director & Chief Financial Officer

Mr. Manish Dedhia (49) is the Managing Director & Chief Financial Officer (CFO) with over 27 years of finance experience, including more than 20 years in the plastics industry. AB.Com graduate, he leads the company's financial strategy, business development, and growth initiatives. With extensive expertise in financial planning, capital management, and strategic execution, he plays a key role in driving sustainable growth and strengthening the company's long-term business objectives.

ESTEEMED BOARD OF DIRECTORS



Mr. Dilip Gosar
Non-Executive Independent Director

Mr. Dilip Gosar (59) is an Independent Director of the Company. A commerce graduate from University of Mumbai and a member of the Institute of Chartered Accountants of India. Mr. Gosar has been a practicing Chartered Accountant since 1993, bringing over three decades of expertise in finance, accounting and corporate governance.



Ms. Neha Huddar
Non-Executive Independent Director

Ms. Neha Huddar (65) is an Independent Director of the Company. A commerce graduate from University of Mumbai and a member of the Institute of Chartered Accountants of India. Ms. Huddar brings over 42 years of experience in finance, accounting and compliance, contributing valuable expertise and governance insights to the Board.



Mr. Hasmukh Dedhia
Non-Executive Independent Director

Mr. Hasmukh Dedhia (70) is an Independent Director of the Company. A commerce graduate from University of Mumbai, a member of the Institute of Chartered Accountants of India and DISA (Diploma in Information Systems Audit) qualified professional with over four decades of experience in statutory, internal, and management audits of large listed entities. Mr. Dedhia also possesses extensive expertise in corporate advisory services, bringing deep financial, regulatory, and governance insights to the Board.



RISK MANAGEMENT

At Mitsu Chem Plast Limited, effective risk management is an integral part of our corporate governance framework and strategic decision-making process. We recognize that proactively identifying, assessing, and managing risks is essential to safeguarding our people, assets, operations, reputation, and long-term business sustainability. Our enterprise-wide risk management approach enables us to anticipate potential challenges, strengthen organizational resilience, and capitalize on emerging opportunities in an evolving business environment.

The Company has established a structured risk management framework to identify, evaluate, monitor, and mitigate strategic, operational, financial, regulatory, environmental, and emerging risks that could impact business continuity and performance. Appropriate mitigation measures and internal controls are implemented to minimize potential impacts while enhancing the Company's ability to respond effectively to changing business conditions.

Oversight of the Company's risk management framework rests with the Board-level Audit Committee, which is responsible for reviewing the effectiveness of the risk management system and ensuring that significant risks are appropriately identified, assessed, and managed. The Committee periodically reviews the Company's risk profile, evaluates the adequacy of mitigation strategies, monitors the implementation of the risk management plan, and provides guidance on strengthening internal controls and governance practices.

Through continuous monitoring, periodic risk assessments, and a culture of proactive risk awareness, Mitsu Chem Plast remains committed to protecting stakeholder interests, ensuring regulatory compliance, and building a resilient organization capable of delivering sustainable long-term value.



ETHICS, INTEGRITY AND ANTI-CORRUPTION

At Mitsu Chem Plast Limited, integrity, transparency, and ethical conduct form the cornerstone of our corporate governance framework. We are committed to conducting business responsibly and in compliance with all applicable laws, regulations, and internationally accepted ethical standards. Our governance practices are designed to foster accountability, strengthen stakeholder trust, and support sustainable long-term value creation.

Our Code of Conduct and Ethics establishes the principles and standards of behavior expected from all employees, directors, and business partners. It provides clear guidance on ethical decision-making, conflicts of interest, fair competition, confidentiality, responsible use of Company assets, and compliance with legal and regulatory requirements. Every employee is expected to uphold these principles and contribute to a culture built on honesty, respect, and accountability.



Mitsu Chem Plast maintains a zero-tolerance approach to bribery, corruption, fraud, extortion, and unethical business practices. Our Anti-Bribery and Anti-Corruption Policy prohibit the offering, solicitation, or acceptance of any form of improper payment or undue advantage in the course of business. Employees receive periodic awareness and compliance training to reinforce ethical conduct, promote responsible decision-making, and strengthen their understanding of the Company's governance expectations.

To encourage transparency and accountability, the Company has established a Whistle Blower and Vigil Mechanism that enables employees and other stakeholders to report suspected unethical behaviors, fraud, policy violations, or other misconduct in a confidential manner without fear of retaliation. All reported concerns are investigated promptly and impartially, with appropriate corrective and disciplinary actions taken wherever necessary.

We also extend our commitment to ethical business practices across our value chain by promoting responsible procurement, fair dealing, and compliance among our suppliers and business partners. Through strong governance, continuous employee awareness, and robust internal controls, Mitsu Chem Plast remains committed to conducting business with integrity while creating sustainable value for all stakeholders.



INFORMATION SECURITY AND DATA PRIVACY

At Mitsu Chem Plast Limited, protecting information assets and maintaining confidentiality, integrity, and availability of data are fundamental to our governance framework. As digital technologies become increasingly integral to our operations, we remain committed to strengthening our cybersecurity capabilities and safeguarding sensitive business, customer, employee, and stakeholder information from evolving cyber risks.

We have established a robust information security framework supported by multiple layers of technical and administrative controls. These include advanced firewall protection, data encryption, secure network architecture, role-based access controls, endpoint security solutions, and regular system monitoring to prevent unauthorized access, cyberattacks, and data breaches.

Employee awareness is a critical component of our cybersecurity strategy. We conduct regular training and awareness programmes to educate employees on information security best practices, cyber hygiene, phishing prevention, password security, and responsible handling of confidential information. These initiatives help foster a strong culture of cybersecurity across the organization.

We are committed to complying with applicable data protection and privacy regulations while continually enhancing our information security systems and governance practices. By investing in secure technologies, strengthening internal controls, and promoting a proactive approach to cyber risk management, Mitsu Chem Plast seeks to maintain stakeholder trust and ensure the secure and reliable management of critical business information.



CUSTOMER CENTRICITY

At Mitsu Chem Plast Limited, customer centricity is at the heart of our business philosophy. We are committed to understanding our customers' evolving needs and delivering innovative, high-quality, and reliable polymer solutions that create long-term value. Our approach is built on strong customer partnerships, technical expertise, consistent product quality, and responsive service. By leveraging advanced manufacturing capabilities, robust quality management systems, and continuous product innovation, we strive to exceed customer expectations while ensuring timely delivery, regulatory compliance, and operational excellence. Regular customer engagement, feedback mechanisms, and a focus on continuous improvement enable us to enhance our products, strengthen relationships, and build lasting trust. As a responsible manufacturing organization, we remain dedicated to providing sustainable, safe, and cost-effective solutions that support our customers' growth while reinforcing our position as a preferred partner across the industries we serve.

TRANSFORMING TOMORROW - INNOVATION & R & D

Innovation and research are at the core of Mitsu Chem Plast Limited's growth and competitive advantage. Our strong research and development capabilities enable us to design and manufacture advanced polymer solutions that address the evolving needs of diverse industries, ranging from high-performance technical applications to reliable everyday products. Backed by a culture of continuous innovation and engineering excellence, we consistently develop solutions that deliver superior quality, performance, and customer value.

Today, Mitsu Chem Plast offers a comprehensive portfolio of over 500 Stock Keeping Units (SKUs) and is a trusted partner to more than 30 Fortune 500 companies in India. Our dedicated R&D team focuses on developing innovative, sustainable, and value-added products, including import substitutes that reduce dependence on overseas sourcing while strengthening domestic manufacturing capabilities. Through continuous product development, material innovation, and process optimization, we remain committed to supporting the 'Mak in India' initiative and delivering next-generation polymer solutions that drive sustainable growth for our customers and the industries we serve.



AWARDS AND ACCOLADES



STD NO	Disclosure Description
GRI 2: General Disclosures 2021	
2 - 1	Organisational Details
2 - 3	Entities Included in Sustainability Reporting
2 - 4	Reporting Period, Frequency and Contact Point
2 - 5	External Assurance
2 - 6	Activities, Value Chain and Business Relationships
2 - 7	Employees
2 - 8	Workers who are not Employees
2 - 9	Governance Structure and Composition
2 - 10	Nomination and Selection of Highest Governance Body
2 - 11	Chair of the Highest Governance Body
2 - 12	Role of the Highest Governance Body in Overseeing ESG
2-13	Delegation of Responsibility for Managing Impacts
2-14	Role of Highest Governance in Sustainability Reporting

2-15	Conflicts of Interest
2-17	Collective Knowledge of Highest Governance Body
2-19	Remuneration Policies
2-20	Process to Determine Remuneration
2-21	Annual Total Compensation Ratio
2-22	Statement on Sustainable Development Strategy
2-23	Policy Commitments
2-24	Embedding Policy Commitments
2-25	Processes to Remediate Negative Impacts
2-27	Compliance With Laws and Regulations
2-28	Membership of Associations
2-29	Approach to Stakeholder Engagement
2-30	Collective Bargaining Agreements
GRI 3: Material Topics 2021	
3 - 1	Process to determine material topics
3 - 2	List of material topics
3 - 2	Management of material topics
GRI 201: Economic Performance 2016	
201-1	Direct Economic Value Generated and Distributed
201-2	Financial Implications/risks from Climate Change
201-3	Defined Benefit Plan Obligations
GRI 202: Market Presence 2016	
202-1	Ratios of Standard Entry-level Wage by Gender
GRI 204: Procurement Practices 2016	
204-1	Proportion of Spending on Local Suppliers
205-1	Operations Assessed for Risks Related to Corruption
205-2	Communication and Training on Anti-corruption
205-3	Confirmed Incidents of Corruption

GRI 206: Anti-competitive Behavior 2016	
206-1	Legal actions for anti-competitive behavior
GRI 301: Materials 2016	
301-2	Recycled input materials used
301-3	Reclaimed products and packaging
GRI 302: Energy 2016	
302-1	Energy Consumption within the Organisation
302-2	Energy Consumption Outside the Organisation
302-3	Energy Intensity
302-4	Reduction of Energy Consumption
302-5	Reductions in Energy Requirements
GRI 303: Water and Effluents 2018	
303-2	Management of Water Discharge-related Impacts
303-3	Water Withdrawal
303-4	Water Discharge
303-5	Water Consumption
GRI 304: Biodiversity 2016	
304-1	Operational Sites in/adjacent to Protected Areas
304-2	Significant Impacts of Activities in Protected Areas
304-3	Habitats Protected or Restored
GRI 305: Emissions 2016	
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction in GHG emissions
GRI 306: Waste 2020	
306-1	Waste Generation and Significant Waste-related Impacts
306-2	Management of Significant Waste-related Impacts

306-3	Waste Generated
306-4	Waste Diverted from Disposal
306-5	Waste Directed to Disposal
GRI 308: Supplier Environmental Assessment 2016	
308-1	New Suppliers Screened Using Environmental Criteria
308-2	Negative Environmental Impacts in Supply Chain
GRI 401: Employment 2016	
401-1	New Employee Hires and Turnover
401-2	Benefits Provided to Full-time Employees
401-3	Parental Leave
GRI 403: Occupational Health and Safety 2018	
403-1 to 403-10	Safety Governance, Risk Assessment, Injury Data
GRI 404: Training and Education 2016	
404-1	Average Hours of Training per Year
404-2	Programmes for Upgrading Employee Skills
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews
GRI 405: Diversity and Equal Opportunity 2016	
405-1	Diversity of Governance Bodies and Employees
405-2	Ratio of Basic Salary and Remuneration of Women to Men
GRI 406: Non-discrimination 2016	
406-1	Incidents of Discrimination
GRI 408: Child Labor 2016	
408-1	Operations with Risk for Child Labour
GRI 409: Forced or Compulsory Labor 2016	
409-1	Operations with Risk for Forced Labour
GRI 410: Security Practices 2016	
410-1	Security Personnel Training on Human Rights
GRI 412: Human Rights Assessment 2016	

412-1	Operations Reviewed for Human Rights
GRI 413: Local Communities 2016	
413-1	Operations with Local Community Engagement
GRI 414: Supplier Social Assessment 2016	
414-1	New Suppliers Screened Using Social Criteria
GRI 415: Public Policy 2016	
415-1	Political Contributions
GRI 416: Customer Health and Safety 2016	
416-1	Assessment of the Health & Safety Impacts of Products
416-2	Incidents of Non-compliance Concerning Health & Safety Impacts of Products
GRI 417: Marketing and Labeling 2016	
417-1	Requirements for Product and Service Information and Labeling
GRI 418: Customer Privacy 2016	
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

Contact

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