

FUELING INNOVATION THROUGH SUSTAINABILITY



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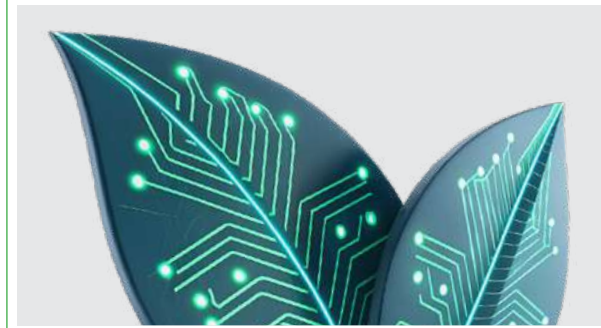
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ABOUT THE REPORT



To Stakeholders,

JBM Auto proudly presents its inaugural Sustainability Report, highlighting its progress and performance across the three pillars of Environment, Social and Governance (ESG). This report underscores the Company's commitment to achieving targets and driving positive impact in these critical spheres.

This report outlines the operations on a standalone basis and has been prepared in accordance with the Global Reporting Initiative (GRI). The data in this report reflects progress from 1st Apr '23 to 31st Mar '24, and the Company intends to publish this report annually. JBM Auto is called 'JBM' and 'The Company' throughout this Report.

Forward-looking Statement

This report contains forward-looking statements about anticipated events and JBM's financial outlook. These statements are based on certain assumptions and expectations that, while deemed reasonable at the time of writing, may not be realized in the future. Several factors within and outside JBM's control could cause actual results and events to differ materially from those expressed or implied in these forward-looking statements.

CHAIRMAN'S MESSAGE



A key milestone in our sustainability journey has been launching our world's largest (outside China) dedicated integrated electric bus manufacturing facility, which positions us as a leader in the electric vehicle sector.

At JBM, our journey over the past three decades has been defined by a commitment to shaping a cleaner and brighter future for urban mobility. As the automotive industry evolves, we have continuously adapted, embracing new technologies and sustainable practices across all operations. From enhancing manufacturing efficiency to adopting renewable energy sources, we've focused on reducing our environmental impact while meeting the growing demand for electric mobility solutions.

A key milestone in our sustainability journey has been launching our world's largest (outside China) dedicated integrated electric bus manufacturing facility, which positions us as a leader in the electric vehicle sector. Built to Industry 4.0 standards, this facility integrates advanced technologies and

modern processes, enabling us to meet domestic and international market needs while adhering to the highest quality and environmental standards.

We remain committed to responsible sourcing, waste management, and energy-efficiency as we move forward, ensuring that our operations support long-term growth and contribute to a greener future.

With the unwavering support of our stakeholders and employees, we are confident that JBM will continue to lead the way in sustainable innovation, driving positive change in the electric mobility sector and beyond.

S. K. Arya
Chairman

FUELING INNOVATION THROUGH SUSTAINABILITY

At JBM, sustainability is the driving force behind innovation. It is embedded at every stage of its electric mobility solutions, from design and manufacturing to deployment, creating a cleaner, brighter future for urban transportation. The Company's commitment to green manufacturing, circular economy principles, and energy-efficient technologies reduces its environmental footprint and fuels advancements in electric vehicle performance and infrastructure. With a focus on reducing emissions, improving energy efficiency, and integrating renewable energy sources, JBM has implemented initiatives such as electric forklifts, energy-efficient systems, and the use of solar and wind power. Additionally, JBM prioritizes water conservation, waste management, and circular practices, including repurposing materials for packaging. The Company aims to minimize its environmental impact through sustainable sourcing and responsible supply chain practices while fostering long-term growth. Sustainability is at the core of everything JBM does, ensuring a cleaner, greener future for all.

JBM's cutting-edge electric bus manufacturing facility exemplifies its innovation and sustainable mobility commitment. The facility integrates advanced technologies and efficient processes, driving the Company's goal of advancing the electric vehicle ecosystem while contributing to a cleaner, greener future.

ABOUT JBM AUTO

JBM is globally recognized for its unwavering pursuit of new horizons and its continuous achievement of remarkable milestones

JBM, a \$3.0 billion global Indian conglomerate, has built a legacy of excellence over four decades, driving product innovation and value across diverse sectors such as automotive, buses, electric vehicles, EV charging infrastructure, EV aggregates, e-mobility, renewable energy, and environmental management. The Company's journey began in 1983 with the manufacturing of cylinders. Over time, it evolved into a global leader, producing half a million auto components daily, with its parts now featured in nearly every vehicle manufactured in India.

Inspired by the technological boom and his vision of "JBM inside," the Company's founder aimed to make every vehicle in India carry a JBM component. That vision has come to fruition today, with JBM's products playing a significant role in the automotive industry. From collaborating with India's largest car manufacturer in 1987 to becoming a global entity with a presence in over 37 countries, JBM has shown unwavering commitment to scalability and sustainability. The Company's core values are anchored in the ethic of 'One JBM,' united by over 30,000 JBMites who consistently collaborate to deliver excellence globally.

JBM has integrated its businesses across the value chain and has seamlessly diversified into new sectors. The Company is leading the transition to cleaner, greener, and safer mobility, advancing its position at the forefront of Mobility 2.0.

Through its electric vehicle ecosystem business segment and innovative sustainable solutions, JBM is helping drive the global shift towards zero-emission technologies and sustainable mobility.

In alignment with emerging global trends, JBM focuses on decarbonisation, digitisation, and the circular economy, transforming India into a global manufacturing powerhouse. The Company's commitment to innovation and cutting-edge technology is reflected in its state-of-the-art in-house R&D centres, which have been recognized by the Department of Scientific & Industrial Research, Ministry of Science & Technology, Government of India. Through these efforts, JBM continues to maximize value for its stakeholders while playing a critical role in shaping the future of the global automotive and sustainability sectors.



10+
Power Plants

37 countries
Global Presence



VISION

Expanding Leadership in our business by creating an agile environment that delivers excellence and delight to stakeholders through the power of people, innovation, and technology



ETHOS



Leadership



Excellence



Agility



Delight



VALUES

Integrity & Ethics

The conscience to remain honest sincere and just in conduct at all

Ownership & Commitment

Accountability towards undertaken tasks with complete responsibility of outcomes

Respect & Teamwork

Foster trust, appreciate diversity of ideas, harness individual potential and channelize it to accomplish greater group goals

Customer Trust & Delight

Meet commitments, be sensitive to customer needs address issues with clarity and speed

Safe & Green

A conscientious corporate citizen that prioritizes People Safety, Environment Conservation and Community Welfare



1996–2000

JBM established new manufacturing plants in Faridabad and Chennai, marking its entry into chassis manufacturing. During this period, the Company added key customers including Ford Escorts, TAFE, Mahindra & Mahindra, and Honda Cars.

2011–2015

New facilities were established in Rajasthan, Indore, Sanand, and Chennai, along with a dedicated bus manufacturing plant in Kosi. JBM introduced its first concept city bus, CITYLIFE, at the Auto Expo 2014, and launched its first Skill Development Centre in Faridabad. Customers added included VECV and Daimler.

2016–2020

The Company commissioned additional plants in Indore, Pune, and Greater Noida. It emerged as India's largest tooling business, delivering three turnkey cabin projects and venturing into high-tensile parts manufacturing. JBM expanded exports to North America, ASEAN countries, and Japan. It launched ECOLIFE, India's first 100% electric bus, and expanded Skill Development Centres to Chennai and Nashik.

CHARTING NEW ROADS

2001–2005

The Company set up a new plant in Nashik and successfully executed several tooling projects, notably for General Motors' Tavera model. New customers added during this time included Renault and General Motors.

2006–2010

JBM expanded operations with new plants in Pune, Sanand, and Bengaluru and began manufacturing skin panels. The Company initiated exports to Volvo in Sweden and entered a joint venture with Ogihara in Thailand. Customers added included FCA, Volkswagen, and Tata Motors.

2021–2024

JBM recorded its highest-ever auto component revenue in FY23 at ₹3,050 crore, supplying systems and assemblies for over 1.5 million passenger vehicles. The Company expanded its export business with key projects in Germany, Spain, and the Czech Republic. Tooling capacity was increased by 25%. JBM grew its line building and EV businesses, launched the JBM Galaxy luxury coach and a 12-meter intercity electric bus, and significantly expanded its global presence at BusWorld 2023 in Belgium. It also became the market leader in airport tarmac buses and was featured in the NSE EV Index.

BUSINESS DIVISIONS



Auto Components and Systems

Auto has been proudly Indian Company with a strong global footprint, recognized as India's largest manufacturer of metal forming systems and a key global player. A pioneer in skin panel manufacturing, it ranks among the largest producers worldwide. The Company offers a comprehensive range of auto components, including contract manufacturing, Body-in-White (BIW) assemblies, chassis and suspension systems, pedal boxes, tubular products,

and safety-critical assemblies. It serves all major vehicle segments— 3-wheelers, passenger vehicles, commercial vehicles, and farm and construction equipment.

JBM operates highly automated manufacturing facilities, using over 3,000 robots across global plants. Its advanced technologies include cold/hot stamping, aluminum stamping, CMT welding, roll forming, laser welding, and laser cutting.

The Company also provides complete in-house coating solutions, including ED coating, powder coating, zinc plating, HR painting, and tri-nickel chrome plating.

With over 1,000 presses—up to 3,000 tons capacity—worldwide, JBM delivers unmatched manufacturing scale. It also leverages AI for productivity, quality validation, data analytics, and workforce optimization.

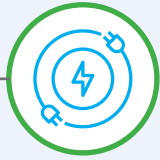
3,000+

Robots powering smart manufacturing

1,000+

Presses up to 3,000 tons capacity





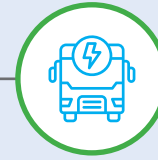
Buses and Electric Vehicles

JBM is driving the shift toward clean, sustainable mobility with advanced low-emission and electric buses. From city and school buses to staff, tarmac, luxury coach

and intercity buses, JBM's portfolio of buses is designed for performance, safety, comfort, and efficiency.

ECO-LIFE (e9 & e12)

India's 1st 100% Electric Bus



Electric Buses

JBM's electric bus fleet represents the future of public transportation in India. Deployed under FAME I and II across multiple states, these buses are highly localized and built for Indian conditions. JBM delivers holistic EV solutions focused on optimizing total cost of ownership (TCO) and is now expanding its footprint globally.

The JBM ECO-LIFE (e9 & e12) is India's first 100% electric, zero-emission bus designed and manufactured under the 'Think Global, Act Local' approach. These buses are noise-free, pollution-free, and built for high efficiency, offering low maintenance, high uptime, and long range per charge. JBM also provides a complete in-house e-mobility ecosystem, delivering end-to-end solutions—from electric buses and EV aggregates to charging infrastructure and advanced battery technologies.



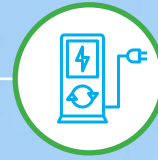


EV Aggregates

JBM is one of India's largest independent companies that has set up a state-of-the-art high-voltage lithium-ion battery manufacturing facilities. This facility undertakes the development, simulation, and testing of advanced Lithium-ion battery solutions for high-voltage (HV) and low-voltage (LV) battery-operated vehicles, energy storage systems, and solar applications. These Li-ion batteries are designed for a wide range of electric vehicles, including 2/3 wheelers passenger cars, buses, trucks, and specialized vehicles, backed by years of expertise in research and development.

The EV Aggregates division is dedicated to producing products with diverse features such as fast-charging capabilities, long service life, high energy density, dust prevention, and waterproofing. Energy Storage Systems primarily aim to optimize peak load shaving and provide power-assisted services. The project is a culmination of multiple innovations in both the service model and the solution level, marking a significant milestone within the industry.





EV Charging Infrastructure

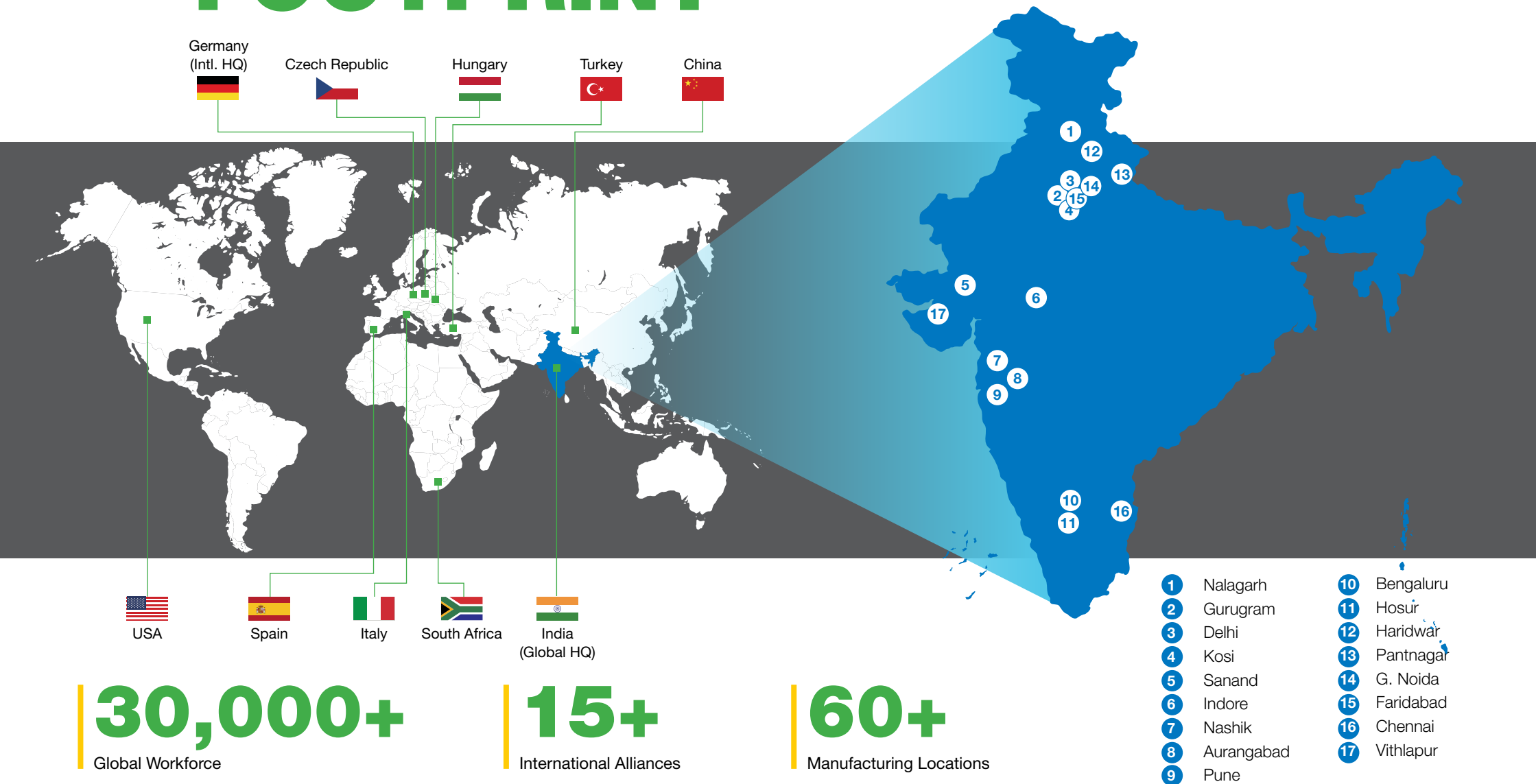
JBM has entered the electric vehicle (EV) space with a comprehensive, end-to-end approach to e-mobility. As part of this vision, the Company is establishing EV charging infrastructure, starting with electric bus depot electrification to support the growing demand for sustainable public transport. As a Charge Point Operator, JBM is setting up EV charging stations for cab aggregators across major Indian cities. These stations feature a mix of AC slow chargers and DC fast chargers, creating an integrated and accessible charging ecosystem. All

infrastructure is fully compliant with policies from the Ministry of Power, NITI Aayog, and FAME II.

JBM EV Charging Solutions is recognized for delivering robust, scalable, and future-ready infrastructure. Its technology-agnostic approach allows for seamless adaptation to emerging innovations. The Company provides end-to-end services—from design and planning to deployment, integration, and operations—along with 24/7 monitoring via an advanced digital platform and a dedicated operations center.



JBM'S GLOBAL FOOTPRINT



Disclaimer: This map is a generalised illustration only for the reader to understand the locations, and it is not intended to be used for reference purposes.

VALUE CREATION MODEL

Input

State-of-the-art Manufacturing Facility

The Company has the largest manufacturing facility for e-buses in the world (outside China).

Research and Development Efforts

JBM's in-house R&D centres have been recognised by the Department of Scientific & Industrial Research, Ministry of Science & Technology, Government of India.

Dynamic Operational Framework

- Agility
- Excellence

Governance Adopting PCMM (People Capability Maturity Model) Compliance and ethical conduct.

Responsible Approach

The Company is targeting to be Net Zero by 2040. JBM has embarked on its sustainability journey showcasing its commitment and goals clearly outlined in this year's Sustainability Report.

VALUE CREATION PROCESS

Vision



Expanding Leadership in our business by creating an agile environment that delivers excellence and delight to stakeholders through the power of people, innovation and technology.

Values



- › Integrity and Ethics
- › Ownership & Commitment
- › Respect & Teamwork
- › Customer Trust & Delight
- › Safe & Green

Strategic Priorities



- › Sustainable expansion for faster growth
- › Driving local innovation to deliver global value
- › Powering way to global excellence
- › Nurturing ecological systems for the future

T-I-P Approach

- › Enhancing Technology
- › Enabling Innovation
- › Empowering People

JBM's Offerings

- › Electric Buses
- › Auto Components
- › EV Ecosystem
- › Tools and Dies

Outcomes

150 million
Zero-emission kilometres driven

0.2 million tons
of CO₂ Emissions avoided

180 million kWh
Consumption of Green Energy

3,500+
Candidates trained through
Apprenticeship Training

AWARDS & RECOGNITIONS

JBM has been honored with several prestigious awards and recognitions in recent years:



Recognized among the
Top 7 Great Places to Work in
India's manufacturing sector

JBM has also earned accolades
for Management of Change and
HR Excellence, underscoring its
commitment to an inclusive and
growth-driven workplace.



Gold Award at the 10th
SIT Competition

Secured at the QCFI Chennai
chapter event, competing against
91 teams from 47 organizations.



Best Supplier Award in Joint
Product Development

Presented by TAFE Motors during
their Global Supplier Meet in Chennai.



CV of the Year Award

Awarded to the JBM ECOLIFE
Electric Citybus at the 15th Apollo
CV Awards 2024 ceremony in
Mumbai, recognizing excellence
in the commercial vehicle industry.



Excellence in Talent Acquisition

Recognized by the HR Bharat Forum Conference at Manav Rachna University for reducing Turn Around Time (TAT) by 52% during the 2023-24 period.



Successful Adoption of OFFAL Process

Acknowledged by Renault Nissan Automotive India Private Limited for effective implementation.

JBM plants have the following International certificates set out for:



Products & Services
Quality Management
System



Automotive Industries
Quality Management
System Standard ISO



Environmental
Management System



Occupational Health &
Safety Management System

SUSTAINABILITY ROADMAP

JBM is committed to integrating sustainability across its operations through the adoption of energy-efficient technologies, optimization of processes, and the use of renewable energy sources. The Company is focused on reducing greenhouse gas emissions, minimizing waste, and conserving water in line with global environmental standards. JBM is deeply committed to its Environmental, Social, and Governance (ESG) responsibilities, underscored by a comprehensive ESG Policy that guides its initiatives.

The Company's commitment to Environmental, Social, and Governance (ESG) principles is embedded in every facet of its operations. JBM upholds ethical business practices that benefit the community and its workforce and ensure clean, safe, and equitable working conditions for all employees and partners. Understanding the urgency of addressing decarbonization, the Company is actively taking steps to meet the evolving expectations of stakeholders.

Moreover, JBM prioritizes employee and worker safety, emphasizing health and safety awareness, training, and aligning with international best practices, including ISO 45001:2018.

JBM continues to roll out ESG targets and initiatives, regularly reviewing progress to ensure alignment with its sustainability goals. This ongoing commitment reaffirms the Company's dedication to driving environmental and social impact while enhancing the global mobility solutions it provides.



<https://www.jbmgroup.com/wp-content/uploads/jay-bharat-maruti-ltd/corpGovSustain/policies/JBM-Group-ESG-Policy.pdf>

MATERIALITY ASSESSMENT FRAMEWORK

A fundamental element of JBM's Sustainability Strategy is its structured approach to Materiality. To identify and prioritize the most relevant Environmental, Social, and Governance (ESG) issues, JBM has developed a comprehensive Materiality Assessment Framework.

This framework directs the Company's efforts and resources toward addressing the most critical challenges, ensuring a focus on issues of utmost importance to the business and its stakeholders.

JBM conducted a detailed materiality assessment in the reporting period, starting with an internal survey to gather insights on material issues. The identified topics were carefully selected in consultation with management and external consultants. This process played a crucial role in highlighting the issues that have a significant impact on stakeholders and are essential for the JBM's long-term operational resilience.

Material Issues



Waste Management and Circularity

Rationale

Efficient waste management and circularity practices, such as recycling and reusing materials, help reduce environmental impact, optimize resource use, and lower costs. This approach strengthens brand image and business growth.

Management Approach

JBM is committed to minimizing its environmental footprint through efficient waste reduction, reuse, and recycling. The Company ensures proper handling and disposal of hazardous and non-hazardous waste, including e-waste, battery waste, and chemical cans, in partnership with authorized and certified agencies.

SDGs



Material Issues**Energy and Emissions****Responsible Supply Chain****Occupational Health & Safety****Rationale**

Improving energy-efficiency and reducing emissions helps comply with environmental regulations, cut carbon footprints, and reduce energy costs. Failure to manage emissions can lead to fines and reputational harm.

A responsible supply chain mitigates risks related to unethical sourcing and environmental degradation. Collaborating with ethical suppliers builds consumer trust and ensures long-term supply reliability.

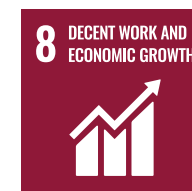
Ensuring health and safety is essential to create a secure working environment. Insufficient attention could result in accidents, legal liabilities, and employee dissatisfaction, risking productivity and reputation.

Management Approach

JBM is focused on enhancing energy efficiency by adopting renewable energy sources, such as rooftop solar installations, and using cleaner fuels like piped natural gas (PNG). The Company integrates sustainable technologies to reduce emissions and improve operational performance.

JBM promotes ethical sourcing and environmental responsibility throughout its supply chain. The Company has established a Supplier Code of Conduct to ensure suppliers adhere to sustainability practices, ethical labor standards, and responsible business conduct.

JBM prioritizes the health and safety of its workforce by implementing Occupational Health and Safety Management Systems (OHSMS), conducting regular safety audits, and delivering structured safety training programs across its facilities.

SDGs

Material Issues**Employee Well-being & Talent Management****Human Rights and Labour Practices****Customer Relationship****Rationale**

Investing in physical and mental wellbeing and talent development fosters a happier, more engaged workforce, which drives innovation, productivity, and employee retention, contributing to long-term business success.

Upholding ethical labor practices and human rights is critical. Violating these principles can cause reputational damage, legal repercussions, and loss of customer trust, negatively impacting the Company's long-term viability.

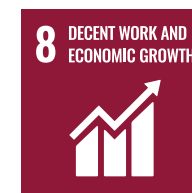
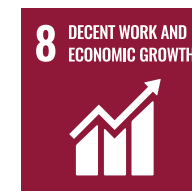
Prioritizing customer satisfaction strengthens brand loyalty, increases market competitiveness, and drives repeat business. A focus on high-quality service improves reputation and fosters long-lasting customer relationships.

Management Approach

JBM fosters employee well-being and growth through skill enhancement, team-building, and continuous learning. Focusing on developing a future-ready workforce, the Company drives upskilling through initiatives like "Sankalp Siddhi 3.0" and structured induction programs, all within a collaborative global work culture.

JBM upholds strong human rights standards across its operations. The Company provides equal opportunities and strictly prohibits child labor, forced labor, and discrimination while ensuring fair wages and ethical working conditions for all employees.

JBM is committed to delivering high vehicle safety, performance, and quality standards. The Company continuously engages with customers through feedback mechanisms to enhance service delivery and build enduring relationships.

SDGs

Material Issues**Community Development****Business Ethics & Compliance****Corporate Governance****Rationale**

Committing to community development through education, infrastructure, and social welfare improves local living standards and strengthens stakeholder relationships, contributing to sustainable growth.

Upholding strong ethics and compliance builds trust with stakeholders and regulators. Failing to maintain ethical standards can lead to legal consequences, reputational damage, and loss of confidence, impacting business stability.

Strong corporate governance ensures transparency, accountability, and ethical decision-making. Effective governance mitigates risks of mismanagement, builds investor confidence, and supports long-term success.

Management Approach

JBM contributes to inclusive growth through various CSR initiatives focused on education, skill development, environmental sustainability, and community welfare. The Company works closely with local communities to implement impactful and need-based programs.

JBM is dedicated to operating with integrity and fully complying with applicable laws. The Company has robust ethics and compliance frameworks, supported by regular audits and awareness programs.

JBM upholds robust corporate governance through structured board oversight and dedicated committees that ensure transparency, accountability, and ethical conduct. The Company maintains strong internal controls, conducts regular audits, and fully complies with regulatory requirements, prioritizing stakeholder trust and long-term sustainable growth.

SDGs

STAKEHOLDER ENGAGEMENT MECHANISM

Engaging with various stakeholders is fundamental to JBM’s sustained growth and success. Recognizing that each stakeholder offers unique perspectives, the Company fosters a collaborative environment to build trust and accountability.

JBM actively involves stakeholders in its decision-making processes, ensuring responsiveness and resilience. The Company also maintains a Stakeholder Engagement Policy to formalize its commitment to effective engagement. The Company also has a Stakeholder Engagement Policy.



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Stakeholder-Engagement-Policy.pdf>

A robust stakeholder interaction framework ensures inclusivity in decision-making, aligning strategies with stakeholder expectations. This approach enhances transparency and collaboration, leading to informed decisions and a shared sense of ownership in the Company’s journey.

Stakeholder Group	Employees & Workers	Shareholders	Customers	Investors	Value Chain Partners	Community
Stakeholder Expectations	Opportunities for growth alongside a healthy work-life balance	Increasing revenue through organic growth or strategic acquisitions, driving higher stock prices and shareholder returns	Delivery of quality products coupled with timely and reliable service	Enhanced financial performance and prudent debt reduction	Commitment to responsible operations, sustainability and safety	Upholding ethical business practices while creating a positive social impact
Channels of Communication	› Meetings › Emails › Information Notice boards › Surveys › Town halls	› Annual reports › Shareholder meetings	› Meetings › Emails › Teams' meetings › Calls › Surveys › Media	› Meetings › There is dedicated email to receive the queries from investors.	› Personal interaction and meeting among concerned officers	› Awareness program and online meeting
Frequency of Engagement	Annually/Quarterly/Monthly/Whenever required	Annually/Quarterly/Monthly/Whenever required	Annually/Quarterly/Monthly/Whenever required	Annually/Quarterly/Monthly/Whenever required	Annually/Quarterly/Monthly/Whenever required	Annually/Quarterly/Monthly/Whenever required

ENVIRONMENTAL RESPONSIBILITY



JBM places environmental responsibility at the core of its operations. From reducing emissions and conserving energy to managing water and waste efficiently, the Company adopts a comprehensive approach to sustainability. Through innovative technologies, renewable energy integration, and circular practices, JBM continues to minimize its environmental footprint. These efforts reflect a long-term commitment to preserving natural resources and promoting a greener future.

Driving Down Emissions

The Company is actively working to reduce emissions across its operations as part of its commitment to sustainability. By investing in cleaner technologies, enhancing energy-efficiency, and promoting eco-friendly mobility solutions to lower its environmental footprint, JBM aims to contribute to a low-carbon future.

Scope 1 & 2 Emissions

Parameter (Metric tons of CO ₂ equivalent)	FY 2023-24	FY 2022-23
Total Scope 1 emissions	7,722.29	1,855
Total Scope 2 emissions	64,640	1,33,602
Total Scope 1 and Scope 2 emissions per rupee of turnover	0.000001445298	0.000003612908
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.000000398990	0.000001044193

Air Emissions

Parameter	UOM	FY 2023-24	FY 2022-23
NOx	mg/Nm ³	26.29	2.53
SOx	mg/Nm ³	6.26	0.42
Particulate matter (PM)	mg/Nm ³	252.27	1.11
Persistent organic pollutants (POP)	-	0	-
Volatile organic compounds (VOC)	-	0	-
Hazardous air pollutants (HAP)	mg/Nm ³	0	-
Others – please specify	-	0	0

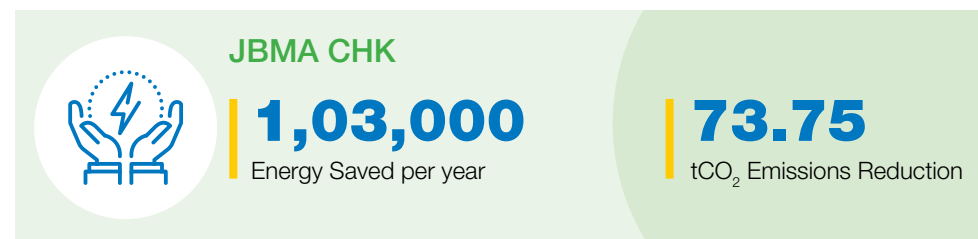
Emission Reduction Initiatives

Green Commute Facility

To ensure a secure commute for employees and contribute to reducing emissions, a common bus facility is provided at five plant locations, offering a safe and convenient transport option, especially for those living farther away.

Streamlining Energy with Hydraulic Dock Elimination

At the Chakan-Pune plant, the Company eliminated its hydraulic dock system, which previously required electricity and workforce to load 24–26 vehicles per shift. By leveling the platform to match truck heights, JBM improved loading efficiency and significantly reduced energy consumption.



Energy & Consumable Reduction in Weld Shop

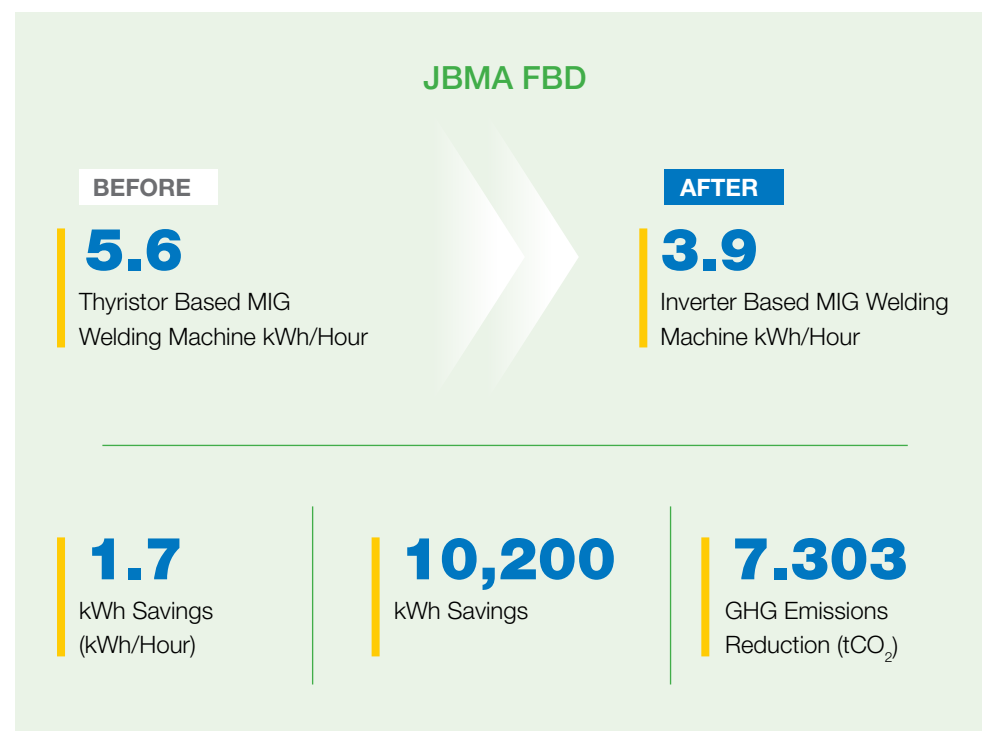
Productivity improvements in the weld shop have reduced energy usage and consumable waste at the Chakan and Nasik plants, significantly decreasing GHG emissions.

Plant	Baseline kWh/1000 Spots	Achieved kWh/1000 Spots	Total kWh Savings	GHG Emissions Reduction (tCO ₂)
JBMA CHK	5.9	5.4	127,319.4644	91.16
Plant	BEFORE Power Cost % of sales	AFTER Power Cost % of sales	Total kWh Savings	GHG Emissions Reduction (tCO ₂)
JBMA NSK	1.29	1.22	228,709	163.76

Plant	Number of Man-days/day saved	Consumable Reduced (Tons)
JBMA CHK	76	3,234

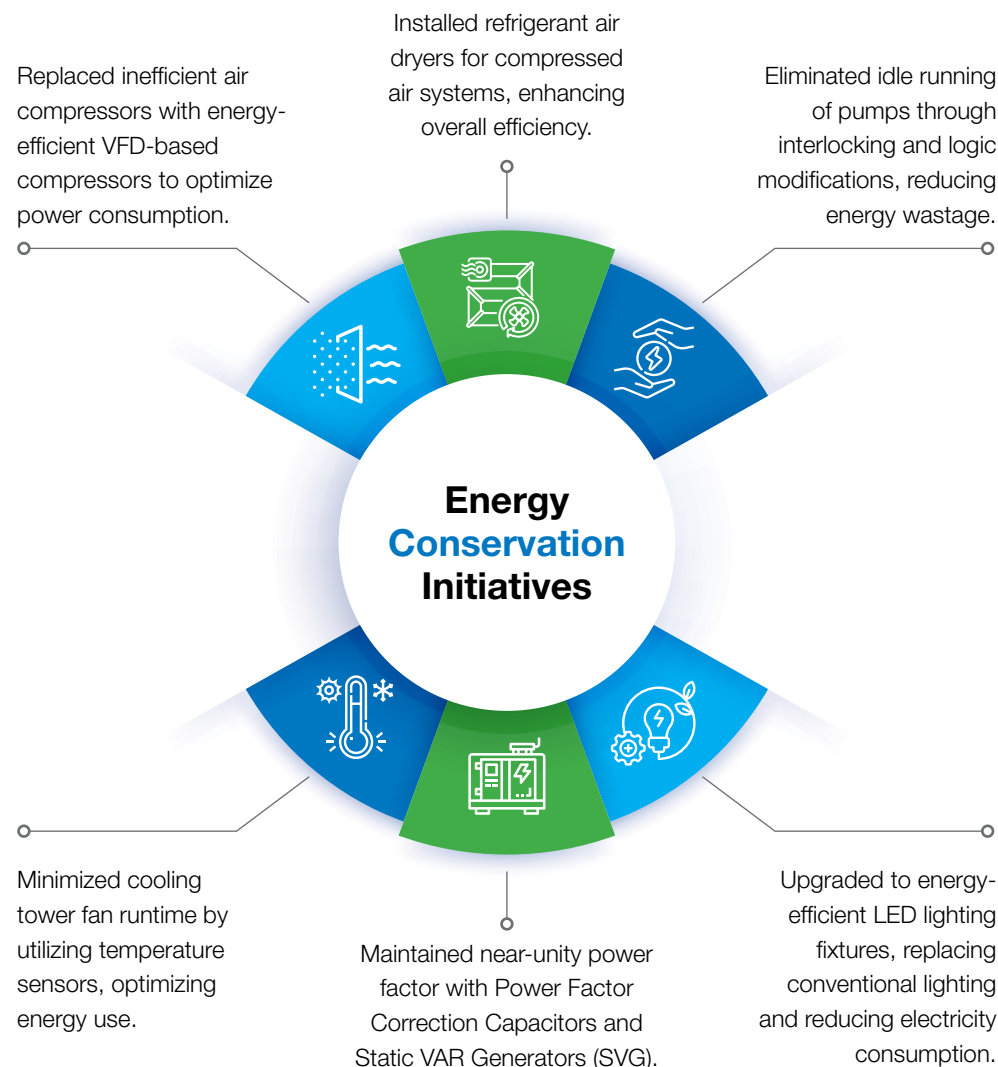
Energy-efficient Inverter-based Technology

JBM has upgraded its welding operations from traditional thyristor and diode-based transformers to advanced inverter-based technology. This shift significantly enhances power efficiency, reducing energy loss by automatically cutting off power to the transformer after welding and activating an energy-saving circuit seven minutes later. The inverter-based machines also feature digital waveform control, ensuring stable arc performance and unitary control of weld current and voltage, eliminating manual voltage settings. With consistent wire feed speed even during voltage fluctuations, this technology improves welding quality. It supports JBM's sustainability goals by minimizing energy consumption and contributing to a more environmentally friendly manufacturing process.



Redefining Energy Usage

JBM continues to advance its commitment to energy conservation and sustainable operations by integrating innovative technologies and clean energy solutions. With a focus on reducing consumption and improving efficiency, the Company has taken several proactive steps to optimize energy use and harness renewable sources.



Energy Efficiency through VFD Implementation

As part of its commitment to sustainability and energy-efficiency, JBM has implemented Variable Frequency Drives (VFDs) across its press machines. This initiative has led to significant energy savings by optimizing motor speed and torque to match each press's operational demands precisely. By enabling accurate speed control, VFDs allow the presses to run only as fast as needed, reducing unnecessary energy consumption and eliminating idle running time.

Energy Savings in Compressed Air System

JBM has successfully optimized its compressed air system to reduce energy consumption. The Company has achieved and maintained a compressed air leakage rate of less than 10%. It has eliminated open-air blowing points, isolated non-operational lines with valves, and plugged leakage points to prevent energy loss. Additionally, secondary air receivers have been installed to enhance system efficiency further.

Harnessing Renewable Energy



Solar for Sustainability

The Company relies on solar energy as a sustainable, eco-friendly alternative, reducing its dependence on traditional power sources and supporting its overall environmental and sustainability objectives. Installation of Solar Rooftop PV Systems across seven plants has resulted in a total capacity of 3.68 MWp, enabling JBM Auto Ltd. to meet a significant portion of its energy needs through renewable sources.

S. No.	Plant & Location	Solar Rooftop Installed Capacity (kWp)	kWh Generated (FY 2023-24)
1	JBM Auto Ltd, Indore, Unit-1	400	656,136
2	JBM Auto Ltd, Indore Unit-2	383	578,880
3	JBM Auto Ltd, Sanand	495	650,888
4	JBM Auto Ltd, Sanand, Tata Motors Park	337	76,307
5	JBM Auto Ltd, Nashik	600	899,288
6	JBM Auto Ltd, Chakan, Pune	968	1,888,854
7	JBM Auto Ltd, Pune, Mahindra Vendor Park	500	863,683
Total		3,683 kWp	5,614,036 kWh

4,019.65

tCO₂ Emissions Reduction
(FY 2023-24)

Wind Powered Progress



Wind Powered Progress

As part of its commitment to clean energy and carbon reduction, JBM Auto Ltd. harnesses wind energy through open access at its Oragadam and MM Nagar plants in Chennai. These facilities meet a significant portion of their energy needs through this renewable source.

Plant	RE Units Consumed kWh (FY 2023-24)
JBM Auto Ltd. Oragadam	56,21,084
JBM Auto Ltd. MM Nagar	0
Total	56,21,084 kWh

4,024.696

tCO₂ Emissions Reduction
(FY 2023-24)

Up to 85%

of the total energy needs are fulfilled
through Wind Energy at one of the plants.

Key sustainability milestones achieved by adopting energy-efficient technologies and integrating renewable energy

- ▶ A reduction in greenhouse gas (GHG) emissions by approximately 77,775 tCO₂ per year
- ▶ Waste reduction of 3.234 tons per year
- ▶ Conservation equivalent to saving 128 trees
- ▶ A 27% reduction in water intensity per rupee of turnover

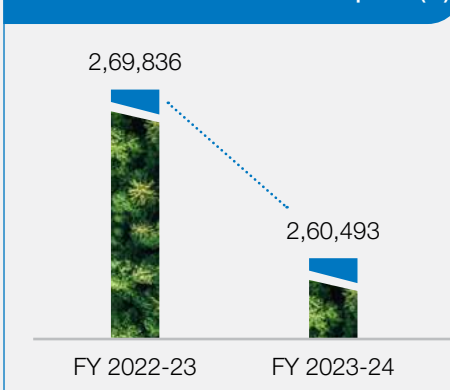
Total Electricity Consumption

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	38,499 GJ	27,870 GJ
Total fuel consumption (B)	0 GJ	0 GJ
Energy consumption through other sources (C)	0 GJ	0 GJ
Total energy consumed from renewable sources (A+B+C)	38,499 GJ	27,870 GJ
From non-renewable sources		
Total electricity consumption (D)	3,25,005 GJ	1,94,318 GJ
Total fuel consumption (E)	20,878 GJ	14,691 GJ
Energy consumption through other sources (F)	0 GJ	0 GJ
Total energy consumed from non-renewable sources (D+E+F)	3,45,883 GJ	2,09,009 GJ
Total energy consumed (A+B+C+D+E+F)	3,84,382 GJ	2,36,879 GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000007673295	0.000006318034
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.000002118296	0.000001826021

Effective Water Management

To ensure sustainable water use, proper treatment, recycling, and reuse processes are implemented across operations. Wastewater is treated through Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP), enabling its reuse in operations and significantly reducing the demand for fresh water.

Total Volume of Water Consumption (kl)



Water Withdrawal by Source (in kilolitres)

Parameter	FY 2023-24	FY 2022-23
(i) Surface water	0	0
(ii) Groundwater	71,395	18,993
(iii) Third party water	1,69,648	7,660
(iv) Seawater/desalinated water	0	0
(v) Others (Bottles/Customers)	0	30,493
Water from municipal corporation	0	1,18,956
Rainwater	3	0
Recycled water	71,114.4	0
Water from customer/industrial association	24,955	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,37,116	1,76,102
Total volume of water consumption (in kilolitres)	2,60,493	2,69,836
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.000005200139	0.000007197063
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000001435554	0.000002080076

Water Discharge by Destination and Level of Treatment (in kilolitres)

Parameter	FY 2023-24	FY 2022-23
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	29,771	0
With treatment – please specify level of treatment	24,662	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	22,190	27,079
Total water discharged (in kilolitres)	76,623	27,079

Most of our manufacturing facilities operate with

Zero Liquid Discharge systems

While installation is underway at the remaining units.

Waste to Circularity

Waste is managed in strict compliance with legal and environmental regulations. Necessary approvals are secured from authorities for the generation, storage, and disposal of each waste type. Hazardous and non-hazardous waste is segregated at source, clearly labeled, and stored in designated scrap yard areas. Hazardous

waste is handled with special care, following regulatory guidelines, and inventories are maintained as required.

All waste is disposed of through authorized agencies, with thorough record-keeping and timely submission of statutory returns. Operators are trained and equipped with personal protective gear, ensuring safe handling. Additionally, continual improvement initiatives are undertaken across units to minimize waste generation at the source.

Total Waste Generated (in metric tons)

Parameter	FY 2023-24	FY 2022-23
Plastic waste (A)	198.61	7.00
E-waste (B)	4.96	0.061
Bio-medical waste (C)	0.01	0
Construction and demolition waste (D)	240.10	0
Battery waste (E)	14.52	3.00
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	92.82	5,292
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	76,265.48	71,000
– Used Gloves	741.26	70,988
– Welding Glass	0.14	
– Metal and Glass	73,616	70,988
– Packaging Material	235.59	0
– Paper Waste	40.52	0
– Food Waste	24.41	0
– STP Water	14,293.50	0
– General Garbage	346.64	0
– Wooden Waste	1,260.83	0
– Liquid waste	0	12
Total (A + B + C + D + E + F + G + H)	76,816.51	76,302.06
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000001533463	0.000002035128
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.000000423329	0.000000588187



Total Waste Recovered (in metric tons)

Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	75,147.22	0
Total	75,147.22	0

Total Waste Disposed (in metric tons)

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1,665.98	6.25
Total	1,665.98	6.25

Circularity in Action

The Company is committed to enhancing resource efficiency and promoting sustainable packaging practices. A significant shift toward circularity has been achieved by eliminating the use of newly

purchased wooden boxes at its Faridabad plant. Scrap wood is now creatively repurposed for packaging raw materials, significantly reducing the need for fresh wood.



This initiative has resulted in saving approximately

51.21 tons of fresh wood

Preserving Biodiversity

JBM is committed to preserving natural ecosystems and minimizing the ecological impact of its operations. The Company integrates biodiversity considerations into its planning and promotes green initiatives like responsible land use and greenbelt

development through its Biodiversity Policy. JBM also encourages its value chain partners to adopt similar practices, supporting a collective approach to environmental conservation.



<https://www.jbmgroup.com/documents/biodiversity-policy/>

Local & Ethical Sourcing

As part of its commitment to responsible and ethical business practices, JBM strongly emphasizes sustainable sourcing across its value chain and procures its input material primarily from within India. The Company actively encourages its partners to align with its Supplier Code of Conduct and

Supply Chain Policy, promoting responsible behavior and compliance with globally recognized standards. A key focus area is health and safety, with JBM advocating the adoption of ISO 45001 to enhance safety performance across the supply network.

Supply Chain Policy



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Supply-Chain-Policy.pdf>

Supplier Code of Conduct



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Supplier-Code-of-Conduct-Policy.pdf>

Input Material Sourcing (in %)

Particular	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	16.47	22.28
Directly from within India	94.60	97.29

Resource Efficiency

To improve logistics efficiency and reduce resource consumption, the JBMA CHK and JBMA IND-1 plants have successfully enhanced truck capacity utilization. By identifying root causes and modifying trolleys, the number of trips to customers has been significantly reduced, leading to optimized transportation, lower fuel usage, and reduced emissions.



PEOPLE & PURPOSE



At JBM, Corporate Social Responsibility (CSR) is a core element of the Company's commitment to ethical and inclusive growth. CSR is not merely a regulatory requirement but a strategic approach to creating long-term value for society. The Company believes that responsible business practices must extend beyond operations and contribute meaningfully to the well-being of the communities in which it operates. JBM's CSR philosophy is grounded in sustainability, empowerment, and shared progress, reflecting its broader vision of building a better future for all stakeholders.

Creating Social Value

In alignment with its CSR Policy, JBM undertakes structured initiatives across key areas including education, healthcare, environmental sustainability, skill development, and community welfare. These programs are designed based on the specific needs of local communities and are executed through a mix of direct implementation and partnerships.

CSR Policy



https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/JBMA_Auto_CSR_Policy.pdf

The Company has established a formal Grievance Redressal Policy to enhance further transparency and responsiveness to address community concerns. Each plant or operational unit maintains a complaint register, allowing residents to log grievances. These entries are actively monitored by the CSR department and reviewed by the plant head to ensure timely resolution. A dedicated email address has also been provided so the broader community can raise concerns directly. These mechanisms reinforce JBM's commitment to open communication, stakeholder engagement, and inclusive growth.

Grievance Redressal Policy



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Grievance-Handling-Procedure.pdf>



CSR Core Areas

JBM Auto is committed to driving positive change. Robust CSR initiatives focus on cultivating a sustainable future for all its stakeholders. The Company believes in creating a positive ripple effect, where JBM Auto's success translates into holistic societal well-being. JBM focuses on several core areas that align with its values of sustainability, inclusivity, and long-term community empowerment.

SKILLED 10,000+ YOUTH

Under Self-reliance initiative - Empowering future-ready India.

2,500+ Families

Empowered through Adarsh Gram initiative



Self-reliance

As part of its vision to create an Atmanirbhar Bharat (self-reliant India), JBM has provided skill development training to over 10,000 youth. These programs are designed to enhance employability, encourage entrepreneurship, and open new opportunities for economic independence.



Harmony

In its mission to build inclusive and empowered communities, JBM has adopted several villages under its Adarsh Gram (model village) initiative. These interventions have positively impacted more than 2,500 families by improving infrastructure, access to essential services, and overall quality of life.



Culture and Sacraments

To nurture strong moral values and cultural roots, JBM conducts value-based education sessions, which have reached over 800,000 students. These sessions aim to build character, instill respect for traditions, and promote holistic personal development.



Sustainability

Environmental stewardship is deeply embedded in JBM's operational philosophy. Most of its manufacturing plants are certified green buildings with rainwater harvesting systems, water recycling units, and Zero Liquid Discharge (ZLD) technologies. These practices aim to minimize environmental impact and promote resource conservation across the Company's footprint.

Skilling for Tomorrow

JBM is deeply committed to developing a skilled and future-ready workforce through its comprehensive Skill Development Centers (SDCs). These centers support plant operations, boost productivity, and align workforce development efforts with national priorities. The Company conducts detailed needs assessments to identify current skill gaps, evolving technological trends, and industry demands. Insights from these assessments are used to regularly update training content, ensuring that programs remain relevant and impactful.

To maintain a consistent talent pipeline, JBM conducts quarterly training inductions. These sessions help improve plant efficiency, ensure operational continuity, and provide critical workforce support in times of need. The Company has also successfully implemented key government-

backed training schemes, maintaining full compliance and delivering certified skill-building programs across various regions.

JBM has signed multiple strategic Memoranda of Understanding (MoUs) to expand on-the-job training and apprenticeship opportunities as part of its broader strategy. These collaborations strengthen vocational education and support youth development through hands-on learning and industry exposure.

JBM also works closely with technical institutions and training centers to provide students real-world experience at its manufacturing facilities. In the e-mobility space, the Company has established a dedicated training infrastructure focused on electric vehicle technologies. It offers specialized programs for roles such as



Automotive Electrician and Electric Vehicle Assembly Operator, contributing to creating a skilled workforce for the growing EV segment.

Further strengthening its commitment, JBM supports vocational education in areas such as Robotics, Automation, and Tool & Die Manufacturing through higher education pathways, including diploma and degree programs.

JBM's dedication to skill development extends to national initiatives, where it contributes expert knowledge and industry experience to support large-scale talent development events and competitions. Through these sustained efforts, the Company continues to empower individuals, strengthen communities, and contribute to a more resilient and future-proof workforce.



3,500+

Candidates trained through
Apprenticeship Training.

15,500

Cumulative candidates trained through
Apprenticeship Training.

3,500+

No. of persons benefitted
from CSR Projects

100

% of beneficiaries from vulnerable and
marginalized groups

Caring for Society

At JBM, the belief that profit must be guided by purpose lies at the heart of the Company's values. The organization understands that true success goes beyond financial performance; it involves making a meaningful difference in the lives of others. This philosophy is reflected in JBM's unwavering commitment to social responsibility and ongoing efforts to "pause for a cause".

JBM has been actively driving positive change across multiple aspects of community development. Whether improving access to quality education, enhancing healthcare services, promoting environmental sustainability, or empowering individuals with skills for a better future, the Company is deeply committed to creating long-term, sustainable impact. Its philanthropic initiatives help direct resources, expertise, and compassion to where needed.



TALENT AT THE CORE OF PROGRESS



Talent isn't just part of the strategy, it is strategy.

At JBM, people are the horsepower behind every innovation. In an industry driven by precision, speed, and transformation, the talent on the shop floor, in the design labs, and across leadership keeps the Company moving forward.

The Company fosters a workplace where curiosity is encouraged, creativity is celebrated, and continuous learning is part of the DNA. Through skill development, performance-driven growth, and a strong culture of ownership, JBM empowers its people to lead from every level. The hiring process is designed to be efficient and inclusive, ensuring the right talent is placed in the right roles. A comprehensive onboarding experience, including digital learning modules and on-site exposure, helps new employees integrate smoothly, fostering early engagement and alignment with JBM's values and goals.

Fostering a Culture of Inclusion

At JBM, it's not just about technology or machines—it's about the people who power them.

JBM is committed to building a workplace where everyone has an equal opportunity to grow and succeed. The Company promotes a culture of respect, inclusion, and fairness, free from discrimination or harassment. JBM maintains a zero-tolerance policy against discrimination based on race, gender, nationality, religion, age, or gender identity and expression.

In line with its values, the Company fully complies with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. All employees are trained on the Prevention of Sexual Harassment (POSH) as part of their induction process.

JBM's approach to diversity extends across its global workforce. The Company values each individual's unique experiences and perspectives and fosters a supportive, collaborative environment. By encouraging diversity, regional representation, and inclusive leadership, JBM ensures that talent from all backgrounds has the opportunity to grow and contribute.

Equal Opportunity Policy



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Equal-Opportunity-Policy.pdf>

Employee & Worker Count (FY 2023-24)				
Particulars	Male		Female	
	No.	%	No.	%
Employees				
Permanent	2,775	98.09	54	1.91
Other than Permanent	239	89.18	29	10.82
Total employees	3,014	97.32	83	2.68

Workers				
Permanent	520	99.62	2	0.38
Other than Permanent	11,588	98.66	157	1.34
Total workers	12,108	98.70	159	1.30

Accessibility of Workplaces

JBM is committed to creating a work environment that is inclusive, accessible, and respectful of the needs of all individuals. The Company's registered office, corporate office, and manufacturing plants are thoughtfully designed to ensure smooth and safe mobility for differently-abled employees and workers, reflecting that true inclusivity goes beyond policies.

These facilities fully comply with the Rights of Persons with Disabilities Act, 2016, incorporating ramps, accessible restrooms, clear signage, and supportive infrastructure. By removing physical barriers and fostering a culture of respect, JBM empowers every individual to contribute effectively, comfortably, and with dignity and the spaces where people work and collaborate every day.

Differently-abled Employees and Workers (FY 2023-24)				
Particulars	Male		Female	
	No.	%	No.	%
Employees				
Permanent	4	100	0	0
Other than Permanent	0	0	0	0
Total differently-abled employees	4	100	0	0
Workers				
Permanent	2	100	0	0
Other than Permanent	4	100	0	0
Total differently-abled workers	6	100	0	0

Cultivating Growth and Retention

At JBM, the focus extends beyond building automotive solutions to nurturing careers, enhancing capabilities, and fostering character.

Talent Management Reviews

JBM takes a strategic and technology-driven approach to managing talent across the organization. Regular talent reviews ensure high-potential individuals are recognized and developed. The Company stays aligned with industry best practices by offering competitive benefits, a modern workplace environment, and career advancement opportunities. JBM has improved efficiency, consistency, and impact in its talent management practices by streamlining HR processes, integrating automation tools, and leveraging data analytics.

People Capability Maturity Model

JBM's investment in the People Capability Maturity Model (PCMM) framework standardizes competency management across the Company. This framework, supported by internal audits and self-reporting mechanisms, fosters a high-performance culture by focusing on key pillars of Processes, Practices, Programmes, and Results.

Performance and Career Development Reviews (FY 2023-24)		
Category	No.	%
Employees		
Male	3,014	100%
Female	83	100%
Total	3,097	100%
Workers		
Male	164	32%
Female	2	100%
Total	166	32%

To enhance employee retention and satisfaction, JBM uses the 6-6-6 survey and stay interviews to actively listen, address concerns, resolve issues, and maintain high employee morale. The Company also uses Performance Improvement Plans (PIPs) to set clear expectations, address skill gaps, and provide tailored support and feedback, ensuring a positive and growth-focused work environment.

Employees and Workers Turnover (FY 2023-24)			
	Male	Female	Total
Permanent Employees	16.6%	0.5%	16.7%
Permanent Workers	16.0%	0.0%	16.0%

Elevating Well-being with Benefits

JBM prioritizes the well-being of all its people by offering a range of comprehensive benefits that support health, safety, work-life balance, and retirement security. These include health and accident insurance, maternity benefits, day-care facilities, and retirement benefits such as provident fund (PF) and gratuity, ensuring a balanced personal and professional growth environment. The Company's commitment to safeguarding the health and well-being of its workforce is reflected in the benefits offered to all employees and workers, promoting a secure, supportive, and future-ready workplace for everyone.

In FY '24, 100% of both employees and workers were covered by Provident Fund (PF), Gratuity, and Employee State Insurance (ESI).



FY 2023-24								
Health insurance			Accident insurance		Maternity benefits		Day Care facilities	
Category	No.	%	No.	%	No.	%	No.	%
Permanent Employees								
Male	2,775	100	2,775	100	0	0	0	0
Female	54	100	54	100	54	100	0	0
Total	2,829	100	2,829	100	54	1.91	0	0
Other than Permanent Employees								
Male	239	100	239	100	0	0	0	0
Female	29	100	29	100	29	100	29	100
Total	268	100	268	100	29	10.82	29	10.82



100% employees

Receive Health Insurance, Accident Insurance, Maternity Benefits & Day Care Facilities.



FY 2023-24						
Health insurance			Accident insurance		Maternity benefits	
Category	No.	%	No.	%	No.	%
Permanent Workers						
Male	520	100	520	100	0	0
Female	2	100	2	100	2	100
Total	522	100	522	100	2	0.38
Other than Permanent Workers						
Male	11,588	100	11,588	100	0	0
Female	157	100	157	100	157	100
Total	11,745	100	11,745	100	157	1.34



100% employees

Receive Health Insurance, Accident Insurance, Maternity Benefits & Day Care Facilities.

Nurturing Talent through Training

JBM continues to foster a skilled, agile, and future-ready workforce through a strategic focus on continuous learning and an empowering workplace culture. During the year, the Company trained over 3,500 individuals through apprenticeship programs, taking the total number of beneficiaries to more than 15,500. In addition, structured training was provided to more than 600 workers, covering key areas such as health and safety, time management, process improvement, and essential functional skills.

JBM's learning and development ecosystem is global in spirit and future-focused in execution. With over 2,500 development programs conducted, the Company has delivered 50,000+ hours of training and team-building activities. More than 2,000 JBMites have participated in managerial and leadership development programs, translating passion into purpose across all levels of the organization.



Skilling the JBM Way

JBM has adopted a strategic Learning and Organisational Development Framework to build a future-ready, agile workforce. This includes Management Development Programs (MDPs), Train the Trainer initiatives, and customized plant-level interventions that target real-time business needs. These efforts empower employees with critical skills to thrive and lead.

The JBM e-learning platform provides accessible, flexible learning opportunities, ensuring the workforce remains adaptable and well-equipped to meet evolving business needs. The comprehensive L&OD Framework empowers employees to tackle real-time challenges while enhancing their skill sets continuously.



Built on Capability

JBM is committed to enhancing the skills and capabilities of its workforce through targeted training initiatives designed to drive performance, safety, and operational efficiency. Both employees and workers receive training on the 9 NGRBC principles.

For employees, training focuses on health and safety, time management, PPE usage, POSH, ISO, IATF, and digital tools. For workers, JBM provides training in 5S, soft skills, technical expertise, and essential functional areas such as SOPs and ISO standards. These programs help workers enhance their skills, reduce accident risks, and improve overall workplace safety.

Trainings to Employees and Workers (FY 2023-24)				
	On Health and Safety Measures		On Skill Upgradation	
	No.	%	No.	%
Employees				
Male	3,014	100	1,696	56.27
Female	83	100	54	65.06
Total	3,097	100	1,750	56.51
Workers				
Male	12,108	100	9,051	74.75
Female	159	100	68	42.77
Total	12,108	100	9,119	74.34

Protecting Human Rights

JBM considers respect for human rights a fundamental value and integrates it across its operations and stakeholder engagements. The Company's Human Rights Policy covers employees, suppliers, contractors, local communities, and society, reinforcing ethical conduct and fair treatment throughout its ecosystem.



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Human-Rights-Policy.pdf>

JBM promotes a safe, inclusive, and discrimination-free workplace, protecting individuals regardless of gender, ethnicity, disability, or sexual orientation. The Company does not support child labor and forced labor. Employees are encouraged to report concerns to HR, legal, senior management, or a designated officer, ensuring issues are addressed promptly and confidentially.

To strengthen its commitment, JBM has embedded POSH compliance and prohibitions on child and forced labor into its General Purchase Agreements, holding value chain partners to the same high standards. These measures reflect JBM's dedication to responsible labor practices and a culture rooted in dignity and respect.

Zero complaints made by employees on Sexual Harassment, Discrimination at Workplace and Child and Forced Labour.



Trainings on Human Rights & Policies (FY 2023-24)		
Benefits	No. of Employees/Workers Covered	%
Employees		
Permanent	1,668	58.96
Other than permanent	171	63.81
Total Employees	1,839	59.38
Workers		
Permanent	472	90.42
Other than permanent	10,328	87.94
Total Workers	10,800	88.04

All workers have access to structured channels at the plant and unit level, allowing them to raise concerns directly with the Personnel & Administration (P&A) and Human Resources (HR) teams. The permanent employees can submit queries and grievances through a dedicated Intranet Portal, ensuring accessibility, confidentiality, and timely resolution. This comprehensive approach reflects JBM's commitment to accountability, fairness, and a culture where every voice is valued.

Collective Bargaining (FY 2023-24)		
Category	No. of Employees / Workers	%
Total Permanent Employees		
Male	65	2.34%
Female	2	3.7%
Total Permanent Workers		
Male	421	81%
Female	2	100%

Grievance Handling Framework

JBM is committed to fostering a transparent and respectful workplace through a well-defined Grievance Redressal Mechanism, guided by its official Grievance Handling Procedure Policy.



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Grievance-Handling-Procedure.pdf>



Prioritizing Health & Safety

JBM has established a robust Occupational Health and Safety Management System (OHSMS), which includes documented policies, regular risk assessments, and ongoing training. Top management continually reviews the system to ensure its effectiveness and alignment with ISO 45001:2018 standards. The Company also focuses on maintaining a high safety culture through Behaviour-based Safety (BBS) programs and Machine Control Safety (MCS) levels, with 67% of machines upgraded for enhanced safety.

JBM takes a comprehensive approach to ensure the safety and well-being of its employees. The Company has implemented a robust Environmental, Health, and Safety (EHS) policy across all locations, supported by safety rating mechanisms, training programs, and stringent compliance with safety standards. Key practices include hazard identification, risk assessments, safety audits, and incident reporting systems, which are monitored to maintain high safety standards. JBM also drives improvements through transparent safety governance, proactive safety audits during product/process inception, and the implementation of AI-based safety training systems.



1

SAFETY RATING AND RECOGNITION

JBM encourages a strong safety culture by assessing the safety performance of plants and rewarding top performers, ensuring continuous improvement across the organization.

2

COMPREHENSIVE WORKER TRAINING

All workers undergo safety training at DOJO centers before entering the shop floor, ensuring they are well-prepared for their roles in a safe working environment.

3

HEALTH & WELLNESS PROGRAMS

JBM organizes regular health checkups, blood donations, and yoga camps, and it has occupational health centers (OHCs) in place, ensuring quick access to medical support when needed.

4

SANKALP SIDDHI (JOYFUL BODY & MIND) INITIATIVE

The Company promotes a healthy lifestyle for employees through yoga, awareness sessions, and guidance from lifestyle experts, contributing to physical and mental well-being.

5

COMPLIANCE AND PPE

JBM strictly adheres to the Factories Act, 1948, and state factory rules, ensuring that Personal Protective Equipment (PPE) is provided to all workers and used consistently across operations.

Health & Safety Complaints (FY 2023-24)		
	Filed during the year	Pending resolution at the end of year
Working Conditions	30	0
Health & Safety	32	0

Robust Safety Processes

JBM employs a proactive safety approach, including regular hazard inspections, risk assessments, and Gemba Walks for continuous improvement. The Safety Committee meets quarterly to identify opportunities for enhancement, while work permit systems manage non-routine risks. Training, machine guarding, and the Hiyari Hatto system empower employees to report hazards. Weekly safety audits and compliance with ISO 45001:2018 ensure a consistently safe work environment.

To further enhance safety, JBM has implemented corrective actions, such as installing area scanner sensors in robotic cells, reinforcing safety sensor checks, and adding safety guards to rotating equipment and press machines. Additionally, guard rails have been introduced to ensure safe movement, reducing risks and improving overall safety.



In FY 2024, Zero employees and workers having suffered high consequence work-related injury/ ill-health/ fatalities.

DRIVING CUSTOMER SATISFACTION



At JBM, customer satisfaction is a key priority across all operations. In the auto components segment, JBM manufactures parts in alignment with customer-defined safety and quality standards. The Company also delivers customized products tailored to the unique requirements of its B2B clientele. These initiatives ensure clients are well-informed about product specifications, safe and responsible usage, and various application possibilities.

A comprehensive owner's manual provides critical information and detailed usage instructions for each product. JBM consistently communicates the importance of safe and responsible use across all relevant channels. Customer support contact details are made easily accessible in all forms of communication to ensure seamless service.

To further enhance user experience and safety, JBM provides extensive technical and operational training for bus drivers and support staff. Detailed SOPs and manuals are also offered for safely handling and operating electric batteries.

Zero complaints by customers on Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive/ Unfair Trade Practices.

GOVERNANCE MECHANISM



JBM's governance framework is anchored in core values prioritizing trust, integrity, transparency, and accountability. The Board of Directors and key promoters play a pivotal role in shaping these values, ensuring that ethical considerations are central to decision-making. This robust governance foundation supports JBM's mission to deliver excellence and drive sustainable growth.

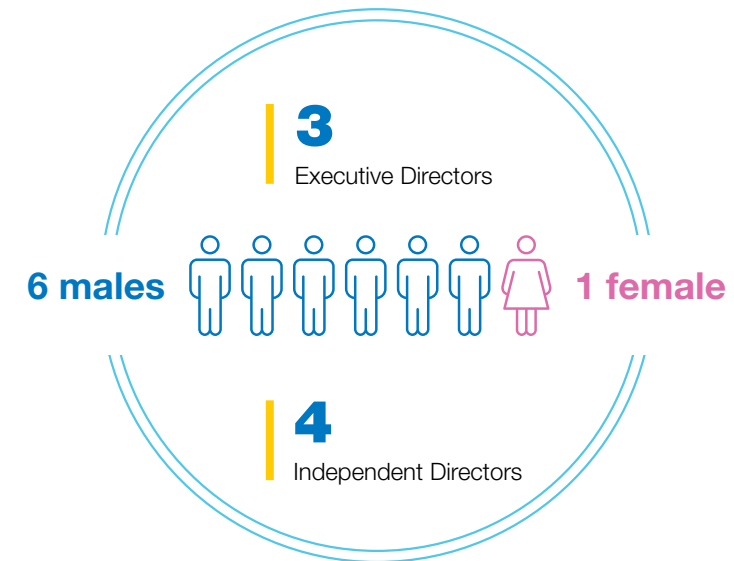
Governance Compass

JBM's governance framework is anchored in core values prioritizing trust, integrity, transparency, and accountability. The Board of Directors and key promoters play a pivotal role in shaping these values, ensuring that ethical considerations are central to decision-making. This robust governance foundation supports JBM's mission to deliver excellence and drive sustainable growth.

JBM conducts training and awareness programs for its Board of Directors and key management personnel to further strengthen governance practices. These initiatives aim to enhance stakeholder trust and add value to the organization. Additionally, the Whole-time Director is the highest authority responsible for implementing and overseeing the Business Responsibility policies, ensuring alignment with the Company's commitment to ethical standards and sustainable business practices.

Board Composition & Diversity

JBM's Board of Directors combines executive, non-executive, and independent members, including female representation, ensuring a diverse and inclusive governance structure. This diversity brings together a wealth of experience across various sectors, with independent directors offering invaluable insights that enhance decision-making processes and align strategies with stakeholder expectations. The Board's composition is detailed annually in the Company's Corporate Governance Report, and the Company has established a Board Diversity Policy to strengthen its governance framework further.



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Board-Diversity-Policy.pdf>



Board Representation Table

Name	Related Committees	Competencies
Mr. Surender Kumar Arya Chairman	- Nomination & Remuneration Committee - CSR Committee	Mr. Arya, a legend in the auto industry, founded JBM, growing it to a \$ 3 billion enterprise. He started in 1983 with JBM Industries and partnered with Maruti Suzuki in 1986 to create Jay Bharat Maruti Limited (JBML). He has received numerous awards, including the National Unity Award and Udyog Rattan. A science graduate from the University of Mumbai, he is also dedicated to philanthropic activities.
Mr. Nishant Arya Vice Chairman and Managing Director	- Stakeholders Relationship Committee - CSR Committee	Mr. Arya has spearheaded JBM's multifold growth and under his mentorship the shareholders have derived over 775% return in the last 5 years. He chairs Linde-Wiemann in Germany, co-chairs the BRICS Manufacturing & Mobility Council and CII India Europe Council. He developed JBM's focus on technology, innovation, and people. Active in R&D and international business, he represented India at COP26 and Dubai Expo 2021. His leadership has driven key collaborations and or 300 as mentioned above. Recently, he was honoured in ET 40 Under 40 and Business World 40 Under 40.
Mr. Dhiraj Mohan Whole Time Director	- Audit Committee - Risk Management Committee	Mr. Mohan, BE (Mech) from BIT Ranchi, MBA from FMS Delhi, and Executive Master's from IIFT New Delhi, has four decades of automotive industry experience. He has led strategic missions and held key roles at Escorts Limited and Minda Industries. Joining JBM in 1996, he is now President and Business Head of the 4-wheeler auto component business.
Mrs. Pravin Tripathi Independent Director	- Nomination & Remuneration Committee - Audit Committee - Risk Management Committee	Ms. Tripathi, a former Indian Audit & Accounts Service (IA&AS) officer with nearly five decades of experience, has held senior positions in various department of Government of India, including Deputy Comptroller & Auditor General of India. She also served as a member of the Competition Appellate Tribunal and the Airport Economic Regulatory Authority Appellate Tribunal, after completing her Master's in English Literature from Punjab University.
Mr. Valipe Ramgopal Rao Independent Director	- Stakeholders Relationship Committee - Risk Management Committee - CSR Committee	Dr. Rao, currently the Group Vice-chancellor for BITS, Pilani Campus, previously served as Director of IIT Delhi and is an internationally acclaimed Nanoelectronics researcher with over 480 research papers, 50 patents (including 20 US patents), and numerous awards, including the prestigious Dr. Shanti Swarup Bhatnagar Prize.
Mr. Praveen Kumar Tripathi Independent Director	- Nomination & Remuneration Committee - Audit Committee - Stakeholders Relationship Committee	With over four decades of public service experience, Mr. Tripathi has held key positions such as Chairman of the Public Grievances Commission & Police Complaints Authority, Principal Secretary to Chief Minister, Chief Secretary of NCT Delhi, and Joint Secretary in the Ministry of Information & Broadcasting, Govt. of India. Additionally, he served as Director of the Total Literacy Campaign and Deputy Commissioner in Arunachal Pradesh.
Mr. Mahesh Kumar Aggarwal Independent Director		Aggarwal is a Mechanical Engineering from IIT Madras in 1966 followed by postgraduate diploma in Management. He is a technocrat & professional consultant and possesses over 55 years of wide experience in the industry. He has got extensive Industrial training in Germany and Japan. Besides, he has extensively travelled to Japan, China, Korea, UK, France, Australia, USA, Canada and many other countries. During his career from 1966 to 2000, he acquired wide Industrial Management & Techno Commercial experience while working with BHEL and Maruti Suzuki India Ltd.

Board Nomination & Remuneration

JBM ensures that its directors' remuneration aligns with the Company's performance, industry standards, and regulatory requirements. The Nomination and Remuneration Committee (NRC) oversees this process, ensuring that compensation packages are equitable, competitive, and designed to attract, retain, and motivate talent. The Company has a Nomination & Remuneration Policy that outlines the guiding principles for remuneration, performance evaluation, and the selection criteria for Directors.



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/JBMA-Nomination-Remuneration-Policy.pdf>

Board Committees

JBM has established five key committees—Audit, Nomination and Remuneration, Stakeholders' Relationship, Risk Management & Sustainability, and Corporate Social Responsibility to ensure robust governance and strategic oversight. These committees are integral in upholding the Company's commitment to transparency, stakeholder engagement, and sustainable business practices.

Audit Committee

The Audit Committee of JBM ensures compliance with the Companies Act, 2013 and SEBI Listing Regulations by overseeing financial reporting, internal controls, and audit activities. It reviews financial statements, recommends auditor appointments, monitors internal audit functions, and ensures transparency in related party transactions and fund usage to maintain strong governance and financial integrity.

Nomination and Remuneration Committee

The Nomination & Remuneration Committee is responsible for identifying qualified candidates for Directorship and senior management roles, formulating criteria for performance evaluation, and recommending the appointment, remuneration, and removal of Directors and senior management. It ensures a balanced Board composition by evaluating Directors' independence, formulating diversity policies, assessing performance, and recommending appropriate remuneration.

Stakeholders Relationship Committee

The Stakeholders' Relationship Committee, chaired by Mr. Surendra Kumar Arya, Non-Executive Director, oversees shareholder and investor grievance redressal. The Committee's composition complies with the Companies Act, 2013 and SEBI Listing Regulations. The Committee addresses and resolves issues brought forth by shareholders and other company security holders.

Risk Management & Sustainability Committee

The Risk Management and Sustainability Committee ensures the implementation of effective risk management methodologies, processes, and systems to assess and monitor risks related to the Company's operations, continuity, and performance, including ESG factors.

The Committee regularly monitors the adequacy of risk management systems and reports to the Board. The Risk Management and Sustainability Committee ensures that suitable methodologies, processes, and systems are implemented effectively to monitor and assess risks linked to the Company's operations and continuity while covering ESG management, risk and performance.



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/JBMA-risk-management-policy-2024.pdf>

Corporate Social Responsibility (CSR) Committee

The CSR Committee of the Board is responsible for guiding and overseeing the Company's CSR and sustainability practices, ensuring alignment with its social objectives. It formulates and monitors the CSR Policy and recommends the annual CSR Plan to the Board. The Committee's key functions include formulating the CSR Policy, determining expenditure, recommending the yearly action plan, and ensuring compliance with CSR obligations. It also advises on sustainability reporting, sets strategies for sustainable growth, and integrates sustainability into business activities. The Committee ensures that the Company's CSR efforts align with public sentiment, government regulations, and evolving societal needs.

Ensuring Ethical Excellence

JBM Auto is committed to maintaining the highest ethical conduct and integrity standards. The Company enforces a strict Anti-Corruption and Anti-Bribery Policy applicable to Directors, Senior Management, employees, and relevant stakeholders, ensuring compliance with all applicable laws and regulations.



<https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/Anti-Corruption-Anti-Bribery-Policy.pdf>

Additionally, JBMA has established a Whistleblower Policy that provides a confidential mechanism for reporting unethical behavior, fraud, or violations of the Company's code of conduct, fostering a culture of transparency and accountability. The policy ensures protection against retaliation for those who report concerns in good faith and outlines clear procedures for addressing reported issues.



https://www.jbmgroup.com/wp-content/uploads/jbm-auto-ltd/corpGovSustain/policies/JBMA_Whistle-Blower-Policy.pdf

The Company has Zero reported cases for Anti-Bribery & Corruption.

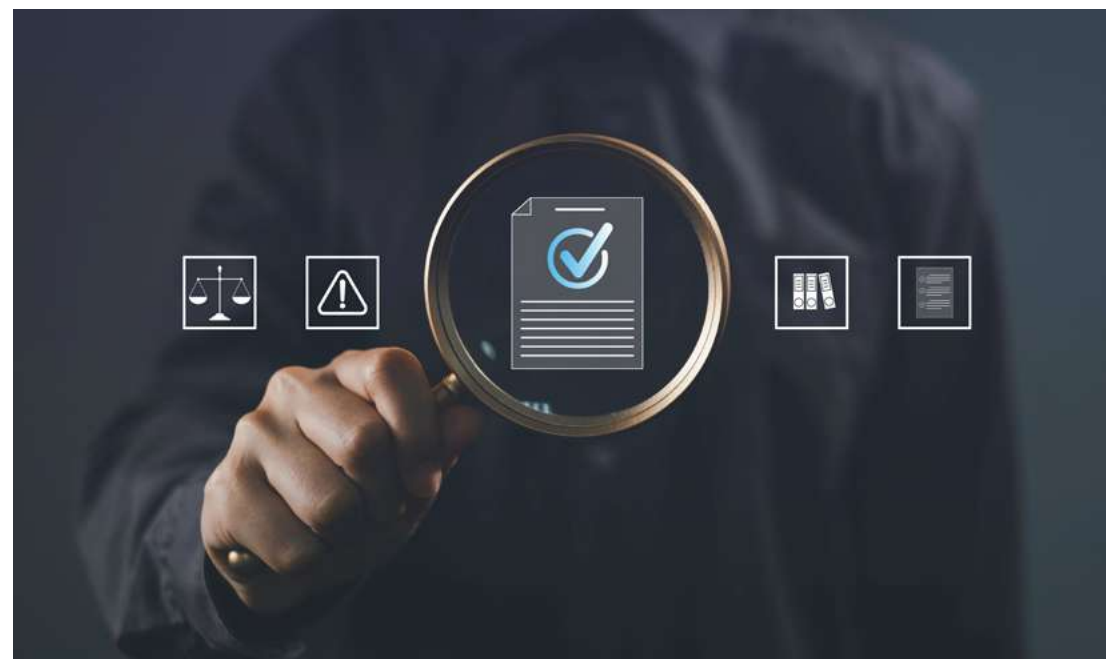
Conflict of Interest

The Company upholds a Code of Conduct (CoC) for its Directors and Senior Management, emphasizing the highest standards of ethical conduct and integrity. This Code mandates the diligent performance of duties, avoidance of conflicts of interest, and adherence to legal and regulatory obligations. It also outlines the duties of independent directors as per the Companies Act, 2013. All Board members and Senior Management personnel have affirmed their compliance with this Code for the financial year 2023-24.



<https://www.jbmgroup.com/investors/jbm-auto-ltd/codes/>

Number of complaints received in relation to issues of Conflict of Interest of the Directors



GRI INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About JBM Auto
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	About the Report
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	About the Report
GRI 2: General Disclosures 2021	2-7 Employees	Fostering a Culture of Inclusion
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Fostering a Culture of Inclusion
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Board Composition & Diversity
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Board Nomination & Remuneration
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Conflict of Interest
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Board Nomination & Remuneration
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Board Nomination & Remuneration
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Ensuring Ethical Excellence
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Stakeholder Engagement Mechanism
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment Framework
GRI 3: Material Topics 2021	3-2 List of material topics	Materiality Assessment Framework
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Assessment Framework
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local & Ethical Sourcing
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Redefining Energy Usage
GRI 302: Energy 2016	302-3 Energy intensity	Redefining Energy Usage
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Redefining Energy Usage
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Effective Water Management
GRI 303: Water and Effluents 2018	303-4 Water discharge	Effective Water Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Driving Down Emissions
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Driving Down Emissions

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Driving Down Emissions
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Driving Down Emissions
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Driving Down Emissions
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste to Circularity
GRI 306: Waste 2020	306-3 Waste generated	Waste to Circularity
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Waste to Circularity
GRI 306: Waste 2020	306-5 Waste directed to disposal	Waste to Circularity
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Cultivating Growth & Retention
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Elevating Well-being with Benefits
GRI 401: Employment 2016	401-3 Parental leave	Elevating Well-being with Benefits
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Prioritizing Health & Safety
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Prioritizing Health & Safety
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Nurturing Talent through Training
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Cultivating Growth & Retention
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board Composition & Diversity
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Protecting Human Rights
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Protecting Human Rights
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Protecting Human Rights
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Protecting Human Rights

NOTES

This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire width, providing a guide for writing. The paper itself is a clean, off-white color, and there are no margins, text, or other markings present.

NOTES

This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire width, providing a template for writing or drawing. The margins are consistent on all sides.



REGISTERED OFFICE:

JBM Auto Limited

Plot No. 133, Sector - 24,
Faridabad - 121005, Haryana
CIN: L74899HR1996PLC123264
Ph: +91 0129-4090200
E-mail: jbma.investor@jbmgroupp.com
Website: www.jbmgroup.com

CORPORATE OFFICE:

JBM Auto Limited

Plot No. 9, Institutional Area
Sector - 44, Gurugram - 122003,
Haryana Ph: +91-124-4674500-500,
Fax: 91-124-4674599

WORKS:

Plot No. 133, Sector - 24,
Faridabad - 121005, Haryana

Plot-3 Plot No. AV-13
Ford supplier park, BOL,
Industrial Estate, GIDC
Sanand-II-382170 (Gujarat)

Plot No. 80, Sector-3,
Pithampur industrial Area - 454775,
Dist. Dhar, Indore (M.P.)

Plot-2 RNS 1
Renault-Nissan Supplier's park,
Orgadam, sriperumpudur Taluk,
Kanchipuram - 603109 Tamil Nadu

Plot-1 Building No. 06
Onsite supplier park,
Toyota Kirloskar Motors Pvt Ltd,
Plot no 1 Bidadi Industrial area
Ramnagar - 562109 (Karnataka)

Plot No. 16, Sector-20B,
Faridabad- 121007, Haryana

71-72, MIDC, Satpur,
Nashik - 422007, Maharashtra

Plot No. SP-891,
Pathredi Industrial Area,
Bhiwadi - 301707,
Dist. Alwar, Rajasthan.

Plot No. SP-891,
Pathredi Industrial Area,
Bhiwadi - 301707, Dist. Alwar,
Rajasthan.

Plot-1 Survey No 113/2A
Village Harnia Khedi Opp
Veterinary College AB Road,
Tehsil MHOW,
Indore - 453446

Plot-1 C-1/2 MIDC, Chakan
Telegaon Road, Chakan,
Pune-410501 (Maharashtra)

A-4, Industrial Estate,
Kosi Kotwan - 281403
Dist. Mathura, Uttar Pradesh.

B1 KM Milestone,
Delhi- Agra Highway
NH-2. Banchari, Hodal, Palwal,
Haryana - 121106

Plot No. B-2, Survey No. 1,
Tata Motors Vendor Park,
Sanand-382170,
Ahmedabad, Gujarat

Plot No. 157-E, Sector-3, Pithampur
Industrial Area - 454775,
Dist. Dhar, Indore (M.P.)

Plot-1, Ford supplier's park,
S.P.Kail Post, Chengalpattu Taluk,
MM nagar Kanchipuram - 603204
Tamil Nadu

MVIML Vendor Park 410501, Pune
Plot No. A-1/6, Maharashtra

Plot No. 5, Sector-31, Kasna
Industrial Area Greater
Noida-201306, Uttar Pradesh.

Plot No. SP-1-888, RIICO Industrial
Area Pathredi, Bhiwadi-301018,
Alwar, Rajasthan