

## SOCIAL KPI FACTSHEET

Employees						
	Units	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Total employees	Nos.	2733	2736	3052	2919	3212
Total female employees	Nos.	40	41	73	84	79
Percentage of female in total employees	%	1.5	1.5	2.39	2.88	2.5
Voluntarily employees' turnover rates	%	3.5	10.39	10.12	10	11
Average employee training	Man-days	4.68	3.65	3.75	8	7
Total number of new employee hires	No.	121	325	483	354	536
Employees Net-Promoter Score (e-NPS)	Scale of 0-10	-	-	8.2	7.9	7.9

Occupational Health						
Lost Time Injury Frequency Rate (LTIFR) - employee	Per millions of hrs. worked	0	0	0	0.123	0.02
Lost Time Injury Frequency Rate (LTIFR) - contractor	Per millions of hrs. worked	0.23	0.24	0.27	0.26	0.26
Total Lost Time Injury Frequency Rate (LTIFR)	Per millions of hrs. worked	0.23	0.24	0.27	0.28	0.29
Fatality - employee	Nos.	0	0	0	0	0
Fatality - contractor	Nos.	8	4	5	6	6

Average Men Salary						
Executive level (base salary only)	INR Lakhs	-	-	82.8	141.5	129.22
Executive level (base salary + other cash incentives)	INR Lakhs	-	-	112.2	201.7	182.55
Management level (base salary only)	INR Lakhs	-	-	13.8	12.1	18.07
Management level (base salary + other cash incentives)	INR Lakhs	-	-	14.6	13.3	20.03
Non-management level (base salary only)	INR Lakhs	-	-	6.9	7.0	7.81

Average Women Salary						
Executive level (base salary only)	INR Lakhs	-	-	56.04	-	-
Executive level (base salary + other cash incentives)	INR Lakhs	-	-	70.05	-	-
Management level (base salary only)	INR Lakhs	-	-	8.71	9.8	12.83
Management level (base salary + other cash incentives)	INR Lakhs	-	-	9.35	10.78	14.53
Non-management level (base salary only)	INR Lakhs	-	-	3.1	3.51	4.78

Value Chains						
Customer Satisfaction Score	Scale of 1-5	4.2	4.1	4.3	4.5	4.3
Supplier Satisfaction Score	Scale of 1-5	3.9	4.1	4.25	4.25	4.2