

SFDR Periodic Disclosure Report FY 2025-26 - *Data Pack*

Change from Previous Period (Legend)	
NA	Not Applicable
▲	Favorable YoY increase
▼	Favorable YoY decrease
▲	Unfavorable YoY increase
▼	Unfavorable YoY decrease
▲▼	Neutral



A. Agrostar (INI Farms)

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (March 2023)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)	
	Total Wastewater Treated (m3)	Wastewater treated (recycled) at all facilities	1,880	7,662	7204	6.36	▲
	Total carbon emissions reduced (tons of CO ₂ e)	Calculated based on total Weight recycled in MT	4.80	15	20.6	-27.18	▼
	Total number of Employees (FTE)	Total number of full-time employees at all facilities	1,658	1,553	1418	9.52	▲
	Total number of Women Employees (FTE)	Total number of full-time women employees at all facilities	355	247	251	-1.59	▼
Social	Total number of contractual workers	Total number of contractual workers at packhouses	783	880	738	19.24	▲
	Total number of women contractual workers	Total number of women Contractual workers at packhouses	171	382	354	7.91	▲
	Number of farmers who sold produce	Number of farmers Selling produce to INI Farms (Cumulative)	7,304	16,503	13381	23.33	▲



Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (March 2023)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)
	Income earned by farmers who sold produce (INR Mn)	Amount paid to farmers by INI Farms for procuring produce	1,555	2,006	2098	-4.39 ▲
Gender Pay Gap (in %)		Input	NA	1.95	1.98	-1.52 ▲
		Output	NA	NA	8.81	NA



B. Hela Investment Holdings (HIH)

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (March 2023)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)	
Social	Total number of Employees (including contractual employees)	Total number of fulltime employees at Egypt and Kenya facilities	6,423	4,474	6187	-27.69	▼
	Total number of Women Employees (including Contractual employees)	Total number of fulltime women employees at Egypt and Kenya facilities	4,625	2,913	4207	-30.76	▼
	Number of workers Engaged through third party agencies	Total number of Facility Maintenance staff, support staff, bus drivers, etc at Egypt and Kenya facilities	205	60	106	-43.40	▼
	Gender Pay Gap (in %)	Kenya	NA	14.83	11.64	27.41	▼
		Egypt	NA	16.2	12.37	30.96	▼

C. Balaji EPZ Limited

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (December 2023)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)	
Environment		Total Solar Powered Electricity Consumption	NA	1,735,748	1,754,082	-1.05	▼
	Total Wastewater Recycled (m ³)	Total wastewater recycled in Factory operations (m ³)	NA	235,914	305,770	-22.85	▼
	Solid Waste Generated (kg)	Total Hazardous Waste generated	2,453	0	690	-100	▼
		Total non-hazardous Waste generated	NA	8,665	35,183	-75.37	▼
	Carbon Emissions - Scope 2 (tCO ₂ e)	All indirect emissions from energy purchased and used by the organization (E.g. Purchase of electricity, steam, heat or cooling) Emissions are generated in the creation of fuel and eventually used in the organization	NA	10683.781		NA	NA
Social	Total number of Employees	Total number of full-time employees at Head Office	105	97	123	-21.14	▼
		Total number of full-time women employees at Head Office	50	43	54	-20.37	▼
		Total number of employees at factory floor in both facilities	9,263	6,841	8,988	-23.89	▼
		Total number of Women employees at factory floor in both facilities	5,836	4,942	4,646	6.37	▲
	Number of workers engaged	Total number of facility Maintenance staff, support staff, bus drivers, etc at all facilities	161	203	204	-0.49	▼

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (December 2023)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)
	through third-party agencies					
	Gender Pay Gap (in %)	Workforce	NA	8	8	0 ▲ ▼

D. Jumps Auto Industries Limited ('Jumps' or 'JAI')

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (December 2023)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)	
Environment	Waste Recycled	Total Hazardous waste recycled (%)	50	50	50	0.00	▲▼
		Total Non-hazardous waste recycled (kg)	11,300	8,274	12400	-33.27	▼
Social	Total number of full time Employees	Total number of full-time employees at Head Office	63	51	70	-27.14	▼
		Total number of full-time employees (Female) at Head Office	5	3	6	-50.00	▼
		Total number of employees at factory floor	80	68	78	-12.82	▼
		Total number of employees at factory floor (Female)	8	5	6	-16.67	▼
		Number of workers engaged through third-party agencies	90	114	95	20.00	▲
	Number of contractual workers	Number of workers engaged through third-party agencies (Female)	17	32	32	0.00	▲▼
		Management	13	-194	12	-1716.67	▲



Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (December 2023)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)
	Gender Pay Gap (%)	Workforce	7	31	7	657.14 ▼

E. Midland Bank Limited (MDB)

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (December 2022)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)	
Environment	Waste Recycled (kg)	Total Non-Hazardous Waste recycled	550,835	873,243	745,484	17.14	▲
		Total number of employees (FTE and Contract)	4,418	4,196	4,645	-9.67	▼
Social	Total Jobs Created	Total number of Female employees (FTE and Contract)	1,942	2,308	2,115	9.13	▲

F. Privamnuts EPZ (Kenya) Limited

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (March 2024)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)	
Environment	Electricity Consumed (KWH) – Renewable Energy – including solar and bio-fuel	Total renewable electricity consumed	142,280 ¹	51,891	88,007	-41.04	▼
	Waste-Water Recycled (Litres)	Total waste-water recycled	2,223,000	3,894	Not Available ²	NA	NA
Social	Number of Jobs (Permanent)	Total number of fulltime employees	57	80	79	1.27	▼
	Number of Jobs for Women (Permanent)	Total number of women full-time employees	29	33	31	454.92	▲
	Number of Jobs (Contract)	Total number of contractual/seasonal employees (including facility support staff)	220	197	193	1.27	▲
	Number of Jobs for	Total number of women	141	94	132	6.45	▼

¹ This metric represents Privamnut's total installed solar capacity

² The water recycling system was not operational during the period and therefore the figure is not reported.



Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (March 2024)	Current Period (March 2026)	Previous Period (March 2025)	Change from Previous Period (%)
	Women (Contract)	contractual/seasonal employees (including facility support staff)				
	Total farmers supplying their produce to the company	Total farmers supplying their produce to the company	250	16,000	100	15900 ▲
	Gender Pay Gap (%)		NA	0.29	28.77	-98.99 ▲



G. Horizon Holding Company Limited (Horizon Group)

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (FY 2023)	Current Period (March 2026)	Change from Benchmark (%)	
Environment	Electricity Consumed (KWH) – Renewable Energy – including solar and bio-fuel	Total renewable electricity consumed	Nigeria: 5 Tanzania: 0 Madagascar: 0	Nigeria: 5 Tanzania: 0 Madagascar: 0	0	▲▼
	Waste-Water Recycled (Litres)	Total waste-water recycled	1,600,000	NA	NA	NA
Social	Number of Jobs (Permanent)	Total number of fulltime employees	68 Dubai: 12 Nigeria: 24 Tanzania: 20 Madagascar: 12	67 Dubai: 11 Nigeria: 24 Tanzania: 20 Madagascar: 12	-1.47	
	Number of Jobs for Women (Permanent)	Total number of women full-time employees	22 Dubai: 3 Nigeria: 12 Tanzania: 6 Madagascar: 1	23 Dubai: 2 Nigeria: 12 Tanzania: 6 Madagascar: 3	4.55	
	Number of Jobs (Contract)	Total number of contractual/seasonal employees (including facility support staff)	290 Dubai: 0 Nigeria: 165 Tanzania: 75 Madagascar: 50	285 Dubai: 0 Nigeria: 160 Tanzania: 75 Madagascar: 50	-1.72	

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (FY 2023)	Current Period (March 2026)	Change from Benchmark (%)
	Number of Jobs for Women (Contract)	Total number of women contractual/seasonal employees (including facility support staff)	240 Nigeria: 135 Tanzania: 60 Madagascar: 45	242 Nigeria: 135 Tanzania: 60 Madagascar: 47	0.83
	Income earned by the farmers	Income earned by the farmers due to engagement with the company (in USD/per annum)	Nigeria: \$625-2000 Tanzania: \$740-1800 Madagascar: \$400-1500	Nigeria: \$800 Tanzania: \$1200 Madagascar: \$1300	- 26.38 ³ ▼
	Number of farmers benefitted	Total number of farmers supplying to the company	9000 Nigeria: 3500 Tanzania: 1900 Madagascar: 2000	5000 Nigeria: 2000 Tanzania: 1000 Madagascar: 2000	-80 ▼
	Number of farmers selling organic produce	Total farmers supplying their produce to the company	667 Nigeria: 176 Tanzania: 155 Madagascar: 336	40 Nigeria: 40 Tanzania: NA Madagascar: NA	-94.00 ▼
	Gender Pay Gap (%)		Nigeria: 5 Tanzania: 5 Madagascar: 5	Nigeria: 5 Tanzania: 5 Madagascar: 5	00 ▲▼

H. Robust International Pte Limited

³ Considered average for the incomes in ranges

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (FY 2023)	Current Period (March 2026)	Change from Benchmark (%)
Environment	Electricity Consumed (KWH) – Renewable Energy – including solar and bio-fuel	Total renewable electricity consumed	0	0	0 ▲▼
	Waste-Water Recycled (Litres)	Total waste-water recycled	20.51Mn	6.36 MN	-68.99 ▼
	Waste Recycled (MT)	Total waste recycled	260.53	1284.28	392.95 ▲
	Carbon Emissions Reduced (tCO2e)	Total carbon emissions reduction	Total Emissions: 4018.843 Scope 1: 2,330.11 Scope 2: 1,444.93	NA	NA
		Total number of fulltime employees	410	917	123.66 ▲
Social		Total number of women full-time employees	NA	229	NA
	Total number of employees	Total number of contractual/seasonal employees (including facility support staff)	3,100	2,432	-21.55 ▼
		Total number of contractual employees (Women)	NA	1,532	NA
		(including facility support staff)			
	Total number of farmers directly benefitted	Total number of farmers directly supplying products to the company	10,000	9,187	-8.13 ▼

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (FY 2023)	Current Period (March 2026)	Change from Benchmark (%)	
	Total number of farmers indirectly benefitted	Total number of farmers supplying products to the company via agents and aggregators	2,000,000	~575,000	-71.25	▼
	Total Economic Benefit to the farmers through direct procurement	Amount paid to farmers directly under direct procurement (USD Mn)	140.70	41.475	-70.52	▼
	Gender Pay Gap (%)		FTE: 27.1 Contract Workers: 37.6	7.19	FTE: -73.47 Contract Workers: -80.88	▲

I. POSHS Metals Industries Private Limited (“POSH”)

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (March 2025)	Current Period (March 2026)	Change from Benchmark (%)	
Environment	Electricity Consumed (KWH) – Renewable Energy – including solar and bio-fuel	Total renewable electricity consumed	0	111,768	NA	NA
	Waste-Water Recycled (Litres)	Total waste-water recycled	NA	NA	NA	NA
	Waste Recycled (MT)	Total waste recycled (H&Non-H)	NA	5,467	NA	NA
	Carbon Emissions Reduced (tCO2e)	Total reduction in carbon emissions	0	8,201	NA	NA
Social	Total number of employees	Total number of fulltime employees	186	326	75.27	▲
		Total number of women full-time employees	3	16	433.33	▲
		Total number of contractual/seasonal employees (including facility support staff)	113	130	15.04	▲
		Total number of women contractual/seasonal employees (including facility support staff)	6	10	66.67	▲
		Total number of full-time employees at Head Office	32	50	56.25	▲
		Total number of full-time women employees at Head Office	3	16	433.33	▲

Category	Sustainability Indicator (SI)	SI Performance Description	Benchmark (March 2025)	Current Period (March 2026)	Change from Benchmark (%)
		Total number of employees at factory floor	154	276	79.22 ▲
		Total number of Women employees at factory floor	6	10	66.67 ▲
	Gender Pay Gap (%)		-19.5 ⁴	-9.81	-49.69 ▲

⁴ Female salaries are higher than male salaries. Based on average salaries across three roles (Junior Executive, Executive, Manager & General Manager)