ADDVERB

SUSTAINABILITY REPORT

FY 2025-26



TECHNOLOGICAL ECOLOGY

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Message from the Chairman



MR. JALAJ DANI
Chairman, Addverb

Dear Stakeholders,

At Addverb, we believe innovation has the greatest impact when it creates value beyond the business. As we expand globally in intelligent automation, we remain equally focused on growing responsibly, with strong governance and accountability to our stakeholders.

Sustainability is therefore integral to how we operate and grow, extending beyond environmental impact to the people, communities and wider ecosystem on our journey. During the year, we strengthened how we govern and measure our ESG performance. Sustainability at Addverb is overseen through a three-tier structure: Executive Leadership, a Steering Group and a cross-functional Working Group, with leadership reviewing ESG performance quarterly. The material topics framing this report came from a structured stakeholder assessment in the previous cycle and continue to guide our focus and resource allocation. The disclosures that follow are independently assured by TÜV India, which the Board regards as essential to their credibility.

Our environmental efforts this year reflect our commitment to responsible resource use. Water consumption fell 31.88% even as the workforce grew, and 18,573 kL of rainwater was harvested across Bot-Valley and Bot-Verse, closing the year at a water positivity index of 1.51. At Bot-Verse, over 5,000 trees now stand across a Miyawaki micro forest of more than 25 native species, supporting over 30 native wildlife species, reflecting our belief that industrial growth and environmental stewardship must move forward together. Our responsibility also extends beyond our own operations. During the year, we placed industry-grade robotics with students at NAMTECH, Shiv Nadar University, NIIT Patna, the Thapar Institute of Engineering and Technology and the Manipal Academy of Higher Education supporting future talent. We also continued our engagement with industry bodies such as the Confederation of Indian Industry, strengthening the wider technology and automation ecosystem.

The progress reflected in this report is ultimately the result of the people who make our journey possible. I thank our employees for their dedication and our stakeholders for their continued confidence. On behalf of the Board, I reaffirm our commitment to advancing innovation responsibly, strengthening accountability and ensuring Addverb's growth creates lasting value for all connected to our journey.

Best Regards,
Mr. Jalaj Dani
Chairman

Message from the Leadership

Dear Stakeholders,

The way we operate our own business shapes the way we build technology for our customers. During FY 2025-26, we focused on improving the efficiency of our facilities, using what we learned to make better product decisions, and extending that approach into the way we support customers throughout the life of their systems.

Our own operations were an important part of this journey. Process improvements and energy optimisation delivered a 22.01% reduction in Scope 1 greenhouse gas emissions. Rooftop solar at both manufacturing facilities now generates around 1,606 kWh a day. Our DG sets run on a 70:30 PNG-diesel blend, while automated HVAC and lighting controls, time-based interlocking and power factor correction across utilities have helped reduce the energy we draw for every robot we build. Alongside these efforts, we closed the year with zero fatalities across all operations.

We also brought sustainability closer to the way we design our products. Life Cycle Assessments for Quadron and Zippy became inputs into design decisions rather than simply disclosures. Reworking the Zippy Table brought steel intensity down from 39.48 kg/m² to as low as 21.13 kg/m², saving 11.38 tonnes and 29.35 tonnes of steel across two customer



applications and avoiding an estimated 21.62 tCO_2e and 55.77 tCO_2e of embodied emissions. A three-upright racking layout delivered a further saving of 7.90 tonnes at unchanged storage capacity.

Our responsibility does not end when a system is delivered. We are investing in ways to make customer support faster, more efficient and increasingly remote. Our Mendix-based maintenance management system, the Bumblebee AI assistant and a 24/7 global hotline enable most issues to be diagnosed and resolved remotely. This helps shorten customer downtime while reducing the need for site visits that would otherwise have been required. Our Movect platform can now orchestrate up to 1,500 mobile robots in a single warehouse, improving throughput by as much as 30% through AI-led traffic management.

Behind this progress are our 1,000+ technopreneurs. Building the capabilities needed for the future requires continuous investment in our people. During the year, every employee completed a structured performance and career development review, while our 'Know Your Product' programme deepened technical capability across frontline teams. We are also extending our expectations to our supply chain, with environmental and social parameters now carrying 19% of the evaluation weighting when we onboard a new supplier.

Looking ahead, our focus remains on developing technologies that create lasting value for our customers while contributing to a more sustainable and resilient future. We will continue to challenge ourselves to make intelligent automation more efficient, more capable and more responsible–and to redefine what automation can deliver in a rapidly evolving world.

I sincerely thank our employees, customers, partners, and stakeholders for their unwavering trust and support.

Warm Regards,
Mr. Sangeet Kumar
Co-founder & CEO



About the Report

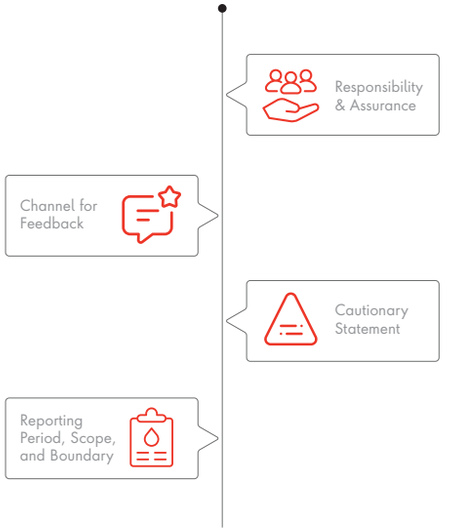
This Sustainability Report is prepared by Addverb Technologies Limited, here in after referred to as 'Addverb' or 'the company'. This report captures the company's approach to sustainability across its business model, governance framework and stakeholders well-being initiatives. It highlights the progress made by the company with respect to its environmental responsibilities and the positive impact of the company's CSR and developmental activities.

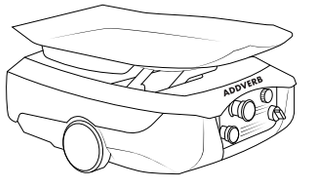
Reporting Period, Scope, and Boundary

The reporting period for this report is Financial Year (FY) 2025-26, i.e., from 1 April 2025 to 31 March 2026, and the data is presented on a consolidated basis.

With reference to the GRI Standards, the report provides a comprehensive overview of Addverb's environmental, social and governance (ESG) performance, sustainable production approach, and key initiatives across its global operations. Unless otherwise specified, the reporting boundary encompasses the company's headquarters and key operational facilities in Noida, including Bot-Valley (HQ), Bot-Verse (main manufacturing facility), and the Software Development Centre at SkymarkOne, along with its software development and corporate offices in Pune and Bengaluru.

This year, the reporting boundary has been widened to cover all wholly owned international subsidiaries and branch offices, namely Addverb Technologies B.V. in the Netherlands (Zœtermeer); branches in Dubai, Abu Dhabi, the United Kingdom, Germany, Denmark and Israel; Addverb Technologies USA Inc., including its office in Irvine and R&D centre in Fremont; Addverb Technologies Pty. Ltd. in Australia; and Addverb Technologies Pte. Ltd. in Singapore.





Responsibility & Assurance

The content of this report has been presented to and verified by Addverb's Senior Management. This report has been externally assured by an independent third party, TÜV India Private Limited, to provide credibility and enhance stakeholder confidence. The assurance statement, including the scope, methodology and conclusions of the assessment, is published alongside this report. No prior-period information has been restated; FY2024-25 comparatives remain on the previous India-only boundary and are not directly comparable with the expanded FY2025-26 boundary where noted.

Channel for Feedback

The feedback of the company's stakeholders to improve its Sustainability Reporting disclosures is valued and welcomed. For any questions or recommendations, please feel free to reach out at **automate@addverb.com**

Cautionary Statement

This report contains forward-looking statements regarding Addverb's future events, but there is a risk they may not be accurate. Readers should avoid excessive reliance on these statements, as various factors could cause actual results to differ from predictions.

About Addverb

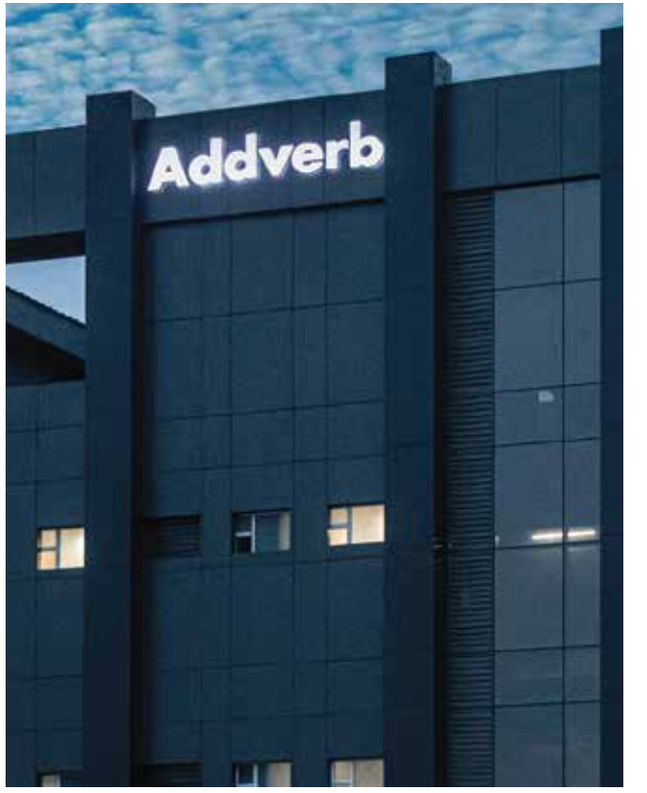
Addverb, established in 2016, operates within the robotics and warehouse automation space as a key player in India's industrial technology ecosystem. The company focuses on designing and delivering automation solutions for warehousing applications, including intelligent robotics, intralogistics systems, and integrated supply chain technologies built on modular and scalable software architecture. These solutions are developed to enhance fulfilment, storage, and distribution efficiency for customers across global markets. Drawing on experience across multiple industries and enterprise engagements, Addverb develops customised systems that align with specific operational requirements and improve productivity outcomes.

Addverb has further advanced its Physical AI-led robotics platforms, strengthening capabilities in sensing, estimation, planning and learning, supported by real-time multimodal fusion, trajectory optimisation and vision-language-action (VLA) enabled systems.

These developments enhance the deployment of adaptive, simulation-driven robotics solutions for complex warehouse and industrial environments.

Alongside its technology development focus, the organisation integrates responsibility into its operating philosophy, reflecting consideration of environmental and social impacts alongside business performance. This approach supports a balance between innovation and sustainable value creation for stakeholders.

The company's engagement with industry bodies such as the Confederation of Indian Industry (CII) further reflects its commitment to collaborative development and collective advancement within the industrial automation ecosystem. Overall, Addverb continues to position itself within an evolving technology landscape focused on scalable automation and long-term value creation.



2016
Year Founded

350+
Clients Around the Globe

500+
Warehouses Automated

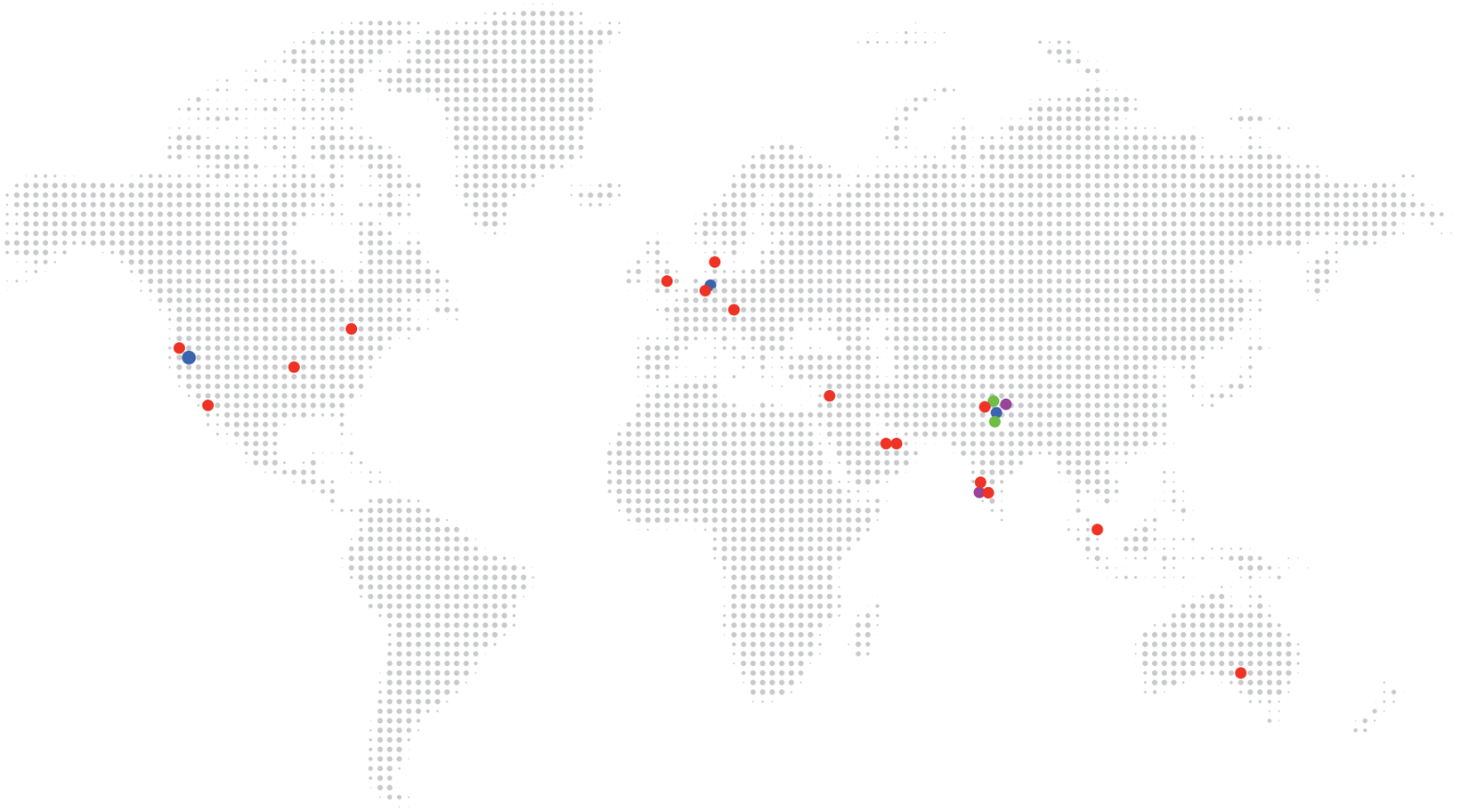
3000+
Robots Deployed

10+
Offices Worldwide

1000+
Technopreneurs* worldwide

*At Addverb, employees are referred to as technopreneurs—a term that reflects their unique ability to blend technology with entrepreneurial thinking to address complex challenges in robotics.

Global Locations



Sales & Service

Noida, India
Pune, India
Bangalore, India
Irvine, USA
Lewes, USA
Frisco, USA
Zoetermeer, Netherlands
Dubai, UAE
Melbourne, Australia
Abu Dhabi, UAE
Singapore, Singapore
Randers, Denmark
Cologne, Germany
Hod Hasharon, Israel
London, United Kingdom
Louisville, Kentucky

Research & Development

Noida, India
Fremont, USA
Zoetermeer, Netherlands

Manufacturing

Noida, India
Gr. Noida, India

Software Development Centres

Noida, India
Pune, India

Certifications

ISO 45001 2018
ISO 50001 2018
CE

Value Creation Enablers

1 Manufacturing Excellence

- Bot-Valley, Noida – Production capacity of 60,000 robots a year; Customer Experience Centre
- Bot-Verse, Greater Noida - Production capacity of 1,00,000 robots a year; Largest mobile robot manufacturing

2 Software Development Centres

180+ software professionals driving advanced software capabilities.

Software Development Centres Advancing Connected Digital Operations

- Smart Warehouse Operations
- Connected Business Systems
- Intelligent Fleet Management
- Integrated Manufacturing Solutions
- Scalable Digital Platforms

3 R&D Strengths

- 250+ R&D professionals
- 15% of the revenues allocated to R&D
- 12 design grants received
- 36 patents filed, with 14 already granted across India, USA, Europe, Australia, UAE, and Saudi Arabia.

R&D Enhanced through Digital Thread Integration

- Data driven innovation
- Seamless traceability
- Design Agility with user centricity
- Backed by Digital Twin Technology



Sustainability Approach at Addverb

Addverb strives to weave sustainability into its production processes by integrating a sustainable outlook at every step of the product life cycle. From embracing lean manufacturing practices that reduce waste and optimise resource use, to building a responsible supply chain in close collaboration with suppliers, the company's manufacturing approach is designed to meet sustainability benchmarks effectively. In line with this, Addverb has installed a robotic welding cell at one of its facilities, which enhances productivity, improves quality, and reduces operational costs by automating precision tasks.

Automating the welding process has significantly reduced safety hazards for employees. Such advanced systems reduce risks, enable scalable production, and provide a competitive edge while supporting sustainability through efficient material usage and lower emissions. The company has also undertaken energy efficiency and resource optimisation initiatives across facilities through HVAC optimisation, automated lighting systems, regenerative technologies, centralised robot fleet sleep mode, digital Permit-to-Work (PTW) systems, and water efficiency improvements to reduce the environmental footprint.



Responsible Sourcing of Materials

- All components comply with the RoHS (Restriction of Hazardous Substances) directive, avoiding restricted materials across the supply chain.

Other significant highlights of the sustainability culture at Addverb include:

- Commitment to the EcoVadis assessment framework, and received an EcoVadis Sustainability Rating badge.
- SMETA 4-Pillar Audit of the Bot-Verse facility for ethical and responsible practices.
- Completion of a Workplace Conditions Assessment audit with a high score of 89%, well above industry and country averages. A follow-up audit in July 2026 achieved 100%.
- Establishment of Social and Ethical Business Practices and a Code of Conduct for all employees.
- Regular safety trainings, emergency drills, fire safety sessions, safety audits, and awareness programmes to strengthen occupational health and workplace

Smart Software and Predictive Maintenance

- Early error detection and predictive maintenance, reducing downtime and minimising unplanned repairs enabled by advanced algorithm-based software. Enhances sustainability by lowering environmental footprint, improving safety, and ensuring reliable, data-driven operations.
- Deployment of Computerised Maintenance Management System (CMMS) software extends predictive and preventive maintenance capabilities, enabling proactive asset management and longer life of our robots.
- Centralised fleet management systems enable optimised energy usage, battery efficiency, and automated operational controls, supporting lower Scope 2 emissions and enhanced asset performance.

Designing for Circular Economy and Resource Efficiency

- Manufacturing robots using recyclable materials such as steel and ABS plastic, supporting closed-loop recycling systems.
- Modular architecture and durable construction extend product life, significantly reducing waste from replacements.
- Usage of Li-Titanate batteries with 5x the life of LFP batteries, faster charging, and enhanced safety features, thereby reducing energy consumption over the product's lifecycle.
- Implemented recycling systems, digital documentation, e-signatures, reduced printing practices, and eco-friendly office supplies across operations to support sustainable workplace practices.

Exceeding Regulatory Compliance

- The products are CE-certified, meeting rigorous European safety and environmental benchmarks.
- The company actively participates in the disposal of materials used in the products and packaging under Extended Producer Responsibility (EPR) for E-waste and Battery waste.



ESG Governance Structure

The company has established a three-tier ESG Governance Body to provide strategic direction, oversight and effective implementation of its sustainability agenda. This governance structure integrates ESG considerations into business decisions, strengthens accountability and enables the monitoring of progress across key environmental, social and governance priorities.

The governance structure comprises the Executive Committee, Steering Committee, and a cross-functional Working Committee. Members across these three levels represent diverse functions, including R&D, Projects, Production, Procurement, Human Resources, Marketing and Legal, ensuring that ESG priorities are embedded across the organisation.

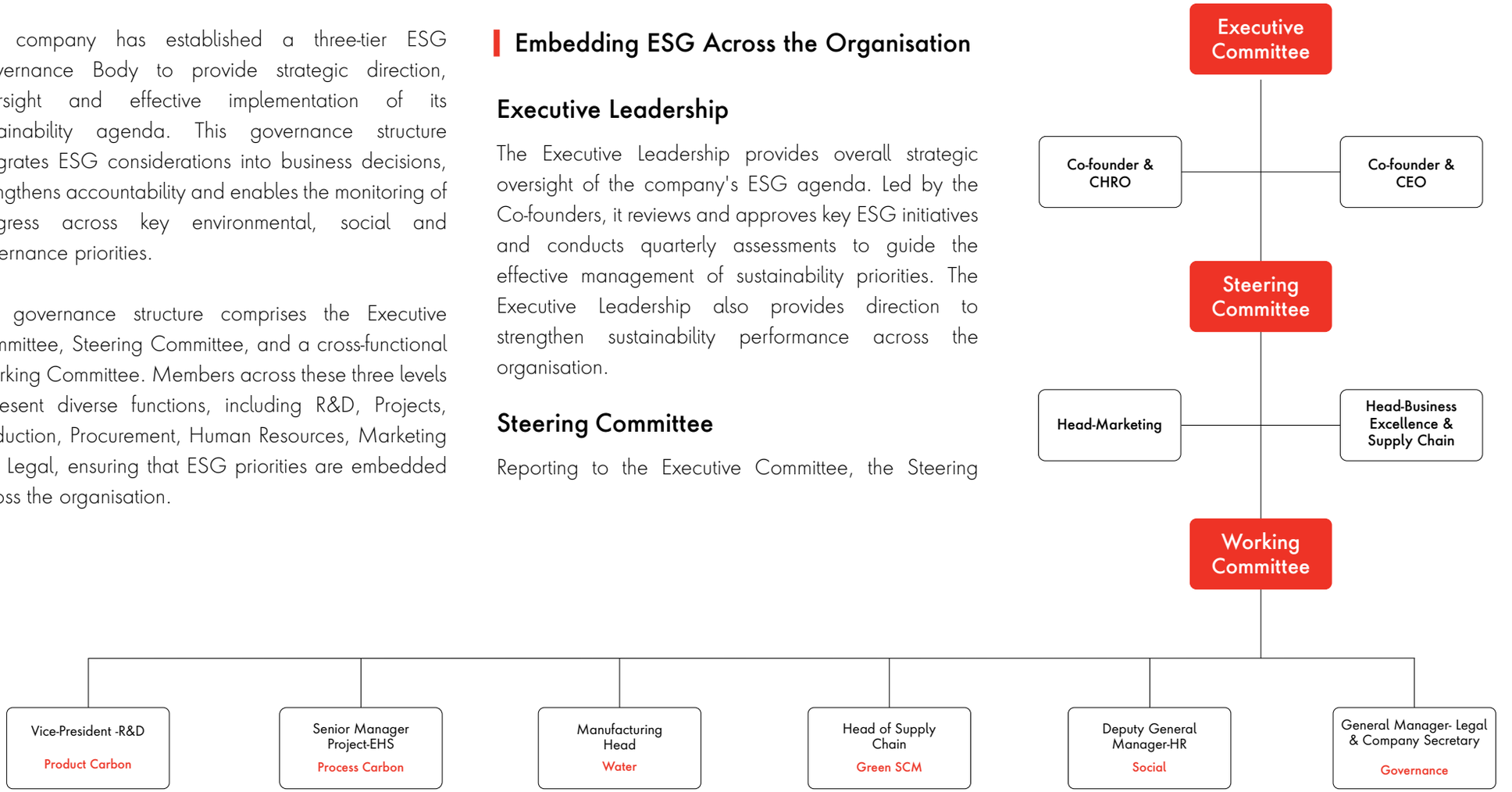
Embedding ESG Across the Organisation

Executive Leadership

The Executive Leadership provides overall strategic oversight of the company's ESG agenda. Led by the Co-founders, it reviews and approves key ESG initiatives and conducts quarterly assessments to guide the effective management of sustainability priorities. The Executive Leadership also provides direction to strengthen sustainability performance across the organisation.

Steering Committee

Reporting to the Executive Committee, the Steering



Committee translates the company's ESG strategy into actionable priorities. It establishes ESG targets, monitors performance, conducts periodic reviews and ensures that sustainability initiatives remain aligned with business objectives. The Steering Committee also oversees the sustainability reporting process by reviewing ESG disclosures and providing guidance before they are presented to the highest governance body. Sustainability data is first validated by the respective functional heads in consultation with the independent assurance agency to ensure its accuracy, relevance and completeness before being reviewed by the Steering Committee.

Working Committee

The cross-functional Working Committee is responsible for implementing ESG initiatives across business functions. Working in alignment with the strategic direction set by the Steering Committee, the committee plans, coordinates and drives actions across identified ESG impact areas, including carbon management, water stewardship, sustainable supply chain practices, social responsibility and governance. It also supports the implementation of policies, frameworks and operational mandates to strengthen ESG integration throughout the organisation.

To ensure effective execution and accountability, the Working Committee conducts quarterly reviews with the Steering Committee and Executive Committee to evaluate progress against ESG priorities, monitor performance and identify opportunities for continuous improvement. During the reporting period, these reviews supported initiatives such as the development of the Sustainable Procurement Policy, enhancements to risk management processes, expansion of on-site solar capacity, strengthened water-use monitoring, optimisation of working hours and resource efficiency



Stakeholder Engagement Mechanism

Through a proactive, transparent, and inclusive approach, Addverb fosters meaningful stakeholder engagement by maintaining open and continuous communication across various channels. This ongoing interaction helps the company understand stakeholder expectations, identify emerging risks and opportunities, and integrate valuable insights into its strategic decision-making processes.



Stakeholder Group	Channels of Communication	Purpose of Communication	Frequency of Engagement
Shareholders & Investors	- Financial reports - Board & Shareholder meetings - Emails - Website	- Inform about business operations - Effective and transparent corporate governance - Provide timely & appropriate disclosure of financial & non-financial information	- Quarterly - Annual - Need-based
Customers and Channel Partners	- In-person meetings - Emails - Calls - SMS - Email marketing campaigns - LinkedIn messages - Digital marketing channels - Through channel partners - Events and exhibitions - Site Visits	- Deliver seamless service through regular engagement - Build long-term, trust-based customer relationships - Share product knowledge and technical expertise - Promote innovation in warehouse automation solutions - Update on offerings & industry developments - Address queries, resolve grievances and issues	- Monthly - Quarterly - As updates are available
Employees	- Town hall meetings with senior management - Training & development initiatives - Periodic emails & SMS - Hackathons & similar innovation marathons - Digital application for employees - HR portal - Employee engagement activities	- Share organisational updates and strategic direction - Communicate important announcements, policies, and updates - Foster innovation, collaboration, and employee engagement - Acknowledge employee contributions and boost morale - Evaluate and improve individual or team performance aligned with organisational goals	- Quarterly - Monthly - Need-based

	- Rewards, recognition & performance appreciation - Periodic review mechanism - One on one meetings - Team meetings	- Address employee concerns and aspirations, and provide personalised feedback and guidance. - Set expectations, align to organisational priorities	
Government and Regulators	- Government portals - Written correspondence - documents & forms - Bank portal - Emails - Bank visits - Regulatory filings/returns	- Avail new banking facilities - Issue bank guarantees & letters of credit - Communicate regarding financial transactions - Ensure compliance	- Daily - Monthly - Quarterly - As per compliance requirements
Community	- Emails - Phone calls - In-person meetings	- Making contributions to the community via donations - Create awareness about health requirements & emergency contacts	- Monthly (or as required for updates)
Business Partners	- Emails - Phone calls - Online & in-person meeting - Written correspondence – service agreements/ contracts - Purchase orders - Visits by purchase, quality or R&D personnel	- Ensure workforce availability - Prepare and reconcile monthly payroll data - Monitor performance and compliance - Address issues or incidents promptly - Communicate safety and operational guidelines - Manage raw material procurement and supply chain - Communicate and align to Addverb sustainability philosophy	- Daily operational coordination (email/phone) - Monthly reviews - As needed for incident handling or updates - Suppliers - As per need

Materiality Assessment

Materiality Assessment Process

1 Defining Material Impact Areas

Key areas of material impact are identified based on evolving business trends and societal demands. Each topic is assessed for positive, negative, or dual impact and supported with a detailed impact statement.

2 Stakeholder Engagement

A total of 36 surveys, including 22 internal and 14 external, across all major stakeholder groups, to gauge the relevance and priority of each material topic from both business and stakeholder perspectives.

3 Topic Identification and Evaluation

Potential material topics are proposed by business unit and corporate function representatives, then evaluated in consultation with external stakeholders for their strategic significance.

4 Validation and Oversight

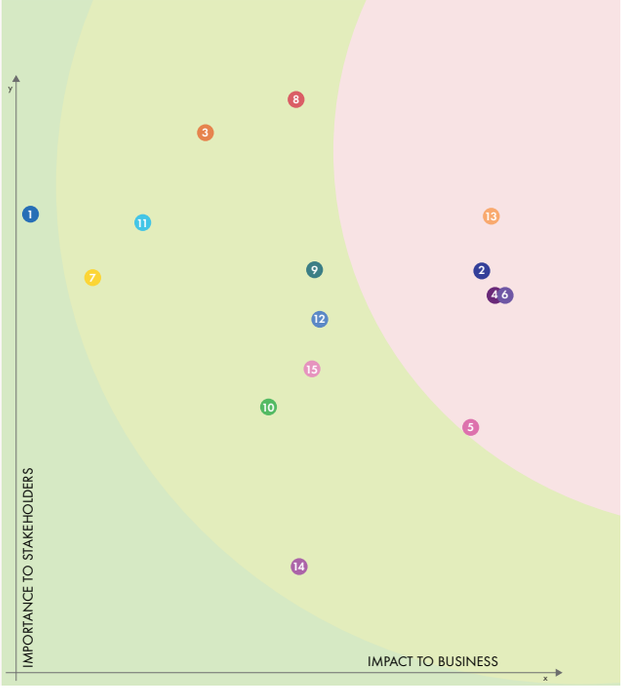
The Sustainability Committee validates all topics and impact statements. Progress is regularly monitored and disclosed in the sustainability report to ensure ongoing alignment with business objectives.

Addverb commits to being an organisation proactively responsive to its stakeholders' evolving needs. By consistently communicating with them, the Company seeks to gauge their feedback about the impact of various business operations on their respective interests. This leads to identifying and prioritising the most relevant economic, environmental, and social topics emerging from such engagements.

These findings shape a focused materiality matrix and help Addverb determine where to channel its resources for maximising positive outcomes while minimising or mitigating potential negative impacts. For each material topic identified, the company defines measurable goals, key performance indicators (KPIs), and corresponding action plans. This approach ensures that Addverb addresses risks, seizes opportunities, and creates enhanced value for the extended community of stakeholders.

Materiality Matrix

1. Biodiversity
2. Business Ethics and Compliance
3. Circularity and Waste Management
4. Climate Change and Emissions
5. Corporate Governance
6. Data Management and Cyber Security
7. Diversity and Inclusion
8. Emission & Energy Management
9. Employee Wellbeing and Satisfaction
10. Human Rights
11. Occupational Health and Safety
12. Product Safety and Quality
13. Responsible Innovation
14. Supply Chain Management
15. Training and Development



Positive | Negative

Sr	Material Topic	UN SDG Alignment	Rationale for Selection	Stakeholder Group	Category	Impact Type
1.	Climate Change & Emissions	UN SDG 12, 13 	The topic presents both positive and negative implications. On the positive side, embracing sustainable practices and reducing emissions can significantly enhance the company's reputation, attract environmentally conscious customers, and contribute meaningfully to environmental preservation. However, the company's operations currently generate emissions and are located in a high-pollution zone, which exposes it to potential regulatory shifts, stricter compliance requirements, and associated health risks for employees and on-site workers.	- Shareholders - Investors - Government & Regulators - Community	Emission & Energy Management	✓ ✗
2.	Responsible Innovation	UN SDG 9 	The topic presents both positive and negative implications. Continuous research and development (R&D) and innovation enable Addverb to improve product safety and quality, reduce technology costs, and maintain a competitive edge. However, the use of advanced AI and machine learning technologies, if not developed and implemented responsibly, may compromise product integrity and safety, and raise concerns related to data privacy, cybersecurity, and regulatory compliance.	- Customers - Shareholders - Investors	Economic & Social	✓ ✗
3.	Data Management & Cyber Security	UN SDG 9, 16, 17 	Addverb collects and generates extensive data across its operations, including employee-related information and proprietary intellectual property, which are critical to running the business. Any data breach could result in regulatory non-compliance and erosion of stakeholder trust. Furthermore, any compromise of the company's Intellectual Property (IP) could lead to significant business losses.	- Customers - Shareholders - Investors	Economic & Social	✗
4.	Corporate Governance	UN SDG 16 	Strong governance improves Addverb's reputation, decision-making processes, risk management, and long-term sustainability. It helps create a culture of integrity, transparency, and accountability.	- Shareholders - Investors - Government & Regulators - Employees	Governance	✓
5.	Business Ethics & Compliance	UN SDG 16 	Neglecting business ethics and compliance can erode trust with clients, partners, and stakeholders, while increasing legal risks. This oversight can damage company culture, hinder sustainable practices, and weaken the brand's reputation, ultimately jeopardising long-term success in the competitive automation industry.	- Shareholders - Investors - Customers - Community - Value Chain Partners	Social & Governance	✗

ESG Highlights (FY 2025-26)

Environment Highlights

Achieved a
1.51
water positivity index, replenishing more water than withdrawn across both manufacturing facilities

22.01%
reduction in Scope 1 GHG emissions during FY 2025-26



Over
78.67%
of non-hazardous waste diverted to recycling, with 0.88 MT hazardous waste sent to landfill



Harvested
18,573 kL
of rainwater at Bot-Valley and Bot-Verse facilities

Identified year-on-year emission reduction opportunities and set an internal
Net Zero
target for 2050

31.88%
reduction in water consumption through system optimisation, despite workforce expansion

Energy intensity improved to
2.10 GJ/₹
million revenue, down from 4.99 GJ in FY 2024–25



Rooftop solar systems across both manufacturing facilities generated around
1,606 kWh
per day



28.84%
reduction in Scope 3 GHG emissions, reflecting significant improvements across the value chain

11.57%
of energy demand met through renewables, mitigating 416.33 tCO_2e emissions in FY 2025–26

Over
5,000 trees
planted across 25+ native species, supporting 30+ native wildlife species at Bot-Verse

Social Highlights

Zero
fatalities recorded across all operations during FY 2025-26

Zero
incidents of discrimination occurred during the reporting period



21,304
training hours delivered across technical, functional and behavioural programmes, up from 19,805 in FY 2024–25

A workforce of over
1000
technopreneurs across manufacturing, engineering and global offices

19%
of supplier evaluation focused on environmental and social performance

100%
of permanent male employees are entitled to paternity benefits



100%
of workers have accident insurance coverage

100%
of employees completed structured performance and career development reviews during the year

Governance Highlights

Zero
cases of corruption, bribery, and non-compliance.

Adopted a board-approved Risk Management Policy on 17 April 2026, formalising enterprise-wide risk identification and oversight

Chairman and Whole-time Director roles remained separate, with a nine-member Board, two Independent Directors, and dedicated Audit, NRC, CSR and Risk committees

Zero
cases of anti-competitive behaviour and conflicts of interest



100%
of employees and suppliers received communication and training on anti-corruption policies and procedures

Zero
whistleblower complaints received through the Vigil Mechanism

Sustainability governed through a three-tier structure spanning Executive Leadership, a Steering Group and a cross-functional Working Group

Completed the EcoVadis sustainability assessment and received a badge, alongside the Best Sustainability Award from Reliance Retail



Sustaining Earth, Powering Progress

Environmental responsibility is an essential part of Addverb's operations. The company recognises that its products and processes carry an environmental footprint and takes conscious steps to minimise it. Sustainability is embedded across the value chain through energy-efficient design, responsible procurement, and continuous process improvement. Energy performance targets are set and reviewed, energy-saving initiatives are implemented, and compliance with legal requirements is ensured. Energy-conscious practices are encouraged and adopted across every step of the supply chain. The stakeholders are also engaged to promote shared responsibility.



Emissions Management

In response to growing environmental challenges, Addverb continues to reduce its carbon footprint through focused sustainability initiatives. The company regularly monitors greenhouse gas emissions from direct and indirect sources to assess, manage, and minimise its environmental impact, reinforcing its commitment to sustainable and environmentally responsible operations.

During FY 2025-26, Addverb achieved a 22.01% reduction in Scope 1 emissions, driven by fuel-efficiency improvements in ovens and backup power systems, and a 28.84% reduction in Scope 3 greenhouse gas emissions. The company continued to focus on renewable energy adoption and energy optimisation to manage Scope 2 emissions.

The reduction in emissions was supported by the implementation of several energy efficiency and process optimisation initiatives across operations. These included improvements in HVAC and lighting controls, power factor enhancement measures, equipment modifications, and fuel optimisation initiatives, reinforcing Addverb's commitment to operational efficiency and responsible environmental management.

Emissions were calculated as per the GHG Protocol using CEA India grid emission factors, based on metered energy consumption, fuel records, and verified operational data.

Emissions Management Initiatives Taken at Bot-Valley and Bot-Verse for FY 2025-26

- Certification of the Energy Management System, ISO 50001:2018, establishing a structured framework for monitoring, benchmarking and continually improving energy performance across operations.
- DG sets at both manufacturing units have been converted to an environment-friendly dual fuel system, operating at a 70:30 ratio of PNG and diesel.
- In-house RO water is used in machine shop processes, reducing waste coolant, and lowering energy consumption. The rejected RO water is used for irrigation purposes.

Solar Power for Sustainability

In line with the company's commitment to 'Technological Ecology', solar energy is harnessed across Addverb's premises. The rooftop solar systems installed at both the manufacturing facilities generate around 1,606 kWh on a daily basis. This energy initiative helps reduce dependence on conventional sources, optimises grid power consumption and significantly lowers its carbon footprint.

Restoring Micro Forest through Miyawaki technique

Recognising the ecological importance of native flora and fauna, a Miyawaki micro forest with around 3,500 trees of over 25 native species has been developed at the company's Bot-Verse manufacturing facility, in addition to 1,500+ trees planted in the periphery. This innovative Japanese technique accelerates forest growth by mimicking natural ecosystems, fostering biodiversity and attracting 30+ native wildlife species.

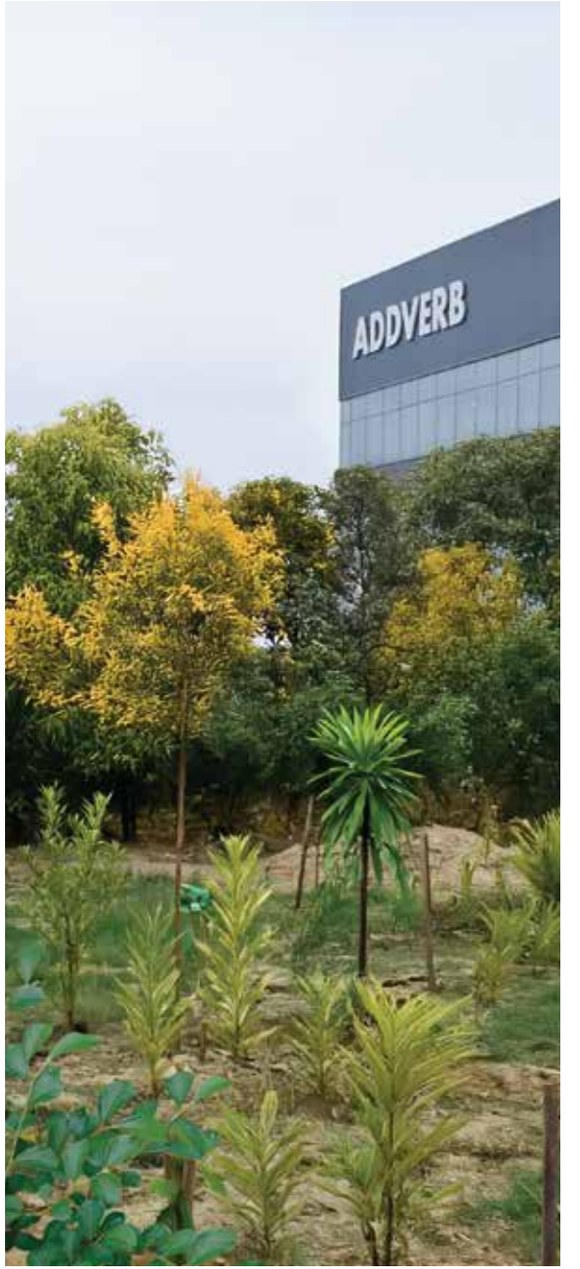


Total GHG Emissions

Emissions Category	FY 2025-26 (TCO_2e)	FY 2024-25 (TCO_2e)
Scope 1	666.12 ↓	854.15
Scope 2	1,731.76 ↑	1,563.15
Scope 3	3,05,908.17 ↓	4,29,869.85
Total GHG Emissions	3,08,306.05 ↓	4,32,287.15
Total GHG Emissions Intensity (tCO2e/Revenue in ₹ million)	35.56 ↓	130.66

Details of Scope 3 Emissions

Scope 3	FY 2025-26 (TCO2e)	FY 2024-25 (TCO2e)
Category 1 (Purchased Goods and Services)	6,374.67	3,728.45
Category 2 (Capital Goods)	340.31	156.17
Category 3 (Fuel and Energy Related Activities Not Included in Scope 1 and Scope 2)	493.18	321.28
Category 4 (Upstream Transportation and Distribution)	869.31	167.26
Category 5 (Waste Generated in Operations)	117.40	100.93
Category 6 (Business Travel)	1,899.76	789.75
Category 7 (Employee Commuting)	732.69	735.68
Category 8 (Upstream Leased Assets)	108.80	81.45
Category 9 (Downstream Transportation and Distribution)	137.35	1,320.07
Category 11 (Use of Sold Products)	2,94,016.48	4,22,092.18
Category 12 (End of Life Treatment of Sold Products)	818.21	376.64
Total Scope 3 Emission (TCO_2e)	**3,05,908.17**	**4,29,869.85**



Air Emissions

Addverb remains committed to monitoring and managing air emissions arising from its operations in line with applicable environmental regulations and responsible operational practices. The organisation conducts quarterly stack emission monitoring to assess air pollutant levels and ensure compliance with regulatory requirements. Through regular monitoring and operational controls, the company continues to strengthen its approach toward minimising environmental impact and maintaining sustainable operations.

Advancing Energy-Efficient Automation

Energy efficiency remains a core component of Addverb's sustainability and operational excellence strategy. The company's automation and robotics solutions are designed to optimise performance while minimising energy consumption, enabling customers to improve operational productivity with a lower environmental footprint. Through energy-efficient system design and intelligent automation, Addverb contributes to resource optimisation, supports decarbonisation efforts, and aligns with broader global sustainability and climate objectives.

Point-source emissions arise from back-up diesel generator sets at both sites and the powder-coating ovens at Bot Verse. All stacks are monitored quarterly by a third-party laboratory using CPCB-prescribed methods (IS 11255, IS 13270, IS 15207), and in FY2025-26 every parameter remained within CPCB and Consent-to-Operate limits. Highest quarterly readings were PM 36.3 mg/Nm³ at the ovens (limit 150) and 30.1 mg/Nm³ at Bot Valley DG sets (limit 50); DG-set NOx 0.20, CO 0.36 and HC 0.09 g/kWh (limits 0.40, 3.5 and 0.19); and DG PM at Bot Verse ≤0.02 g/kWh (limit 0.02). Oven-stack SO_2 and NOx were below the 5 mg/Nm³ detection limit, and DG-set SO_2 is negligible given BS-VI diesel. No persistent organic pollutants, hazardous air pollutants or ozone-depleting substances are emitted. From FY2026-27, annual mass loads will be reported alongside monitored values.

Total Energy Consumed by Addverb

Particulars	FY 2025-26 (GJ)	FY 2024-25 (GJ)	YoY Change (%)
Electricity Consumed	10,891.71	9,849.44	+10.58%
Non-renewable Source	8,780.76	7,740.49	+13.44%
Renewable Source	2,110.95	2,108.95	+0.09%
Fuel Energy Consumed	7,374.01	6,671.73	+10.53%
Total Energy Consumed	**18,265.72**	**16,521.17**	**+10.56%**
Energy Intensity (GJ/Revenue in million)	2.11*	4.99	+57.72%

*The energy intensity declined but the total energy consumption increased during FY 2025-26 due to change in consolidated revenue figures.

Emissions Mitigated

Particulars	FY 2025-26 (TCO2e)	FY 2024-25 (TCO2e)	YoY Change (%)
Emission Mitigated: Renewable Source	416.33	425.89	-2.24%

Energy Efficiency Measures Taken During FY 2025-26

- Deployment of a centralised Fleet Management System (FMS) Sleep Mode at customer locations, enabling coordinated shutdown of robot fleets during idle periods to reduce unnecessary energy consumption.
- Implementation of regenerative energy recovery systems in pallet lifts at customer/client locations, including lift motors that capture energy during downward movement and feed it back into the electrical grid.
- Installation of APFC panels and electrical efficiency enhancements across utility systems such as pump house and STP plant to improve power factor and reduce energy losses.
- Enhancement of manufacturing and shop floor energy efficiency through process optimisation, reduction in rework, improved Overall Equipment Effectiveness (OEE), and compressed air system optimisation.
- Adoption of energy-efficient infrastructure and smart building management practices, including automated HVAC controls, lighting automation, time-based interlocking, and automated shut-off during non-operational hours to optimise facility energy consumption.
- Transition towards renewable energy adoption and sustainable workplace operations, including offices powered by 100% renewable energy contracts and green building infrastructure.



Water Conservation

Addverb proactively conserves water through sustainable water management, monitoring usage, and eliminating areas of water wastage across operations. A comprehensive water balance study has been conducted to identify and mitigate potential leakages and inefficiencies. Rainwater harvesting systems have been installed at key facilities to reduce dependency on freshwater sources. RO-treated water is reused in machine shop processes and the powder-coating area. A dedicated in-house water testing lab ensures continuous monitoring of water quality. This in-house laboratory tests ETP and STP water parameters through a set mechanism, optimising water treatment by using energy-intensive steps only when required. This leads to early issue detection, better chemical and aeration control, and improved energy recovery, resulting in energy savings. The treated wastewater from in-house Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) is used for landscaping and irrigation purposes.

The company achieved a 31.88% reduction in water consumption through systematic leakage rectification, strengthened water monitoring, optimisation of irrigation practices, and implementation of water management systems.



Total Water Withdrawal and Consumption



Category	FY 2025-26	FY 2024-25
Water Withdrawal (Megalitres/ML) (Third-Party)	18,707	27,460
Water Consumed*	18,707	27,460
Water Discharged**	0	0
Water Intensity (Megalitres/ Crores)	2.16	8.30

*Pune and Bangalore office water consumption has been calculated as per CGWA methodologies. As per CGWA guideline, the estimated consumption is 45 litres per person per working day for offices. Thus, the quantification of water usage can be done by multiplying the number of employees and workers working within the office space by the stipulated 45 litres per person per working day.

**The company's premises operate on a zero liquid discharge basis.

Bioretention Pond

At Bot-Verse, Addverb's state-of-the-art manufacturing facility, an 850 kL bioretention pond has been developed as an innovative solution for integrated water management. More than just a storage system, the pond facilitates natural groundwater recharge, supports local biodiversity, and effectively manages stormwater runoff, significantly reducing the risk of floods. This initiative sets a new standard in sustainable manufacturing, aligning infrastructure with environmental stewardship.

Efficient Wastewater Treatment

Efficient effluent treatment is essential for environmental sustainability and regulatory compliance. At Addverb, the facilities house a 15 kL Effluent Treatment Plant (ETP) and a 25 kL Sewage Treatment Plant (STP), enabling comprehensive wastewater management. The treated water is repurposed for internal irrigation of approximately 5000 trees planted around our manufacturing units. This solidifies the company's commitment to sustainable water use and ecological responsibility.

Rainwater Harvesting

Addverb has established rainwater harvesting systems at its Bot-Valley and Bot-Verse facilities to strengthen water security and reduce dependence on freshwater sources. During FY 2025-26, the company harvested a total of 1,778 kL of rainwater across both facilities, supporting operational water requirements and enhancing water resilience.

Achieving Water Positivity

Water is a critical natural resource that supports the company's operations and long-term resilience. Addverb adopts a responsible approach to water management by focusing on efficient water use, conservation, recycling, and water replenishment initiatives. Through continuous monitoring and implementation of water stewardship measures, the company seeks to minimise its water footprint while contributing to the restoration of local water resources.

The company's water management approach is centred on reducing dependence on freshwater through efficient water use, rainwater harvesting, wastewater treatment, and reuse. Water is sourced primarily through municipal supplies, while alternative water sources generated through rainwater harvesting and treated wastewater are integrated into operations to minimise freshwater consumption. Rainwater harvesting infrastructure, including recharge pits and storage systems, together with sewage and effluent treatment facilities, enables the recovery and beneficial utilisation of water for non-potable applications such as irrigation and industrial processes. To strengthen the credibility of its water performance, Addverb maintains calibrated water metering systems, periodically reviews water consumption and recycling data, and implements a structured water balance methodology supported by independent third-party verification. The company also monitors physical, regulatory, operational, financial, and reputational risks associated with water resources, enabling proactive management of emerging challenges and supporting informed decision making.

During the reporting period, the company achieved a water positivity index of 1.51, based on the combined annual water withdrawal from its Bot-Valley and Bot-Verse facilities. This reflects that water replenishment exceeded total water withdrawal. The reported water positivity index was independently verified by a third-party certification body.

Bot-Valley

Water Harvesting Capacity
221 kL/hr

Rainwater harvested
2,009 kL

Rooftop catchment area
5,530

Water replenished through treated water reuse
4493 kL

Harvested rainwater is utilised to meet **operational water requirements, reducing reliance on external water sources.**

Bot-Verse

Water Harvesting Capacity
190 kL/hr

Rainwater harvested
16,564 kL

Bio Retention Pond
850 kL

Water replenished through treated water reuse
4758 kL

35,067 sq. m

Rooftop, Road & Paved catchment area

Waste Management and Circularity Measures

Addverb adopts a responsible and circular approach to waste management, beginning from the design stage of its products. Through designing for longer battery and equipment lifecycles and strengthening preventive maintenance practices, the company reduces waste generation and minimises the use of hazardous materials. The use of non-virgin plastics and lead-free components in procurement further supports sustainable and environmentally responsible production practices.

Waste is managed through structured segregation systems to enable efficient recycling, reuse, and safe disposal. Eco-friendly packaging practices are being strengthened through the adoption of recyclable and biodegradable materials to reduce packaging waste at source.

Employees are regularly trained and sensitised on waste segregation, reduction, and responsible disposal practices to ensure effective implementation across operations.

Hazardous, electronic, battery, and plastic waste are collected and disposed of through CPCB and SPCB (UPPCB)approved vendors in compliance with applicable regulatory requirements. Waste is periodically shipped to authorised agencies for treatment and disposal, ensuring adherence to Pollution Control Board guidelines. Biomedical waste generated from its operations is handed over to a UPPCB-authorised vendor for safe treatment and disposal. At the US office, waste reduction and resource optimisation initiatives have been implemented, including office-level recycling systems and a transition towards paperless operations through increased use of digital documentation, e-signatures, and reduced printing, thereby minimising overall material waste generation.



Biomedical waste generated from its operations is handed over to a UPPCB-authorised vendor for safe treatment and disposal. At the US office, waste reduction and resource optimisation initiatives have been implemented, including office-level recycling systems and a transition towards paperless operations through increased use of digital documentation, e-signatures, and reduced printing, thereby minimising overall material waste generation.

Waste Generation Details

Category (Tonnes)	FY 2025-26	FY 2024-25
Plastic waste (A)	10.25	8.2
E-waste (B)	0.49	0.27
Bio-medical waste (C)	0.0065	0.011
Construction and demolition waste (D)	0	0
Battery waste / Radioactive waste (E)	0	0
Other Hazardous Waste (F)	6.64	7.02
Other Non-hazardous waste generated (G)	532.44	485.81
Total Hazardous waste (B+C+F)	7.13	7.47
Total Non-Hazardous waste (A+G)	542.69	494.01
Total Waste generated (MT/Revenue in million)	0.06	0.15

Waste Disposal Methods

Addverb complies with the E-Waste (Management) Rules, 2022, Battery Waste Management Rules, 2022, and Plastic Waste Management Rules, 2016. The company holds necessary registrations for managing waste from Electrical and Electronic Equipment (EEE), batteries, and plastic packaging. As part of its Extended Producer Responsibility (EPR), Addverb ensures waste collection, recycling, and disposal in line with regulatory targets, working only with CPCB-registered recyclers. It follows safety standards for waste handling and submits required returns to CPCB and state authorities.

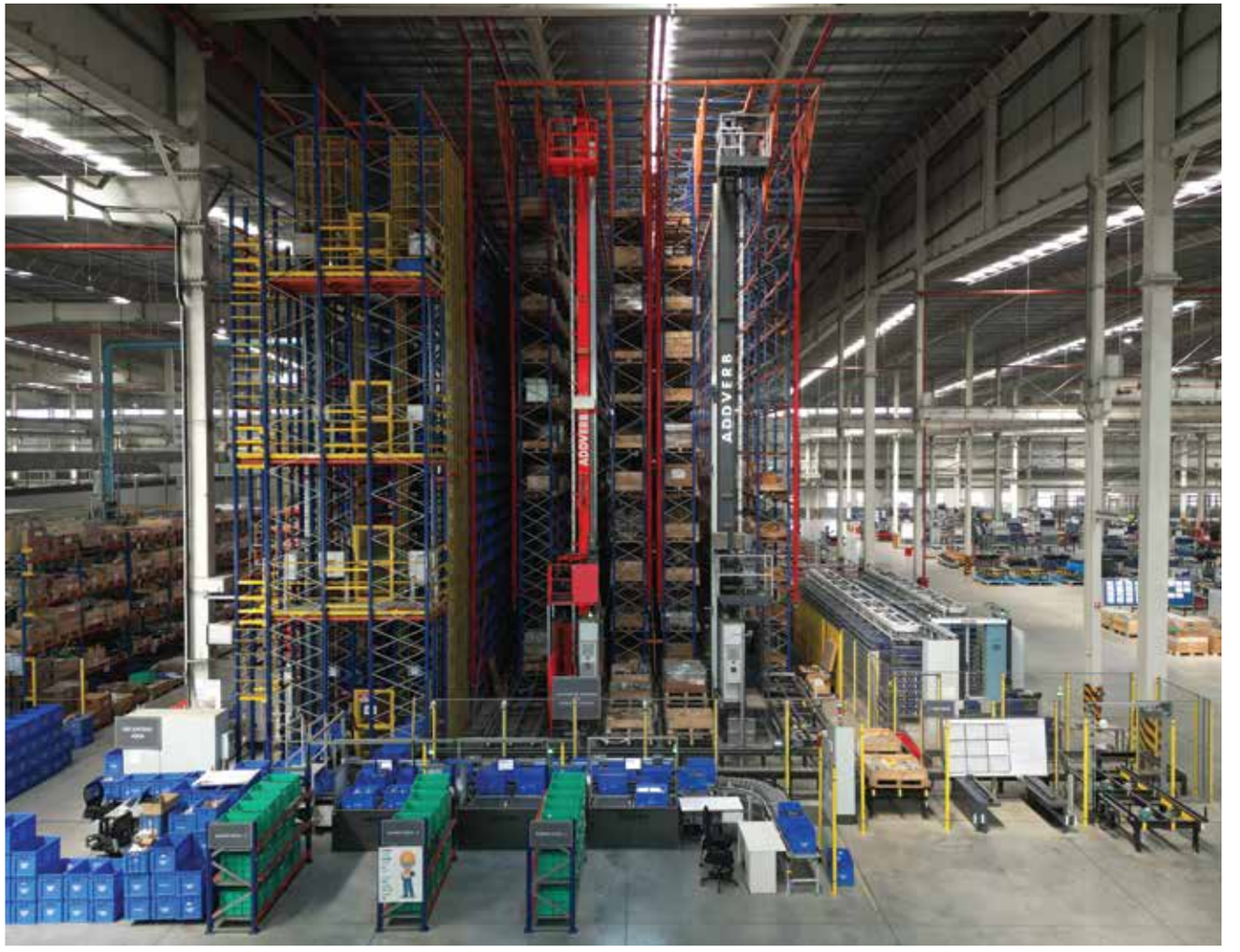
Waste Disposal (tonnes)	FY 2025-26	FY 2024-25
Hazardous Waste		
Recycled*	0.49	0.27
Incineration	5.35	6.89
Non-Hazardous Waste		
Recycled**	429.12	491.45
Other Disposal	113.63	11.77
Landfill	0	0

* It includes E-waste.
**It includes plastic, metal scrap, and paperboard boxes (carton)

Materials Management

Addverb commits to the sustainable and efficient use of materials throughout its product design and manufacturing processes. Guided by principles of circularity and material stewardship, the company is committed to reducing its environmental footprint while delivering high-quality, precision-engineered solutions. The following is the list of materials used during the year:

Material Type	Percentage of Total Material Used
Steel	93.10%
Electrical	5.56%
Aluminium	0.46%
Iron	0.07%



Green Supply Chain Management

Addverb is committed to embedding environmental, social, and governance (ESG) principles across its supply chain through a structured Green Supply Chain Management (Green SCM) approach. ESG considerations are integrated into supplier selection, evaluation, onboarding, and performance monitoring processes to promote responsible procurement practices. The company encourages suppliers to adopt environmental stewardship measures, including efficient resource utilisation, emissions reduction, waste management, and compliance with applicable environmental regulations. It also reinforces expectations relating to human rights, fair labour practices, workplace safety, ethical business conduct, anti-corruption, and responsible sourcing. Through supplier engagement, periodic assessments, corrective action mechanisms, and continuous awareness-building initiatives, Addverb seeks to strengthen supply chain resilience, mitigate sustainability-related risks, and foster long-term partnerships that support responsible and sustainable business growth.

This commitment to responsible sourcing is further reinforced through internal procurement practices, including prioritising sustainable procurement, sourcing eco-friendly office supplies, and engaging with vendors who comply with recognised environmental standards. These initiatives extend ESG principles beyond the external supply chain into day-to-day purchasing decisions, promoting responsible consumption across the organisation.



Responsible Supplier Engagement

Addverb evaluates its suppliers against environmental, social, and safety standards to ensure responsible and sustainable sourcing practices. During the onboarding of new suppliers, a detailed audit process is undertaken, with 19% of the evaluation weighting assigned to environmental and social parameters. Suppliers are encouraged to obtain ISO 14001 and ISO 45001 certifications, strengthening alignment with globally recognised sustainability frameworks.

Addverb extends its commitment to ethical, responsible, and sustainable business practices across its value chain through its Code of Conduct for Vendors, which establishes the minimum standards expected from suppliers, contractors, service providers, and other business partners. The Code forms an integral part of supplier engagement and becomes applicable upon the issuance of a purchase order or execution of a contractual agreement. The Code requires vendors to conduct business with integrity and in compliance with applicable laws and regulations, including anti-bribery and anti-corruption requirements. Vendors are expected to uphold fair business practices, disclose actual or potential conflicts of interest, avoid improper gifts or inducements, safeguard confidential information and intellectual property, and promptly report any unethical or illegal conduct.

The Code also outlines expectations relating to labour and human rights, including non-discrimination, equal opportunity, fair treatment, prohibition of child labour, forced labour and human trafficking, respect for freedom of association, and provision of fair wages, working hours, and safe and healthy workplaces. Vendors are expected to comply with applicable occupational health and safety requirements, provide appropriate personal protective equipment, and establish suitable health and safety policies and training programmes. Environmental responsibility forms an important component of the Code, requiring vendors to comply with applicable environmental legislation and implement systems to identify and mitigate environmental risks. Vendors are encouraged to monitor and reduce resource consumption, greenhouse gas emissions, waste generation, wastewater, air emissions, and the use of hazardous substances, and to provide environmental and climate related information upon request.

To strengthen governance across the supply chain, the Code requires vendors to maintain all statutory licences and approvals, accurate books and records, effective compliance systems, and processes for risk identification, monitoring, and continual improvement. Vendors are also expected to comply with requirements relating to fair competition, prevention of money laundering and tax evasion, export controls and sanctions, conflict minerals, whistleblower protection, and data privacy. Addverb reserves the right to monitor compliance with the Code and conduct audits where necessary, while vendors are expected to promptly report any violations and implement appropriate corrective actions. Non-compliance with the Code may result in a review or termination of the business relationship.

In line with its commitment to human rights and fair labour practices, Addverb maintains a zero-tolerance approach to violations. Both formal and informal assessments are conducted through regular visits to supplier and sub-supplier sites to ensure ongoing compliance. Based on audit outcomes, each supplier is provided with a tailored improvement roadmap, which is reviewed every six months to track progress and reinforce continuous improvement.



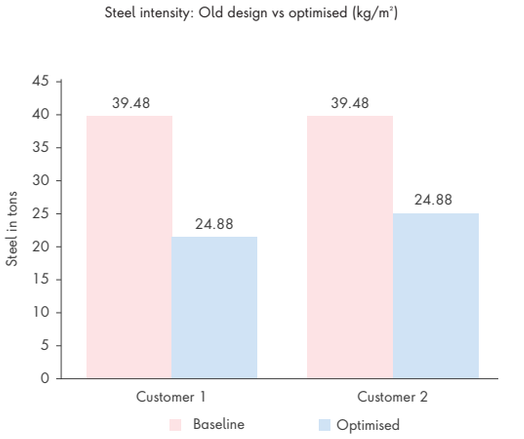
Embedding Sustainability into Products

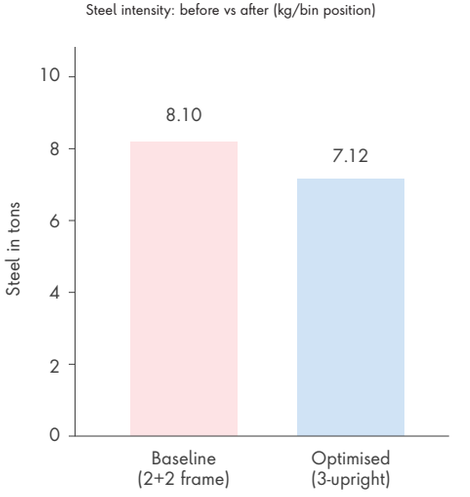
Addverb has proactively conducted Life Cycle Assessments (LCA) for two of its key products Quadron and Zippy, focusing on their Cradle-to-Gate journey. This initiative evaluates the environmental impacts associated with each stage of the products' life cycles, from raw material extraction to the point of dispatch from the manufacturing facility. The assessment, carried out using SimaPro software, incorporates data related to raw material usage, water consumption, power consumption, waste generation, transportation logistics, and packaging in alignment with the actual process flow. These products represent significant revenue streams for Addverb. Contributing meaningfully to the business, the LCA forms a vital part of the company's sustainability-driven innovation strategy.

During the reporting period, LCA-based design optimisation was undertaken for selected warehouse automation solutions to reduce steel intensity and the associated embodied carbon emissions. Optimisation of the Zippy Table design resulted in a reduction in steel intensity from 39.48 kg/m² to 21.13 kg/m² for one customer application and 39.48 kg/m² to 24.88 kg/m² for another customer application, delivering steel savings of 11.38 tonnes and 29.35 tonnes, respectively. These design improvements corresponded to estimated avoided embodied emissions of 21.62 tCO_2e and 55.77 tCO_2e. Similarly, optimisation of a customer racking system through a three-upright layout reduced steel intensity from 8.10 kg/bin position to 7.12 kg/bin position, resulting in steel savings of 7.90 tonnes and estimated avoided emissions of 15.02 tCO_2e, while maintaining the same storage capacity, material grade, and structural performance.

By conducting this comprehensive LCA, Addverb aligns with global sustainability frameworks while identifying key intervention points to reduce the environmental footprint across its supply chain. The data-driven approach reinforces Addverb's commitment to sustainable manufacturing and responsible product development, enabling better environmental governance throughout its operations.

The LCA covers multiple environmental impact categories, including abiotic depletion (minerals and fossil fuels), global warming potential (GWP100a), ozone layer depletion, human toxicity, freshwater aquatic ecotoxicity, marine aquatic ecotoxicity, terrestrial ecotoxicity, photochemical oxidation, acidification, and eutrophication. These categories collectively offer a comprehensive understanding of the environmental implications associated with the materials, processes, and emissions involved in the production of Quadron and Zippy.





Nurturing A Thriving Work Culture

Addverb is committed to embedding environmental, social, and governance (ESG) principles across its supply chain through a structured Green Supply Chain Management (Green SCM) approach. ESG considerations are integrated into supplier selection, evaluation, onboarding, and performance monitoring processes to promote responsible procurement practices. The company encourages suppliers to adopt environmental stewardship measures, including efficient resource utilisation, emissions reduction, waste management, and compliance with applicable environmental regulations. It also reinforces expectations relating to human rights, fair labour practices, workplace safety, ethical business conduct, anti-corruption, and responsible sourcing. Through supplier engagement, periodic assessments, corrective action mechanisms, and continuous awareness-building initiatives, Addverb seeks to strengthen supply chain resilience, mitigate sustainability-related risks, and foster long-term partnerships that support responsible and sustainable business growth.

Diversity and Inclusion

Addverb prioritises diversity, inclusion, and employee welfare through formal programs and dedicated committees. The permanent workforce comprises 82% male and 18% female employees. To ensure fair hiring, Addverb uses technology to reduce bias in interviews. It also appoints 'Career Captains' trained in Competency-Based Assessments and focuses on hiring more female candidates across departments to promote inclusivity.



Gender Diversity Among Employees

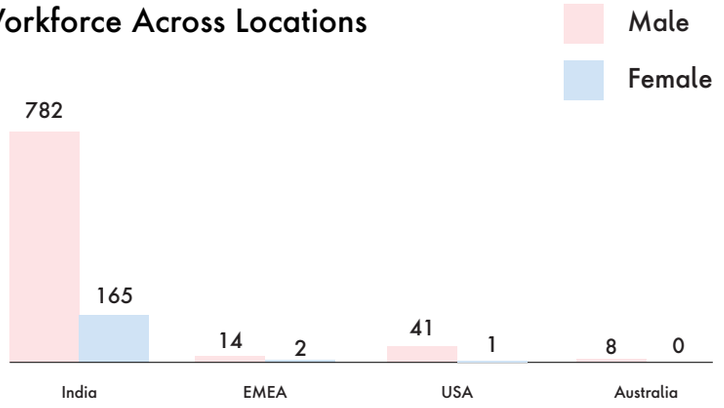
Category	FY 2025-26			FY 2024-25		
	Male	Female	Total	Male	Female	Total
Total Employees						
Permanent Employees	842**	168	1010	698	153	851
Temporary Employees	3	0	3	7	0	7
Total Workers						
Permanent Employees	0	0	0	0	0	0
Temporary Employees	963	39	1,002	790	14	804

**Note: This data corresponds to all subsidiaries.

Gender Diversity Within Senior Management

Particulars	FY 2025-26			FY 2024-25		
	Male	Female	Total	Male	Female	Total
Board of Directors	8	1	9	8	1	9

Workforce Across Locations



Ratio of Basic Salary and Remuneration of Women to Men

Ratio	India	EMEA	USA	Australia
Ratio of the basic salary and remuneration of women to men	0.71: 01	01:17	1.23: 1	NA
Ratio of the basic salary and remuneration of women to men (Senior Management)(L3 and Above)	0.67:01	01:13	NA	NA
Ratio of the basic salary and remuneration of women to men (Middle Management)(L4, L5 and L6)	0.69:01	01:17	1.23: 1	NA
Ratio of the basic salary and remuneration of women to men (Junior Management)(L7 and below)	0.96:01	01:05.7	NA	NA



Talent

At Addverb, attracting and retaining high-quality talent remains a core priority. The company's diverse workforce, referred to as 'Technopreneurs', brings together individuals from varied backgrounds. Recruitment efforts focus on premier institutions such as IITs, NITs, and IIMs, while employees are empowered with autonomy and assigned high-impact projects that accelerate learning and skill development. Regular performance appraisals and reviews support continuous capability enhancement and overall performance improvement. The compensation framework is designed to ensure fair recognition of contributions, enabling employees to stay motivated and pursue continuous professional growth and achievement.

In FY 2025-26 and FY 2024-25, 100% of employees received structured performance and career development reviews, maintaining the organisation's consistent commitment to employee development.

Parental Leave	FY 2025-26	
	Male	Female
Total number of employees that were entitled to parental leave	1,100	225
Total number of employees that took parental leave	22	6
Total number of employees that returned to work in the reporting period after parental leave ended	21	3
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	19	4
Total number of employees due to return to work after taking parental leave	1	3
Return to work rate of employees that took parental leave	95%	50%
Total number of employees returning from parental leave in the prior reporting period(s)	25	7
Retention rates of employees that took parental leave	76%	57%



The flat organisational structure fosters a collaborative environment, enabling junior and middle management to work closely with senior leadership, paving the way for career growth and leadership development. Key initiatives to reinforce this approach include:

- **Super Manager and LEAD Programmes:**

  These tailored 3–6-month journeys for first-time and seasoned managers empower participants to apply their learning to real-world projects, sharing their transformative experiences with senior management and receiving feedback to reinforce behavioural changes.

- **Root Cause Analysis (RCA) Training:**

  Employees undergo in-depth RCA training, selecting live problems to analyse using the 8D methodology and presenting their findings to department heads, further strengthening their problem-solving capabilities.

- **Encouraging Professional Development:**

  Addverb introduced its book club, Reader's Rendezvous, to promote a culture of continuous learning. A recent session featured the book 'Art of Dealing with People'.

- **Know Your Product Training:**

  Addverb conducts technical and functional training programmes under its 'Know Your Product' initiative to enhance employees' understanding of individual products, their functionality, and applications. These sessions provide hands-on product knowledge, address technical queries, and strengthen employees' ability to support customers.

Employee Hiring and Turnover

Total Employee Turnover Rate

Employee Turnover	FY 2025-26	FY 2024-25
Male	35.76%	19.50%
Female	37.50%	25.77%
Total	**36.07%**	**20.50%**

Total Employees Hired During FY 2025-26

Employee Hiring	Male	Female	Total
Under 30 years old	236	46	282
30-50 years old	47	9	56
Over 50 years old	2	0	2
Total	**285**	**55**	**340**





Grievance Handling and Human Rights

The company has established open and accessible channels for timely grievance redressal that enable timely, fair resolutions to complaints in a safe and supportive environment. Employees can voice concerns through structured platforms such as quarterly CEO interactions, monthly HoD townhalls, or the dedicated grievance portal managed by the HR team. The process for grievance handling works as follows:

- The aggrieved employee in the first instance may directly approach their reporting managers, department head, representative of management, HRBPs, or grievance committee and submit his/her grievance verbally or in writing.
- In case the aggrieved employee/complainant does not receive a resolution or wishes to register their grievance directly with the Grievance Committee, they may submit their complaint to grievance@addverb.com to have it addressed in accordance with the grievance redressal mechanism.
- A grievance committee is formulated for a tenure of two years, the nominations to the grievance committee shall be given by the CHRO and approved by the CEO. Committee meetings are conducted to resolve grievances. **No grievance was escalated to the Grievance Committee level during FY 2025-26.**



Enriching Employee Experience

Manufacturing operations are in India and international entities are sales, service and R&D offices; none was assessed as at significant risk. Every hire, including contract and agency workers, is subject to age verification, a written contract, no recruitment fees and no retention of identity documents (AT/OCP/SEBP/01). The July 2026 Workplace Conditions Assessment of Bot Verse confirmed no workers under 18 and no indicators of forced labour. Sector risk exists among Indian fabrication, surface-treatment, electronics and manpower suppliers; all are bound by the Vendor Code of Conduct, with termination on breach. No instances were identified in FY2025-26; supplier assessment is being expanded under the Sustainable Sourcing Policy (July 2026). Any case found triggers the remediation procedure in AT/OCP/SEBP/01, Section 8.

Occupational Health and Safety Framework

Occupational health services are provided through workplace facilities, external referrals, and EHS programs, with flexible arrangements to support attendance for medical and health surveillance needs.

Worker Engagement and Safety Communication

Addverb promotes active worker participation in occupational health and safety through structured communication mechanisms, including regular toolbox talks and safety meetings conducted at job sites under the supervision of project managers or site supervisors.

Toolbox talks are held on a regular basis and are jointly supported by HR, safety, and management teams. Each session typically focuses on a single safety topic to ensure clarity and effective engagement, with support provided by safety or HR teams for agenda development where required.

The organisational Safety Committee also communicates relevant safety and health topics and ensures alignment between site-level discussions and broader organisational safety priorities.

Confidentiality and Non-Retaliation

The organisation ensures strict confidentiality of employee health and personal data, with access restricted to authorised medical and HR personnel.

Information is handled in a fair, ethical, and non-discriminatory manner to protect privacy and maintain trust in occupational health systems. Addverb also enforces a strict non-retaliation policy, safeguarding employees who participate in safety programs or report hazards from any form of reprisal.

External Workers and Third-Party Oversight

While the organisation has limited non-employee workforce exposure, it ensures that all such personnel engaged in or around operations are included within applicable safety controls and monitoring systems.

Internal safety audits are conducted by the headquarters safety function as part of key performance objectives, complemented by periodic external third-party safety audits to strengthen oversight and compliance assurance.

Occupational Health and Safety Framework

At the company, Occupational Health and Safety (OHS) is governed by a structured management system that ensures a safe and secure workplace across all operations. The framework operates as a continuous cycle of assessment, training, improvement, and governance, anchored in compliance and proactive engagement.



The organisation has established systematic processes for Hazard Identification and Risk Assessment (HIRA) to identify work-related hazards and assess risks across routine and non-routine activities. These processes are implemented using tools such as HIRA, Job Safety Analysis (JSA), Work Permit Systems, safety audits, inspections, and unsafe event reporting.

Risks are controlled through the hierarchy of controls, prioritising elimination, substitution, engineering controls, administrative controls, and PPE. Competency is ensured through structured Training Need Identification (TNI), and personnel involved in risk assessment are trained and qualified to perform their roles effectively.

Principal health hazards identified through HIRA – welding fume, coating dust, noise, cutting-oil contact and ergonomic strain – are controlled through exhaust ventilation, enclosed booths, PPE, job rotation, quarterly work-zone air monitoring and periodic health examinations for exposed personnel.

1 Hazard Identification and Risk Assessment (HIRA):

The process begins with the identification of potential hazards and a thorough assessment of associated risks using HIRA, safety audits, and unsafe event observations. This forms the foundation for preventive measures.

2 Defined Health and Safety Procedures:

Clearly marked emergency exit routes, supported by regular inspections, employee awareness programmes, and evacuation drills, empower employees to respond safely and efficiently during emergencies.

3 Reporting and Communication Channels:

A structured mechanism is in place to enable employees to report unsafe conditions or events promptly. The system encourages open communication, feedback, and participation from employees, which is actively reviewed and acted upon by the management on a monthly basis.

4 Governance by Safety Committee:

A dedicated Safety Committee oversees all aspects of health and safety, ensuring continuous monitoring and strategic oversight of all safety-related initiatives.

5 Investigation and Root Cause Analysis:

All incidents are investigated using the 8D methodology. Root causes are identified, and corrective actions are defined using the Hierarchy of Controls ranging from elimination and substitution to engineering and administrative controls, and provision of personal protective equipment (PPE).

6 Training and Induction:

All new employees undergo mandatory EHS induction training before deployment. Ongoing refresher training is also imparted, with automated systems now enhancing safety awareness coverage across the workforce.

7 Audits and Inspections:

Regular internal audits and weekly safety inspections are conducted for both project sites and manufacturing units. These evaluations form the basis for safety assessments and continuous improvement actions.

8 Monitoring and Reporting:

Weekly EHS reports are prepared detailing the outcomes of safety inspections and assessments, ensuring real-time visibility into the safety performance of various business units.

This integrated and step-wise approach enables Addverb to create a resilient safety culture, safeguard its workforce, and maintain full compliance with applicable regulations and standards. OHSMS system covered all workers, activities and workplace, including office, manufacturing units, services and projects.

Zero fatalities were recorded across all operations during FY 2025-26, reflecting the effectiveness of the company's occupational health and safety management systems and risk control measures.

Work related injuries (FY 2025-26)

Particulars	Employees	Workers
Number of fatalities as a result of work-related injury	0	0
The number of high-consequence work-related injuries (excluding fatalities)	0	0
The number of recordable work-related injuries	1	4
The rate of recordable work-related injuries (per 1,000,000 hours worked)	0.74	2.45
The number of hours worked	13,57,281	16,33,414
Cases of recordable work-related ill health	0	0
Fatalities as a result of work-related ill health	0	0

Hazards identified through HIRA under ISO 45001 (pp.42-43); data covers all employees and contract workers at both sites, recorded per Factories Act, 1948 criteria

Voluntary Health Promotion and Support Systems

Addverb offers voluntary health promotion programmes that address non-work-related physical and mental health risks. Participation is entirely optional and is never linked to employment decisions. The programmes span three areas: preventive screening and fitness facilities; assisted access to medical and healthcare services, including first-aid, consultations and treatment under applicable insurance arrangements; and awareness initiatives focused on lifestyle-related conditions such as obesity, diabetes and hypertension. These awareness initiatives are jointly promoted by HR and the safety function to encourage active participation in OHS practices.

- Insurance and statutory cover: ESIC coverage along with accident and life insurance for all eligible employees.
- On-site and day-to-day care: on-site occupational health centres, weekly doctor consultations and hospital tie-ups that ensure timely medical support.
- Preventive screening and camps: bi-annual and annual health check-ups, eye camps and blood donation drives.
- Awareness and education: regular sessions on nutrition, mental health, financial health, menstrual hygiene and chronic disease management, helping employees make informed lifestyle choices.

Safety Committee

A safety committee is constituted to maintain consultation and participation of workers at all applicable levels and functions. Workers are consulted, and agenda discussed in monthly safety committee meetings & during daily TBT (Tool Box Talks) meetings.

Functions & Responsibilities of the Safety Committee

- Assist and cooperate with management in achieving the objectives outlined in the Integrated Management System (IMS) Policy.
- Promote and uphold the Golden Safety Rules across the organisation.
- Provide a consultative and supportive platform for field staff and contractors on health and safety matters.
- Enhancing safety communication across field operations.
- Reviewing personal protective equipment (PPE) and other safety devices.
- Reviewing operational processes and safety procedures.
- Lead by example as a Safety Leader in the field.
- Proactively identify and report health, safety, and environmental concerns across the workplace.
- Facilitate discussions on health, safety, and environmental issues requiring corrective or preventive actions.
- Conduct workplace health & safety inspections & assist in identifying the root causes of incidents & accidents.
- Promote safety awareness through education, training, and safety promotion programmes to strengthen the safety culture.
- Encourage the reporting of near misses and unsafe events, while setting an example through active participation.

Training

Training needs are assessed based on the nature of the work, workplace unsafe event reporting, required by the concerned person and part of the compliance. A 3-month training calendar is prepared, offering internal and external training at no cost. The effectiveness of the training is evaluated through pre- and post-assessments. Addverb promotes awareness of human rights principles through its mandatory Code of Conduct training provided to employees. The training familiarises employees with the company's expectations on ethical conduct, equal opportunity, non-discrimination, prevention of harassment, respect in the workplace, fair labour practices, and compliance with applicable laws and regulations. It also reinforces employees' responsibility to uphold human rights, maintain an inclusive and respectful work environment, and report any concerns through the established grievance and whistleblower mechanisms.



Total training sessions conducted
103

Internal SME-led sessions
96

External trainer-led sessions
7

Training hours by internal trainers
7,610 (83.1%)

Training hours by external trainers
1,552 (16.9%)

Training effectiveness
Assessed through pre- and post-training evaluations

Average Training Hours Per Year Per Worker (FY 2025-26)

Particulars	Male	Female	Total
Average hours of training per year per worker (Project)	3	1	4
Average hours of training per year per worker (Manufacturing)	1.13	0	1.13

Particulars	FY 2025-26	FY 2024-25
Total OHS training Hours provided to workers and employee	6,288	6,065
Total Training Hours Provided	21,304	19,805
Average training hours per employee	10.5	23.26

Rewards and Recognition

At Addverb, recognising and rewarding employee excellence is an integral part of nurturing a motivated and high-performing workforce. Through a structured Rewards and Recognition programme called 'The Appreciation Vault', the company celebrates achievements, both big and small, using a blend of monetary and non-monetary incentives that reinforce a culture of appreciation and shared success.

Addverb expresses its appreciation through monetary and non-monetary rewards for its human resources:



Employee Recognition Programme	Description	Description
Rookie of the Year Award	Recognises top-performing campus hires for exceptional performance, attitude and organisational values in their first year	1
Long Term Service Award	Recognises employees for long-term commitment and continued contribution upon completing eligible service milestones	40
Game Changer Award	Recognises employees who go beyond their responsibilities to drive innovation, improve processes and achieve departmental goals	20
Service Excellence Award	Recognises After Sales employees deployed at customer sites for innovative ideas and efficient execution that enhance customer centricity	12
Most Valuable Player Award (MVP)	Recognises employees for outstanding performance, cross-functional support and exemplary workplace behaviour	2
Delivery Ninja Award	Recognises exceptional project delivery across Project, R&D Control, R&D Mechanical, Embedded Systems, Software and Mobile Robotics for efficient, timely and customer-focused execution	2
Software Samurai	Recognises Software and Mobile Robotics employees for performance, innovation, ownership and collaboration in product and project delivery	2
Sidekick Salute	Enables employees to recognise peers from any department for their meaningful contribution towards the success of the organisation	30
CEO's Appreciation Award	Recognises employees who receive significant appreciation from clients, vendors or customers for exceptional performance, behaviour or contribution	2
Life Milestone – Marriage Benefit	Celebrates and recognises employees on the significant personal milestone of their marriage	20
CSV Award	Recognises winners of events and initiatives conducted by departments such as Marketing, Admin, etc., through event-based awards.	83

Enriching Employee Experience

From structured onboarding to a wide range of wellness and engagement initiatives, the company ensures that every team member feels supported and empowered throughout their journey.

- A formal, well-structured onboarding programme familiarises new employees with Addverb's values, culture, and operations, ensuring a smooth transition from day one.
- The performance management system is transparent and continuous, promoting regular feedback and professional growth.
- Recognition programmes at the leadership, peer, and team levels honour excellence, while long-serving employees are appreciated for their continued contribution.
- Addverb fosters a vibrant and inclusive culture through celebrations, departmental events, sports activities, and family visits.

Apart from these, the following benefits also form an integral part of work life at Addverb:

- Collaboration with fintech 'SalarySe' to provide non-collateral loans to employees at better rates as compared to the market rates.
- Car Lease Policy.
- Launched a company portal with Swish Club to offer attractive discounts to employees on shopping through the portal.
- An opportunity for family members to visit and experience the workplace.
- Transportation to and from Bot-Verse.
- Flexible schedules and open workstations
- Dedicated transport for expecting mothers.
- Extended Maternity leave.
- Creche facility at Bot-Valley and Bot-Verse.
- Full scholarship for higher education.
- A sabbatical policy to enable employees to take extended breaks to pursue personal interests, academic pursuits, family commitment or rejuvenation.
- Introduced optional holidays to allow greater flexibility to employees to plan their personal commitments.
- Marriage Benefit Scheme (one-time monetary benefit to celebrate life milestone)



Building a Culture of Care and Responsibility

Fostering Health and Social Responsibility

As part of its commitment to employee well-being and community engagement, Addverb organised two key health-centric initiatives during the year:

- Free Health Check-up Camp:
  Conducted at Bot-Verse and Bot-Valley, this initiative aimed to promote preventive healthcare and wellbeing among 150+ employees across both facilities. The camp enhanced health awareness and contributed to improved employee productivity through early detection and timely intervention.

- Blood Donation Drive:
  A voluntary blood donation camp was held at Bot-Verse, enabling employees to contribute to a life-saving cause. The drive supported 366 beneficiaries with 122 units of blood collected and fostered a sense of community, solidarity, and awareness around critical health needs.



Case Study: Promoting road safety and employee well-being through National Road Safety Week 2026

Addverb Technologies Limited observed National Road Safety Week throughout January 2026 at its manufacturing unit with the objective of promoting safe driving practices, employee well-being, and community responsibility. As part of the initiative, the company organized a structured Defensive Driving Training Program comprising virtual awareness sessions and hands-on practical driving training to equip employees with essential road safety skills and encourage responsible driving behaviour.

To further support employee health and safety, an Eye Check-up Camp was conducted to assess vision health and raise awareness regarding the importance of clear eyesight for safe driving. In addition, a Blood Donation Camp was organised as a community welfare initiative, reflecting the company's commitment to social responsibility and emergency healthcare support.

The programme equipped participating employees with defensive driving techniques for use both on site and on public roads, and the accompanying eye check-up enabled early identification of vision-related risks among employees who drive as part of their duties. Together with the blood donation camp, the week extended the company's road safety focus beyond the workplace to employees' families and the wider community.



Case Study: Strengthening workplace safety through the 55th National Safety Week Celebration

Addverb Technologies Limited celebrated the 55th National Safety Week from 4 March to 11 March 2026 across its Manufacturing Unit, Corporate Office, and Project Sites to reinforce a culture of safety, preparedness, and environmental responsibility. The initiative focused on enhancing employee awareness and participation through engaging activities such as safety quizzes, poster and slogan competitions, and hazard hunt exercises that encouraged proactive identification of workplace risks and strengthened ownership of safety practices.

As part of the celebration, the company also organised a tree plantation drive to promote environmental sustainability and employee awareness of greener practices. In addition, hands-on training sessions on firefighting, emergency mock drills, and first-aid response were conducted to improve emergency preparedness and build employees' confidence in handling critical situations effectively.

The initiative contributed to strengthening the overall safety culture within the organisation by improving awareness of occupational health and safety practices, enhancing emergency response capabilities, and encouraging active employee participation in maintaining a safe workplace. The programme also supported compliance with statutory safety requirements while advancing the company's commitment to employee well-being and sustainable operations.



Customer Centricity

Customer success is integral to Addverb's value system. The company partners closely with clients to understand their unique operational challenges and deliver automation solutions that are agile, innovative, and tailored to their needs. The company's ability to provide customer-centric solutions is further bolstered by the ISO 9001:2015 (Quality Management) certification which reflects its commitment to stringent quality management practices. The company's Software Development Centres (SDCs) at Noida and Pune as well as R&D centres in India, the USA and Europe are pivotal to crafting innovative automation approaches and delivering value-added solutions and service excellence to the global clientele base of the company.

Excellence in Every Project

The overarching objective of Project Lifecycle Management (PLM) is to craft and deliver projects of exceptional quality that cater to bespoke client requirements with accelerated performance. To satisfy this core performance criterion, a PLM framework comprising five meticulously defined stages has been devised by Addverb.

- **Inception** - Drafting detailed project objectives and scope and preparing a comprehensive Design Acceptance Package.
- **Plan** - Preparation of detailed project implementation schedule, cost and quality estimates, outlining potential risks.
- **Implement** - Beginning the actual implementation process with S-Curve reporting, virtual commissioning, factory acceptance testing, and effective conflict and crisis management.
- **Adapt** - Agile response to any change requirements with effective change management practices.
- **Closure** - Handing over the project after final testing, approval and comprehensive documentation.

Innovations That Add Value

At Addverb, innovation is not just about enhancing automation; it is about creating tangible value for the customers. The company continuously evolves its software and digital capabilities to deliver smarter and future-ready solutions that enhance operational efficiency and long-term sustainability.

Digital Twin

To improve solution accuracy and pre-deployment validation, Addverb has adopted digital twin technology across its warehouse automation design process.

This virtual model emulates all hardware devices even before robots or automation components are physically manufactured. It serves as a robust platform for developing and validating complete end-to-end low-level and high-level software systems that would be used with the hardware in the solution.

Key advantages include:

- **Virtual Commissioning before Real Commissioning:** By performing integrated validation of all software stack connected with digital twin such as PLC logic for motion control, high-level software such as Warehouse Management System (WMS), Warehouse Execution System (WES), Warehouse Control System (WCS), and Fleet management System (FMS) make the solution fullproof, highly optimised and safe to be deployed.
- **Futuristic Operations Outlook:** Adds to operational efficiency and capacity by providing detailed information about the upcoming inventory and order profiles to the digital twin, and observing how the warehouse solution handles various aspects such as throughput, system utilisation, and warehouse flow dynamics under various demand conditions.

- **Post-deployment Validation:** Software stack updates (WES, WCS, FMS and PLC logic) and feature enhancements, whether customer-demanded or Addverb-initiated, can be tested virtually without disrupting ongoing operations.

Movect Platform

Catering to the needs of large-scale warehouse operations, Addverb's Movect platform has been significantly enhanced to provide advanced fleet orchestration capabilities for autonomous mobile robots (AMRs). The platform now features an intuitive Graphical User Interface (GUI) capable of managing up to 1,500 mobile robots within a single warehouse environment. Designed to support robots from multiple brands and navigation technologies, the platform is fully compliant with the VDA 5050 standard, enabling seamless interoperability across heterogeneous robotic fleets.

The platform leverages AI-driven traffic management to optimise warehouse operations by generating dynamic heat maps, identifying congestion-prone areas, and automatically debottlenecking high-traffic zones. These enhancements can improve operational throughput by up to 30% while ensuring smooth fleet movement and resource utilisation.

Key features and enhancements include

- Configurable deployment for warehouses of any floor layout or table size.
- Simulation capabilities to evaluate and optimise pick, drop, and charging locations before implementation.
- Ability to download and replicate configuration files from existing sites to recreate operational scenarios and identify opportunities for improvement.
- Support for periodic recalibration of LiDAR systems, sensors, and battery monitoring to maintain fleet performance and reliability.
- Multi-brand and multi-navigation fleet interoperability through VDA 5050 compliance.

Optimus Platform

Addverb's Warehouse Management System (WMS), marketed as the Optimus platform, has undergone significant architectural enhancements and domain-specific functional extensions to support large-scale operations across industries such as beauty, fashion, automotive, medical devices, manufacturing, and distribution. Designed as a scalable, multi-tenant platform, it enables resilient inter-service communication through asynchronous messaging and RESTful APIs while ensuring high availability, security, and seamless integration across enterprise ecosystems.

The platform continues to strengthen its warehouse management capabilities through features such as prepacking and kitting workflows for automotive operations, Cross-Dock Flow-Through (CDFT)



processes, item-level tracking in non-LPN warehouses, storage compaction and optimisation, and intelligent wave allocation to improve picker productivity and reduce travel time. The solution supports configurable workflows, integrates with enterprise systems such as SAP and other WCS/WES platforms, and provides role-based access controls, customer-specific user interfaces, and API-driven integrations.

- **Dock Management System (DMS):** As part of its ongoing evolution, the Optimus platform now includes a dedicated Dock Management System (DMS), enabling structured scheduling, allocation, and monitoring of dock operations. The solution enhances coordination between yard, dock, and warehouse activities, streamlining inbound and outbound vehicle movements. By reducing dock congestion and minimising vehicle turnaround times, the DMS improves operational efficiency, resource utilisation, and overall supply chain responsiveness.
- **Manufacturing Execution System (MES) Integration:** A key development during the year was the introduction of Manufacturing Execution System (MES) integration capabilities. Developed for sectors such as battery manufacturing, chemicals, and industrial production, this enhancement connects warehouse operations directly with shop-floor execution systems. The integration enables seamless information exchange between production and warehousing environments, providing end-to-end visibility, synchronised workflows, and improved operational control across manufacturing and storage processes. improves operational efficiency, resource utilisation, and overall supply chain responsivenes.
- **Finished and Semi-Finished Goods Management:** The platform has been expanded to support comprehensive management of both finished and semi-finished goods throughout the production lifecycle. This functionality enables manufacturers to track work-in-progress inventory, monitor production output, and manage material movement across various production stages within a unified digital environment. The enhancement improves traceability, inventory accuracy, and planning effectiveness while supporting complex manufacturing operations.
- **Enhanced Platform Configurability and Industry Adaptability:** The continued evolution of the Optimus platform has transformed it from a conventional warehouse management solution into a broader, domain-agnostic operations platform capable of supporting complex warehousing, manufacturing, and distribution environments. Enhanced configurability enables organisations to tailor workflows, business rules, and operational processes to industry-specific requirements while maintaining standardised governance and control. These improvements strengthen integration with enterprise and shop-floor systems, increase operational flexibility, and provide a scalable foundation for future digital transformation initiatives.



Safeguarding Innovations through Intellectual Property

Addverb recognises intellectual property (IP) as a strategic intangible asset that underpins innovation and long-term value creation. IP considerations are integrated throughout the product development lifecycle from early-stage innovation planning to commercialisation to ensure proprietary technologies are identified, protected, and sustained across relevant markets. A dedicated IP function, working closely with the R&D, engineering, and product teams, oversees the timely identification and filing of innovations while monitoring the portfolio to mitigate risks of infringement or loss. The portfolio comprises 36 patent filings, of which 16 have been granted across India, the USA, Europe, Australia, the UAE and Saudi Arabia, along

with 12 design grants. Complementing this, the company holds ISO 27001:2022 certification for information security management, strengthening the protection of proprietary technical information and data. This structured approach safeguards the company's innovations and supports sustainable business growth.

Lifecycle Support for Customers

Addverb delivers comprehensive lifecycle support to maximise system reliability, equipment performance, and long-term customer value. A Computerised Maintenance Management System (CMMS) serves as the backbone of its after-sales support ecosystem, enabling real-time asset monitoring, preventive maintenance planning, and streamlined maintenance activities to minimise downtime and optimise operational efficiency. Complementing its digital capabilities, Addverb offers customised service packages, comprehensive after-sales training, 24/7 technical support, and advanced analytics that provide customers with actionable insights to monitor performance, identify trends, and optimise operations throughout the solution lifecycle.

Quotation Module

The Quotation Module enhances customer convenience by enabling users to identify required spare parts, generate quotations, and place orders directly through the Mendix platform. By digitising the spare parts procurement process, the module improves transparency, reduces turnaround time, and ensures timely availability of critical components, thereby supporting uninterrupted operations.

Bumblebee: AI-Powered Virtual Assistant

Bumblebee, Addverb's AI-powered virtual assistant, strengthens customer support by providing instant access to site-specific Standard Operating Procedures (SOPs), equipment information, and maintenance guidance through a centralised knowledge base. The platform also offers guided first-level troubleshooting through step-by-step instructions, enabling on-ground teams to diagnose and resolve issues more efficiently. By improving first-response effectiveness, reducing mean time to resolution (MTTR), and enhancing equipment uptime, Bumblebee delivers a faster and more responsive customer support experience.

Customer-Centric Regional Teams

Addverb's regional customer service teams are strategically positioned to deliver agile and sustainable after-sales support. Operating closer to customer sites helps reduce travel-related environmental impacts while promoting digital service interactions that minimise paper consumption. Each regional team also undertakes localised compliance training and leverages structured customer feedback to drive continuous service improvement.

24/7 Hotline Support

Addverb's global 24/7 hotline provides uninterrupted technical assistance across geographies, enabling rapid issue resolution through remote support. This approach reduces travel-related carbon emissions while ensuring timely, energy-efficient service delivery. The support framework also promotes workforce diversity through geographically distributed teams and is supported by robust data protection practices and clearly defined escalation protocols to ensure secure and transparent service management.

Computerised Maintenance Management System (Mendix)

The Mendix-based CMMS strengthens sustainability by enabling predictive and preventive maintenance, extending asset life, improving energy efficiency, and eliminating paper-based maintenance records. Automated alerts, structured maintenance workflows, and real-time asset diagnostics enhance workplace safety while supporting technician capability development. The platform enables timely logging and resolution of breakdowns before they impact system performance while facilitating preventive maintenance to maximise equipment uptime and availability. It also leverages historical service records to accelerate issue resolution and provides customers with complete visibility of service requests, real-time ticket updates, transparent turnaround times, and detailed Root Cause Analysis (RCA) reports upon closure. Comprehensive audit trails and performance dashboards further reinforce governance through improved transparency, traceability, and operational oversight.

Customer Grievance Handling Framework

Addverb maintains a structured customer grievance redressal framework to ensure timely and effective issue resolution throughout the product lifecycle. Customers can raise concerns through multiple channels, including the CMMS platform, direct telephonic communication, and on-site support personnel. All issues are routed through a centralised technology platform to trained technical experts for prompt resolution.

Warranty-related spare part replacements are managed by the Customer Excellence team, while the On-Site Support (OSS) team provides dedicated assistance to customers covered under residential support agreements. Queries related to spare parts are handled by the respective functional teams, and a clearly defined escalation matrix ensures transparent, accessible, and efficient resolution of unresolved concerns.



Empowering Communities

At Addverb, Corporate Social Responsibility (CSR) is embedded within its broader strategic growth agenda. The company designs its CSR initiatives to advance sustainable development and inclusive progress, while addressing key social and environmental challenges. Its innovations are increasingly aligned with efforts to deliver wider societal value, integrating responsibility into core business operations.

Community-focused engagements, though a smaller component of the overall CSR portfolio, are designed to create meaningful and high-impact outcomes in areas where support is most needed, driving positive and lasting change at the grassroots level.

The CSR Policy further outlines Addverb's commitment to contributing positively to society through initiatives focused on education, healthcare, and community welfare, in alignment with the Companies Act, 2013. It ensures that all CSR activities are directed towards sustainable development and measurable social impact. The policy also defines the framework for CSR planning, allocation of funds, implementation, and reporting, including disclosures in the Board's Report and on the company's website. In addition, it establishes monitoring mechanisms and periodic review processes to ensure effective execution and continuous improvement of CSR initiatives.

Corporate Social Responsibility (CSR) Committee

Addverb's CSR agenda, centred on education and healthcare, energy and climate change, and broader societal upliftment, is governed by its CSR Committee comprising two Independent Directors and three Non-Independent Directors. The Committee provides strategic direction to the company's social and environmental initiatives, ensuring alignment with the provisions of Schedule VII of the Companies Act, 2013. The Committee is responsible for formulating and recommending the CSR Policy to the Board, advising on the allocation of expenditure towards CSR activities, and periodically monitoring the implementation and effectiveness of the CSR programmes to ensure intended outcomes are achieved.

Key Voluntary Initiatives for Community Wellbeing

Clothes Donation Drive

As part of its social responsibility efforts, Addverb collaborated with the NGO Goonj to support the dignity and well-being of underserved communities. The initiative, implemented in coordination with partner NGOs, involved a clothing drive to collect gently used garments, which were then distributed to several underprivileged families. The initiative helped enhance access to basic comfort and hygiene for beneficiaries, reflecting a simple yet meaningful contribution towards community welfare and inclusive development.



STEM Education Initiatives

Addverb has been strengthening the future robotics and Physical AI ecosystem by enabling students and academic institutions to gain hands-on exposure to advanced automation technologies. Recognising the gap between classroom learning and industrial application, the company supports universities and technical institutions by providing collaborative robots (Cobots) and quadruped robots at special educational prices. This initiative enables institutions to integrate industry grade technologies into teaching, research, and innovation, while equipping students with practical skills aligned with the evolving demands of Industry 4.0.

During the year, Addverb partnered with several leading academic institutions, including NAMTECH (Gandhinagar, Gujarat), Shiv Nadar University (Greater Noida), NIIT Patna (Bihar), Thapar Institute of Engineering and Technology (Punjab), and Manipal Academy of Higher Education (Karnataka), to facilitate experiential learning in robotics and Physical AI.

The initiative has created measurable academic and learning outcomes, as reflected in faculty feedback:

- **Bridging theory and practical application:** Students demonstrated an improved ability to apply concepts such as kinematics, control systems, computer vision, sensors, artificial intelligence, and programming to real-world robotic systems.
- **Developing an integrated understanding of Physical AI:** Exposure to advanced robotic platforms enabled students to appreciate Physical AI as the convergence of perception, reasoning, planning, control, mobility, and manipulation rather than viewing robotics and AI as independent disciplines.
- **Enhancing curiosity and self-directed learning:** Hands-on interaction with robotic systems encouraged students to independently explore Robot Operating System (ROS), computer vision, reinforcement learning, simulation, navigation, and robot programming beyond the classroom curriculum.
- **Building industry ready capabilities:** Faculty observed a transition from learning robotics as a subject to applying robotics as a problem-solving tool. Students strengthened their abilities in experimentation, debugging, systems integration, failure analysis, and collaborative project execution, all of which are essential competencies for careers in advanced manufacturing and intelligent automation.
- **Inspiring research and innovations:** Access to humanoid and intelligent robotic systems encouraged students to pursue research in autonomous systems, human-robot interaction, AI -enabled manipulation, and emerging industrial applications, fostering innovation, entrepreneurship, and higher education opportunities.

Reflecting on the programme, a senior faculty member noted:

> **"The most significant impact was not merely that students learned how a robot works; they began to understand how intelligence can be transferred from algorithms into physical action. This transition from theoretical understanding to embodied intelligence is fundamental to preparing the next generation of robotics and Physical AI engineers."**

Through such collaborations, Addverb continues to contribute to the development of future-ready talent by strengthening practical education, encouraging innovation, and building capabilities that support India's rapidly evolving robotics and automation ecosystem.

Governance Built on Integrity

Good governance practices form the cornerstone of Addverb's commitment to ethical conduct and responsible business operations. The governance framework is grounded in the principles of transparency, accountability, and compliance with applicable Indian and international regulatory requirements. A diverse and experienced Board provides effective oversight, enhances stakeholder confidence, and supports the organisation's focus on long-term, balanced, and value-driven growth.

Corporate governance at Addverb is structured to enable ethical, transparent, and inclusive decision-making. The Board of Directors, comprising members with diverse experience, expertise, age profiles, and gender representation, brings a broad range of perspectives to strategic oversight. This diversity supports more balanced, informed, and well-rounded decision-making across key business areas.

While day-to-day operations are managed by the executive leadership, the Board retains responsibility for overall governance, strategic direction, and compliance oversight. To strengthen checks and balances and avoid potential conflicts of interest, the roles of Chairman and Whole-time Director are maintained separately.



Board Composition

1
Executive Director

8
Non-Executive Directors
(Including Independent Directors)

2
Directors out of the
9 are independent

7
Directors are above
50 years of age

2
Directors are between
30 to 50 years of age

Tenure Details

Independent Directors: **5 years**

Whole-time Directors: **3 years**

Other Directors: Retire by rotation as per the Companies Act, 2013

Board of Directors

- Audit Committee
- Nomination & Remuneration Committee
- Corporate Social Responsibility Committee



Board Selection and Independence

The company has adopted a Policy for Selection of Directors and Determining Director Independence, which outlines the criteria and process for appointment and evaluation of Directors.The Nomination and Remuneration Committee evaluates Directors based on expertise, integrity, independence, leadership capability, and diversity, ensuring alignment with long-term strategic goals. The policy also mandates periodic performance evaluation of the Board and its members.

The company recognises independent oversight as a key element of good governance. In line with the Companies Act, 2013, Independent Directors Mr. D.H. Shah and Mr. C.S. Gokhale meet at least once annually, without the presence of management or executive directors, to ensure objective review of governance matters.

During FY 2025-26, one such meeting of the Independent Directors was held. This practice strengthens board independence, enhances decision-making objectivity, and reinforces robust governance oversight.

Board Performance Evaluation

Addverb follows a structured process to evaluate the performance of the Board, its Committees, and all Directors, including Independent and Non-Executive members. This evaluation is conducted annually through a secure and confidential online system to ensure objectivity and transparency.

The Nomination and Remuneration Committee (NRC) oversees the process and reviews the performance of the Board, Committees, and individual Directors. Independent Directors also assess the performance of the Chairman and Non-Independent Directors. In addition, the Board, each Committee, and each Director undertakes a self-assessment. In addition, each Committee and Director undertakes a self-assessment, with the consolidated feedback submitted to the NRC for review.

The evaluation findings are documented and placed before the Board and relevant Committees for noting. Following a comprehensive review of all inputs, a final report is submitted to the Chairman. This structured approach strengthens accountability, supports continuous improvement, and enhances overall Board effectiveness.

Annual Total Compensation Ratio

Particulars	India (in INR)	USA (in USD)	EMEA	AUS
Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	14.15	3.14	4.22	2.06
Ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	0.83	1.00	0.80	1.60

Ratios are calculated by region in local currency, given differing compensation structures across markets; annual total compensation includes fixed pay, allowances, variable pay and statutory benefits, and the median covers full-time employees on the payroll at 31 March 2026, excluding contract and agency workers.

Policy Framework

Whistleblower Policy	Code of Conduct	Maternity and Paternity Benefit Policy	Policy on Prevention and Redressal of Sexual Harassment at the Workplace
Corporate Social Responsibility (CSR) Policy	Policy for Selection of Directors and Determining Directors' Independence	Policy for Appointment of a Person in Senior Management	Physical & Environmental Security Policy
Remuneration Policy for Directors, Key Managerial Personnel, and other employees	Risk Management Policy	Policy for Performance Evaluation of Independent Directors, Board, Committees of Board, and Other Individual Directors	
Access Control Policy	Data Privacy Policy	Energy Management System Policy (EnMS)	Incident Management Policy	Asset Management Policy
Human Resource Security Policy	Integrated Management Policy	Information Classification Policy	Acceptable Usage Policy	Information Security Policy

Business Ethics

Guided by a strong culture of ethics and accountability, the company has embedded its Code of Conduct into every employee agreement to help employees at all levels make responsible and value-driven decisions. The Code continues to evolve in line with changing societal and technological expectations, covering key areas such as sustainability, data protection, responsible AI usage, and algorithmic fairness. Supporting this governance framework, the Vigil Mechanism and Whistleblower Policy provide employees with a secure and confidential platform to report misconduct, non-compliance, or any form of unethical conduct.

In line with the Companies Act, 2013, Addverb maintains a dedicated Investor Section on its website, where policies, annual reports, and annual returns are readily accessible. This transparency ensures that shareholders and stakeholders have easy access to key information, reflecting our commitment to accountability and strong corporate governance practices.

Addverb's Commitment to Business Ethics:

- Code of Conduct training via workshops and modules
- Promotes anti-bribery to supply chain partners
- Secretarial, HR, Legal, and Compliance teams ensure regulatory compliance
- Uses technology for transparent expense tracking
- Emphasise fair dealing
- Manage conflict of interest
- Ensure transparency and quality in public disclosures
- Responsible use of AI, algorithmic bias, and digital risks

Ethics Measures

The company has established processes to strengthen ethical business conduct and minimise corruption and bribery risks across its operations.

- Internal Audit is conducted on a quarterly basis, and a formal corruption risk assessment has been developed to identify and assess corruption related risks.
- Awareness on preventing corruption and bribery is communicated to employees through the company's Code of Conduct, which outlines expected standards of ethical behaviour.
- A documented approval procedure has been established for sensitive transactions, including gifts, hospitality, and entertainment, to ensure transparency and appropriate oversight.
- The effectiveness of anti-corruption control procedures is periodically reviewed through the quarterly Internal Audit process.
- Third party due diligence measures have been incorporated into the Supplier Code of Conduct. In addition, Vendor Know Your Customer (KYC) procedures are undertaken during the supplier onboarding process to support ethical procurement practices.

Ethics Certifications

The company's business ethics framework is tested through quarterly internal audit and a formal corruption risk assessment, and its Bot Verse facility undergœs independent Workplace Conditions Assessment audit, both of which cover business practices and integrity.



Ethics Reporting and Governance

The company has established systems and certifications that reinforce its ethics and compliance framework. Relevant assessments like SMETA and WCA have been conducted.

- Employees submit conflict of interest declarations, which are maintained and monitored by the Human Resources function.
- A whistleblower mechanism is in place to enable employees and stakeholders to report concerns relating to unethical conduct.
- Any whistleblower complaints, where applicable, are reported to the Audit Committee for review and oversight.
- The company's Statutory Audit Report and Directors' Report provide additional information on governance, compliance, and oversight practices and support the company's commitment to ethical business conduct.

Vigil Mechanism (Whistleblower Policy)

Reinforcing its commitment to ethical conduct and responsible governance, Addverb has established a Whistleblower Policy under its Vigil Mechanism to enable employees, directors, and other stakeholders to report concerns related to unethical behaviour, misconduct, fraud, or violations of applicable laws and regulations. The mechanism provides secure and confidential reporting channels with direct access to designated authorities, including the Whole-time Director and, for matters of significant concern, the Chairman of the Audit Committee.

All concerns raised, including suspected fraud, corruption or breaches of the Code of Conduct, are assessed, investigated, and addressed through a structured process governed by principles of independence, confidentiality, and fairness. The policy explicitly prohibits retaliation against whistleblowers and ensures adequate protection for individuals raising concerns in good faith. Oversight of the mechanism is provided by the Audit Committee, which periodically reviews the effectiveness of the system and ensures appropriate corrective and preventive actions where required.

This framework supports a culture of transparency, accountability, and ethical decision-making across the organisation.

During FY 2025–26, no whistleblower complaints or protected disclosures were received.



Risk Management

Within Addverb, risk management is embedded into the company's operational ethos to ensure business continuity, long-term growth, and sustained value creation for stakeholders. A structured Risk Management Framework has been established to systematically identify, assess, monitor, and mitigate financial, operational, strategic, and compliance risks that may influence the achievement of the company's objectives. Supported by clearly defined policies, Standard Operating Procedures (SOPs), systems, and governance mechanisms, the framework integrates risk management into business planning as well as day-to-day operations, enabling informed decision-making through a consistent understanding of potential risks and their impacts.

The framework provides a common methodology for prioritising, assessing, mitigating, monitoring, and reporting risks across the organisation. It promotes timely escalation of significant risks to the appropriate management and governance levels, ensuring that strategic, operational, investment, and resource allocation decisions are taken with due consideration of associated risks. The framework is embedded into key business processes to enable consistent risk management across the organisation.

Risk management activities are undertaken at three levels comprising day-to-day operational risk management, periodic business and strategic risk assessments, and oversight by senior management and the Board. This integrated approach enables continuous evaluation of the internal and external business environment, assessment of emerging risks, review of existing controls, and implementation of appropriate risk responses to maintain risks within acceptable levels.

Clear roles and responsibilities have been established across the organisation to strengthen accountability for risk management. Risk owners are assigned to significant business risks and are responsible for maintaining risk assessments, evaluating the effectiveness of controls, and implementing mitigation measures. Business functions regularly review risk management activities, while specialised risk and compliance functions provide independent oversight, guidance, and assurance. Independent audits are also undertaken to assess the design and operating effectiveness of the Risk Management Framework and identify opportunities for continual improvement.

The company's risk assessment process follows a defined methodology comprising the establishment of business objectives, identification of risk events, assessment of their likelihood and potential impact, implementation of appropriate risk responses, and monitoring of residual risks. Depending on the nature and significance of the risk, response strategies include avoiding, reducing, transferring, or accepting risks in line with the company's risk appetite. Mitigation measures are documented through action plans with assigned responsibilities, implementation timelines, and periodic reviews to ensure effective execution. Significant risks are reported periodically to senior management and the Board to support effective oversight.

To strengthen regulatory adherence, the company has implemented a compliance management tool that enables systematic tracking of all applicable statutory and regulatory requirements. The system monitors compliance obligations, due dates, responsible owners, and status updates, ensuring timely and effective compliance with applicable laws and regulations.



Regulatory Compliance

The company aligns its operations with key international frameworks, including the International Labour Organisation (ILO) Conventions and the UN Guiding Principles on Business and Human Rights, ensuring adherence to globally recognised standards.

An active compliance function continuously monitors and mitigates organisation-wide risks while fostering a culture of transparency and accountability. Employees are required to acknowledge the completion of compliance activities within defined timelines, reinforcing responsibility and ensuring consistent adherence across the organisation.

Moreover, the company also has IMS in place (ISO 14001 and 45001) and conducted SMETA 4 pillar audit and Workplace Condition Assessment Audit as per customer's requirement. Where national law conflicts with internationally recognised human rights, the Company adheres to the principles of international human rights.

Conflict of Interest

Addverb follows a structured process to identify and manage potential conflicts of interest. The company maintains and regularly updates a list of related parties, while meeting agendas clearly disclose the "Nature of Interest" wherever applicable. All related party transactions are conducted on an arm's length basis and are subject to prior review and approval by the Audit Committee, ensuring transparency and informed decision-making.

During the year, the company obtained declarations of compliance with the Code of Conduct from all employees to identify any potential violations or conflicts. The outcomes were submitted to the Human Resources (HR) function for review and appropriate action. Additionally, in collaboration with HR, the company established an approval mechanism enabling the Chief Human Resources Officer (CHRO) to evaluate and approve cases where a conflict of interest exists, ensuring such matters are addressed through a defined governance process.



Engineering Excellence Through Quality Assurance

Quality assurance remains a cornerstone of Addverb's product development and delivery framework, ensuring reliability, consistency, and operational excellence across its automation solutions. During the year, the company further strengthened its quality management practices through robust process controls, continuous improvement initiatives, and data-driven quality monitoring. Supported by an ISO 9001:2015 aligned Quality Management System, comprehensive supplier quality assurance programmes, and rigorous inspection and audit mechanisms, Addverb maintains high standards across design, manufacturing, software development, and deployment. These efforts enable the company to deliver dependable, high-performance solutions while enhancing customer satisfaction and long-term operational value.



Symbols of Excellence

Throughout the year, Addverb's dedication to innovation, operational excellence, and ethical leadership has been acclaimed by prominent industry institutions. These awards and recognitions are strong affirmations of the company's consistent quest for quality, customer satisfaction and technological innovation.



Awards Received in 2025-26

Received the **LogiVerse Award** for Best Technology Integration in Warehousing.

Received the **Tech Titans in Logistics Integration Award** at the Logiverse Awards.

Won the **Silver Award** at the **ET Kaleido Awards 2025** in the **Enterprise Tech (B2B) category.**

Won the **Bronze Award** at the **BW Excel Awards 2025** in the Enterprise Tech (B2B) category.

Won **Gold** at the **PRCA Awards 2025** in the **Manufacturing category.**

Recognised among the **Best Tech Brands 2025** at the ET Edge Awards.

Received the **Best Sustainability Award** from Reliance Retail.

Won **Gold** at the **15th Edition of the E4M IPRCCA Awards 2025** in the Continuous Campaign (Metro Only) category.

Sangeet Kumar, Co-Founder and Whole-time Director, was recognised as **Entrepreneur of the Year – Product or Manufacturing Business (Technology) at Entrepreneur 2025.**

External Assurance

To ensure credibility, accuracy, and transparency of our Sustainability Report, Addverb Technologies engaged TÜV India Pvt. Ltd. as an independent third-party assurance provider for FY 2025-26.

TÜV evaluated the processes, data management systems, and evidence supporting the reported information, and confirmed that nothing has come to their attention that causes them to believe the disclosures are not fairly presented, in all material respects. This external assurance by TÜV reinforces the reliability of our reporting and reflects our commitment to transparent communication with stakeholders.

TÜVINDIA





GRI Index

Statement of use	Addverb Technologies has reported the information cited in this GRI content index for the period 1st April 2025 - 31st March 2026 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Page(s)
GRI 2: General Disclosures 2021	2-1 Organisational details	About Addverb	7-8
	2-2 Entities included in the organisation's sustainability reporting	About Addverb	6, 8
	2-3 Reporting period, frequency and contact point	About the Report	6
	2-4 Restatements of information	About the Report	6
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	2-6 Activities, value chain and other business relationships	About Addverb	7-9, 33-34
	2-7 Employees	Diversity and Inclusion	37-38
	2-8 Workers who are not employees	Diversity and Inclusion	37
	2-9 Governance structure and composition	Board Composition	58, 12-13
	2-10 Nomination and selection of the highest governance body	Board Selection and Independence	59
	2-11 Chair of the highest governance body	Board Composition	58
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Composition	12-13, 58
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	2-14 Role of the highest governance body in sustainability reporting	Message from the Chairman	3, 6
	2-15 Conflicts of interest	Regulatory Compliance	64, 62
	2-16 Communication of critical concerns	Ethics Reporting and Governance	62
	2-17 Collective knowledge of the highest governance body	Board Selection and Independence	59
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	2-21 Annual total compensation ratio	Board Selection and Independence	59
	2-22 Statement on sustainable development strategy	Message from the Chairman, Message from the Co-Founder	3, 4-5
	2-23 Policy commitments	Policy Framework	60, 64
	2-24 Embedding policy commitments	Policy Framework	60-61
	2-25 Processes to remediate negative impacts	Grievance Handling	41, 54
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Handling and Human Rights	41, 62
	2-27 Compliance with laws and regulations	Regulatory Compliance	64, 20
	2-29 Approach to stakeholder engagement	Stakeholder Engagement Mechanism	14-16

GRI Standard	Disclosure	Location	Page(s)
GRI 3: Material Topics 2021	• 3-1 Process to determine material topics • 3-2 List of material topics • 3-3 Management of material topics	Materiality Assessment Framework	17-18
GRI 201: Economic Performance 2016	• 201-2 Financial implications and other risks and opportunities due to climate change	Materiality Assessment Framework	18
GRI 205: Anti-corruption 2016	• 205-1 Operations assessed for risks related to corruption • 205-2 Communication and training about anti-corruption policies and procedures • 205-3 Confirmed incidents of corruption and actions taken	Policies Business Ethics	61 20, 62 61, 20
GRI 206: Anti-competitive Behavior 2016	• 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics	20
GRI 301: Materials 2016A	• 301-1 Materials used by weight or volume • 301-2 Recycled input materials used	Materials Management	32
GRI 302: Energy 2016	• 302-1 Energy consumption within the organisation • 302-2 Energy consumption outside of the organisation • 302-3 Energy intensity • 302-4 Reduction of energy consumption • 302-5 Reductions in energy requirements of products and services	Advancing Energy-Efficient Automation	25-26 25-26 25-26 25-26 11, 35
GRI 303: Water and Effluents 2018	• 303-1 Interactions with water as a shared resource • 303-2 Management of water discharge-related impacts • 303-3 Water withdrawal • 303-4 Water discharge • 303-5 Water consumption	Water Conservation	27-29 27-29 27-29 27-29 27-29
GRI 305: Emissions 2016	• 305-1 Direct (Scope 1) GHG emissions • 305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management	22-23 22-23

GRI Standard	Disclosure	Location	Page(s)
	• 305-3 Other indirect (Scope 3) GHG emissions • 305-4 GHG emissions intensity • 305-5 Reduction of GHG emissions • 305-7 Air Emissions		22-23 22-23 22, 25-26 24-25
GRI 306: Waste 2020	• 306-1 Waste generation and significant waste-related impacts • 306-2 Management of significant waste-related impacts • 306-3 Waste generated • 306-4 Waste diverted from disposal • 306-5 Waste directed to disposal	Waste Management and Circularity Measures	30-31 30-31 30-31 30-31 30-31
GRI 401: Employment 2016	• 401-1 New employee hires and employee turnover • 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees Talent • 401-3 Parental leave	Talent	39-40 39-40, 47 39, 20
GRI 403: Occupational Health and Safety 2018	• 403-1 Occupational health and safety management system • 403-2 Hazard identification, risk assessment, and incident investigation • 403-3 Occupational health services • 403-4 Worker participation, consultation, and communication on occupational health and safety • 403-5 Worker training on occupational health and safety • 403-6 Promotion of worker health • 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships • 403-8 Workers covered by an occupational health and safety management system • 403-9 Work-related injuries • 403-10 Work-related ill health	Occupational Heath and Safety	42-44 42-44 42-44 42-44 42-44 42-44 42-44 42-44 44 42, 44
GRI 404: Training and Education 2016	• 404-1 Average hours of training per year per employee • 404-2 Programs for upgrading employee skills and transition assistance programs	Training	45, 20 39, 45

GRI Standard	Disclosure	Location	Page(s)
GRI 405: Diversity and Equal Opportunity 2016	• 405-1 Diversity of governance bodies and employees • 405-2 Ratio of basic salary and remuneration of women to men	Diversity and Inclusion	37-38, 58 38
GRI 406: Non-discrimination 2016	• 406-1 Incidents of discrimination and corrective actions taken	Training	20, 45
GRI 408: Child Labor 2016	• 408-1 Operations and suppliers at significant risk for incidents of child labor	Grievance Handling and Human Rights	34, 41
GRI 409: Forced or Compulsory Labor 2016	• 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Grievance Handling and Human Rights	41, 34
GRI 413: Local Communities 2016	• 413-1 Operations with local community engagement, impact assessments, and development programs • 413-2 Operations with significant actual and potential negative impacts on local communities	Empowering Communities	55-56 55-56
GRI 418: Customer Privacy 2016	• 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Business Ethics	61, 60



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