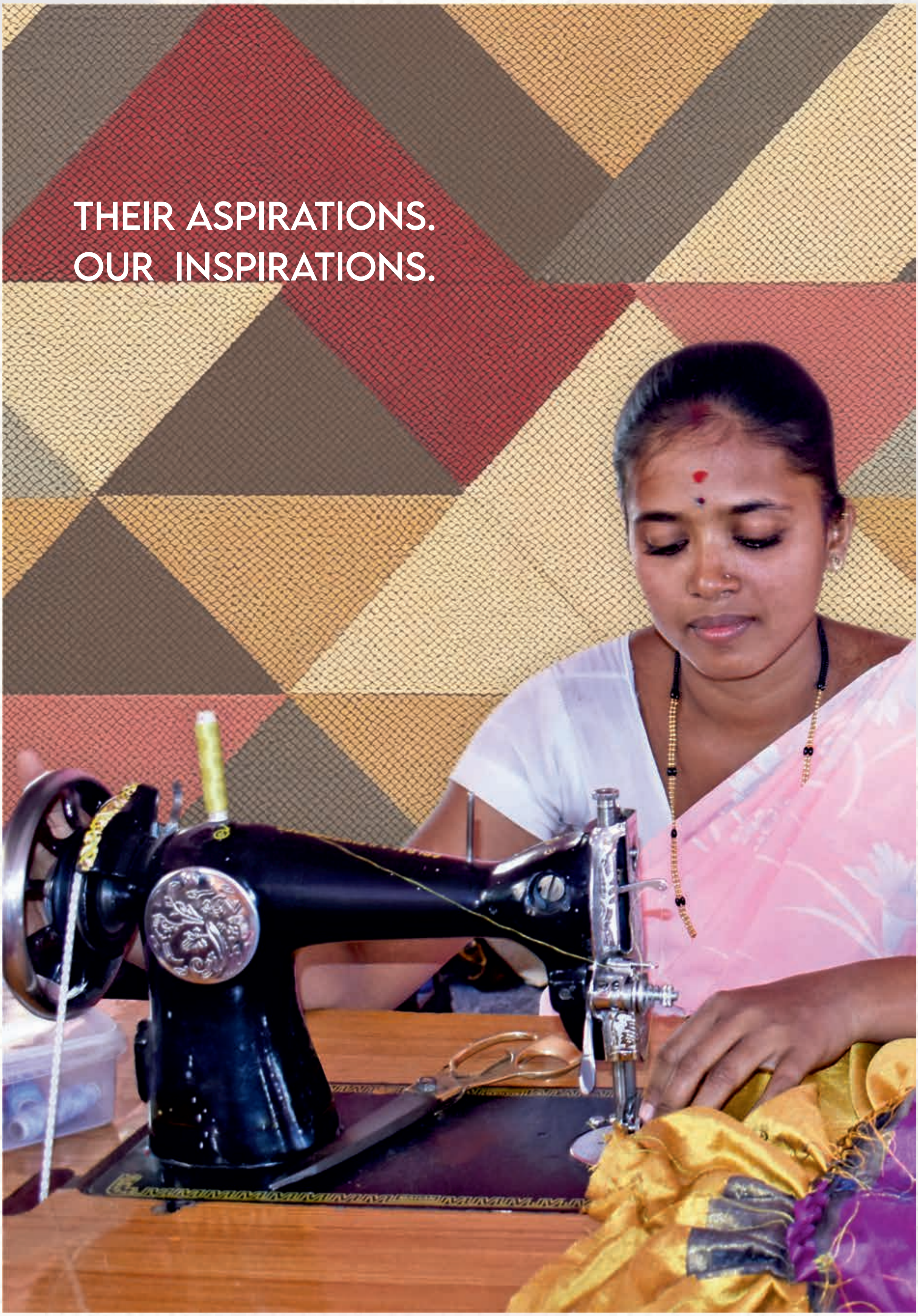
BALDOTA



RMML ESG REPORT 2023-25

THEIR ASPIRATIONS. OUR INSPIRATIONS.

Our stakeholders' aspirations are our inspirations. Every community we touch, every employee who builds with us, and every ecosystem we depend on shapes the way we operate. Their hopes for safety, opportunity, and a healthier planet guide our decisions. This report reflects how those aspirations inspire us to mine responsibly, innovate continuously, and create value that endures.

For RMML, sustainability is not a mandate, it is a shared journey. The dreams of the people around us fuel our commitment to responsible mining, environmental stewardship, and transparent governance. We draw inspiration from their expectations to build a future where inclusive progress and preservation move together.

CONTENT

REFLECTIONS

Dear Stakeholders,

As we reflect on the fiscal years 2023-24 and 2024-25, Ramgad Minerals & Mining Limited (RMML) stands at a pivotal juncture in its journey towards sustainable growth and responsible mining. Our commitment to Environmental, Social, and Governance (ESG) principles has been the cornerstone of our operations, guiding us to achieve excellence while upholding our responsibilities to the environment and society.

Advancing Sustainable Mining Practices

RMML has consistently prioritized the integration of sustainable practices within our mining operations.

Our iron ore mine in the Ramgad forest, Sandur Taluk, Ballari District, operates with a focus on minimizing environmental impact. Through continuous monitoring and adherence to environmental regulations,we ensure that our activities align with ecological preservation.

Pioneering Exploration Initiatives

Our exploration endeavours have led us to become the first private sector company in India to undertake significant gold exploration projects in the Gadag district of Karnataka.

These greenfield projects, spread across eight villages, have reached advanced stages of exploration, setting the stage for future gold mining and processing operations. Additionally, RMML is actively engaged in acquiring auction blocks of rare earth deposits in the Barmer district of Rajasthan, positioning RMML at the forefront of strategic mineral exploration in the country.

We are also committed to integrating green energy solutions and leveraging renewable energy in our operations wherever feasible.

In line with its commitment, RMML generated 107 million units of wind energy in FY 2023-24 and 103 million units in FY 2024-25, reinforcing our efforts to transition towards cleaner energy. We are striving to source 100% energy needs from Renewable Energy sources.

Empowering Communities and Upholding Ethical Standards

Our dedication to social responsibility is evident through our initiatives aimed at community development and employee welfare. We have implemented programs focused on education, healthcare, and skill development, ensuring that our growth translates into tangible benefits for the communities we serve. Upholding ethical standards, we have established robust governance frameworks, including a Whistleblower Policy, to promote transparency and accountability within our organization.

Looking Ahead

As we move forward, RMML remains steadfast in its mission to balance economic growth with environmental stewardship and social responsibility. We are committed to continuous improvement, embracing innovative technologies, and fostering collaborations that align with our ESG objectives. Our vision is to be a leader in sustainable mining, contributing positively to the nation's development while preserving the planet for future generations.

We are firmly committed to achieving 100% renewable energy usage in our operations in the future. We extend our heartfelt gratitude to our stakeholders for their unwavering support and trust in RMML's journey towards sustainable excellence.

Sincerely,
Dr. Narendrakumar A. Baldota
Director

ABOUT THE REPORT

THEIR ASPIRATIONS. OUR INSPIRATIONS.

This ESG Report for FY 2023-24 and FY 2024-25 reflects Ramgad Minerals and Mining Limited's (RMML) continued commitment to building a more sustainable and socially responsible business. It highlights the progress we have made towards our sustainability goals, the integration of responsible practices across our operations and culture, and the proactive steps we are taking to manage emerging risks and adapt to changing external conditions.

> **The report offers a holistic view of RMML's economic, environmental, social, and governance performance. It serves as an annual update to keep our stakeholders, i.e. employees, investors, customers, partners, suppliers, lenders, communities, and regulators informed about our strategic priorities, sustainability progress, and long-term value creation.**

By engaging with this report, stakeholders can gain a deeper understanding of RMML's societal, environmental and economic impact and how we are contributing to inclusive growth and responsible mining. The Report covers data for IGIOM Mines, Wind Division, Mineral Exploration Division and Gadag Office.

REPORTING FRAMEWORK

The report has been prepared with reference to the GRI Standards, includes a GRI Content Index, and also incorporates relevant disclosures aligned with ICMM principles and BRSR guidelines where applicable.

RESTATEMENT OF INFORMATION

There are no significant changes during the reporting period regarding the organization's size, scope, structure, ownership, or its supply chain. There are changes in the list of material topics compared to our previous reports.

REPORTING PERIOD

It covers the reporting period from 1 April 2023 to 31 March 2025. It provides comprehensive information on RMML and its operations, a subsidiary of Baldota Group.

EXTERNAL ASSISTANCE

We have not undertaken external assurance for this report.

CONTACT POINT

All queries, comments and feedback related to this report may be directed to Mr. H.K. Ramesh, VP - CSR through **hkramesh@baldota.co.in** and the report is published on www.baldota.co.in

EFFICIENT OPERATIONS, FOR SUSTAINABLE AMBITIONS.

Improving People's Lives

497.78 Lakhs*
Community Investment

31, 07,180 liters
Drinking water provided to community

Zero
Incidents for Lost Time Incident Rate and Total Recordable Incident Rate

Being a Trusted Company

Zero
Complaints and grievances

100%
Compliance reporting

7
Member Board Team

Respecting the Environment

Zero
Litres -Withdrawal from water stressed zones

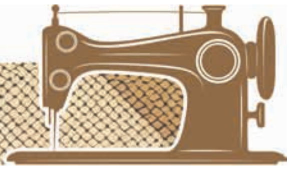
0.065
MT Hazardous Waste

300*
Thousand tCO_2 avoided by using renewable energy

6,436
Trees planted

*INR 497.78 Lakhs is the total spending for FY 2023-24 and FY 2024-25. Individual CSR spending for FY 2023-24 was INR 215.58 Lakhs and for FY 2024-25 was INR 282.20 Lakhs
*Emission avoided as part of Wind generation over a period of 4 years

ABOUT RMML



Ramgad Minerals & Mining Limited (RMML), a flagship company of the Baldota Group, has been at the forefront of India's mining sector for over five decades. With a strong legacy built on responsible mining practices, RMML is one of the country's most efficient producers of minerals, particularly Iron Ore. Our operations are headquartered in Hospet, Karnataka, where we manage a fully operational iron ore mine spread across 20.23 hectares in the Ramgad Forest Division. RMML has also pioneered exploration efforts, becoming one of the first private companies to conduct large-scale gold exploration in the Gadag district of Karnataka and identifying rare earth deposits in Barmer, Rajasthan. It has invested in renewable energy and has an installed total wind energy capacity of 67.75 MW.

Guided by a strong commitment to sustainability, safety, and community development, RMML continues to evolve as a future-focused enterprise that aligns business performance with environmental stewardship and social responsibility.

> **“We are dedicated to fostering a diverse and inclusive workplace where everyone feels respected, valued, and empowered to bring their authentic self to work.”**

MISSION

To be leader in our chosen business domains. Meet the evolving needs of the customers. Invest in people and capabilities.

VISION

To be a conglomerate, driven by:

- **Sustainability**
- **Foster National Development**
- **Achieve excellence and value creation**

OUR COMMITMENTS

(1) Create a work environment where everyone returns home safe and healthy each day, with every individual playing an active role in making this possible. (2) Operating and developing mines in line with environmental, social and governance best practices (3)Developing a diverse workforce; and (4) Maintaining strong relationships with our communities and stakeholders.

OUR PRINCIPALS

COMMITMENT | **CREATIVITY** | **CARE** | **CONCERN** | **CORE VALUES**

RMML OPERATIONS

Our commitment to building business resilience is reflected in the success of our diversified operations, which span iron ore mining, mineral exploration and Wind Energy. Our upstream activities involve highly mechanized processes, utilizing hydraulic excavators, dumper combinations, and extensive equipment maintenance, supported by a workforce that includes contractor employees. Local contractors are engaged to provide vehicles, heavy earth-moving machinery (HEMMs), and other resources essential for mining operations.

The iron ore we produce is partially utilized by the Baldota Group's pelletisation plant, while the remaining output is sold either through e-auctions or direct sales to buyers. RMML also contributes to decarbonization efforts by supplying green energy to potential buyers, thereby supporting the reduction of overall carbon footprint beyond its own operations.

OUR PRODUCTS

As a prominent producer of premium iron ore products, RMML is dedicated to delivering a diverse portfolio of high-quality products. We customize our iron ore solutions to meet the specific requirements of our clients, while upholding the highest industry standards. Committed to excellence, our products play a vital role in supporting the growth and development of various industries globally. Our Iron Ore has Ferrum range of 51 – 58%.

OUR CUSTOMERS AND SECTORS WE SERVE

We are proud to maintain a substantial market share in the domestic iron ore sector, excluding captive production. Our distinguished clientele comprises leading companies in the iron processing, sponge iron, and steel manufacturing industries. Notably, our key customers include JSW Steel & Sesa Goa Iron Ore, along with several other prominent steel and iron producers across India. We primarily cater to Integrated Iron and Steel Plants, ensuring our high-quality products effectively meet the varied requirements of these vital sectors.

BUSINESS PROCESS

MEMBERSHIPS, ALIGNMENT & CERTIFICATIONS

To support the responsible discovery, development and production of iron ore, we engage in a variety of ways with industry, business, education and research, and other non-government organisations, including through memberships, alignment and certifications.

- Federation of Karnataka Chambers of Commerce & Industry (FKCCI)
- Mines Safety Association Karnataka (MSAK)
- Mining Engineers Association of India (MEAI)
- Mines Environment & Mineral Conservation Association (MEMCA)
- Federation of Indian Mineral Industry (FIMI)
- India Wind Power Association (IWPA)
- Institution of Engineers India (IEI)
- Skill Council of Mining Sector
- Karnataka State Council Membership
- Council for Fair Business Practices (CFBP)
- Federation of Indian Chambers of Commerce & Industry (FICCI)
- Chemicals & Allied Products Export Promotion Council (CAPEXIL)

ALIGNMENTS WITH GLOBAL SUSTAINABILITY FRAMEWORKS

We align our activities with the SDGs to promote sustainability

Quality Management Systems

Environment Management Systems

Occupational Health & Safety Management Systems

DIRECT AND INDIRECT ECONOMIC IMPACT

The production during the reporting period FY 2023-24 and FY 2024-25 is 0.67 million tonnes and 0.89 million tonnes respectively. Below table summarises our economic value generation and distribution.

Types of production	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Iron Ore production (in Million MT)	0.49	0.51	0.67	0.89
Wind generation (Mwh)	105,773	107,368	107,776	103,677
Economic value generated (Million INR)	2,839.02	1,710.68	4,986.62	4,254.74
Economic value distributed (Million INR)				
Operation costs	583.7	328.85	2157.33	2710.91
Payments to government	771.02	521.12	1,494.84*	
Trends in CSR spending (Million INR)	17.92	24.29	21.55	28.22
Total Number of Suppliers	0	0	202	202
% of Tier 1 Suppliers	0	0	15%	15%
Total procurement budget (in Million INR)	268.03	465.18	477.28	371.47
% Money spent on local supplier for procurement	85%	76%	73.28%	81.15%

* Total includes Income Tax, Royalty, District Mineral Foundation, National Mineral Exploration Trust and Special Purpose Vehicle for FY 2024 and FY 2025 combine

SUSTAINABILITY AT RMML

"We proudly produce for the better future"

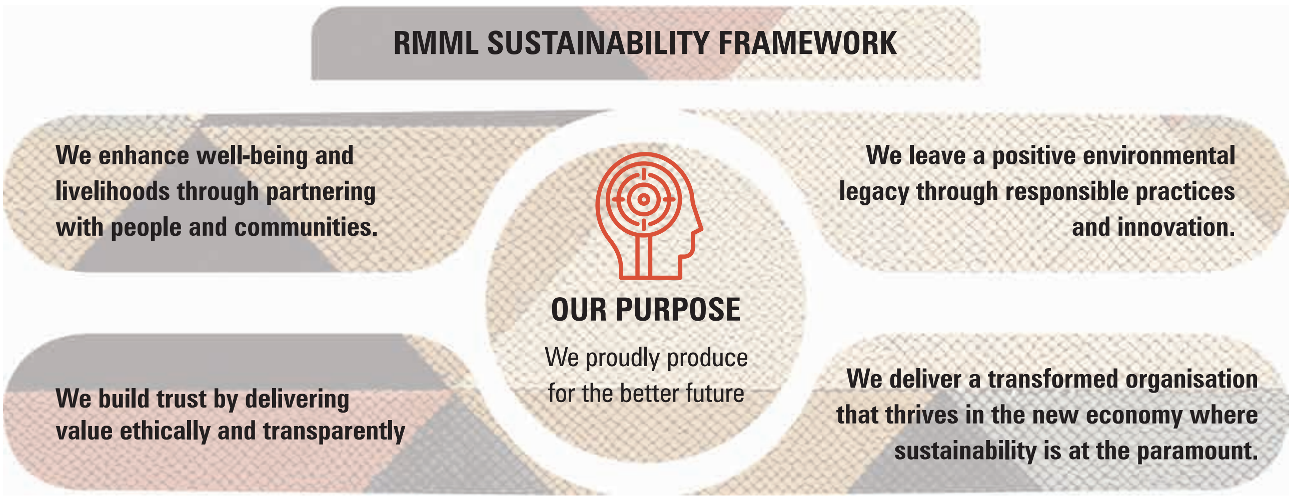
RMML has embraced a sustainable approach that shapes our company's understanding and commitment to sustainability.

As the world moves toward a cleaner energy future, the mining industry plays a vital role. What we do is essential, but it requires a dedicated approach. At RMML, we recognize that our actions must align with our values. We acknowledge our duty to mine responsibly for the present while also contributing to a better future.

At RMML, we are committed to sustainable mining, which entails:

Improving people Lives | Respecting the Environment | Building Business for the Future | Being a Trusted Company

We are dedicated to making decisions that generate value now and for future generations. At RMML, we strive for continuous improvement and sustainable advancement. The future hinges on the choices we all make today, and each of us has a role to play.



> **The Board's primary role is to establish the Company's strategic direction on behalf of the shareholders, ensure its ongoing relevance through regular reviews, and oversee its execution. Additionally, the Board evaluates the effectiveness of programs, practices, and measures related to workplace health and safety, social performance, and sustainability.**

Management Committee, a committee of the board, assists the Board with crucial business decisions along with liquidity management, application of surplus funds, granting power of attorney to raise funds and donations for CSR activities, overseeing, monitoring and reviewing RMML's practices and governance across critical business activities.

Within its scope, the Management Committee recommends key policies and strategies related to CSR and ESG to the Board of Directors. It monitors and reviews RMML's responsibilities, commitments, and performance in these domains, oversees the setting of public targets and significant external disclosures, and ensures processes are in place to support compliance with applicable policies, legal, and regulatory requirements. The Committee also reviews RMML's response to issues of concern or non-compliance and evaluates management's recommendations in light of emerging industry trends and standards.

The Management committee assists the Board with oversight of identification, management and mitigation of risks with respect to the CSR and ESG areas, while the Audit Committee assists the Board in fulfilling its responsibilities concerning oversight of the Company's Risk Management Framework and processes. RMML recognises that risk is inherent in its business and effective risk management is essential to protecting business value and securing the growth of the Company.

SUSTAINABILITY GOVERNANCE STRUCTURE

At RMML, the Board of Directors provides strategic oversight, setting objectives and ensuring alignment with sustainability goals. The Risk Management Committee formulates policies and ensures their integration into business functions, while Executive Leadership drives daily implementation and progress reporting. Supporting these efforts, the EHS Team ensures compliance and promotes industry best practices, and the Operational Teams execute projects focused on energy, waste, and water conservation. Employees play a key role through active participation in regular training and awareness initiatives, fostering a culture of continuous improvement and accountability.

Board of Directors	Risk Management Committee	Executive Leadership
Oversee sustainability strategy, set objectives, ensure alignment.	Develop policies, oversee implementation, integrate into business operations.	Implement initiatives, ensure day-to-day adherence, report progress.

EHS Team	Operational Teams	Employees
Monitor metrics, ensure compliance, promote best practices.	Execute projects related to energy, waste, water conservation.	Regular training and awareness programs are conducted to keep employees informed and engaged.

MATERIAL ESG ISSUES

At RMML, we are committed to ensuring that our business success creates meaningful value for all our stakeholders. To achieve this, our goals and performance must align with society's evolving expectations. As part of this commitment, we conduct regular materiality assessments to prioritize stakeholder input and integrate it into our strategic planning. In FY 2023–2025, we carried out a comprehensive materiality exercise that involved peer benchmarking, industry trend analysis, and ESG sector evaluations. This was followed by in-depth management discussions and inclusive engagements that captured diverse stakeholder viewpoints. Through this structured process, we identified 25 material topics classified as high and very high priority, spanning economic, environmental, social, and governance domains that are most relevant to our stakeholders as well as for our business.

This time, the overall assessment approach played a crucial role in appraising the risks and opportunities that RMML and its businesses may face, as well as in refining its ESG strategy.

MATERIALITY ASSESSMENT PROCESS

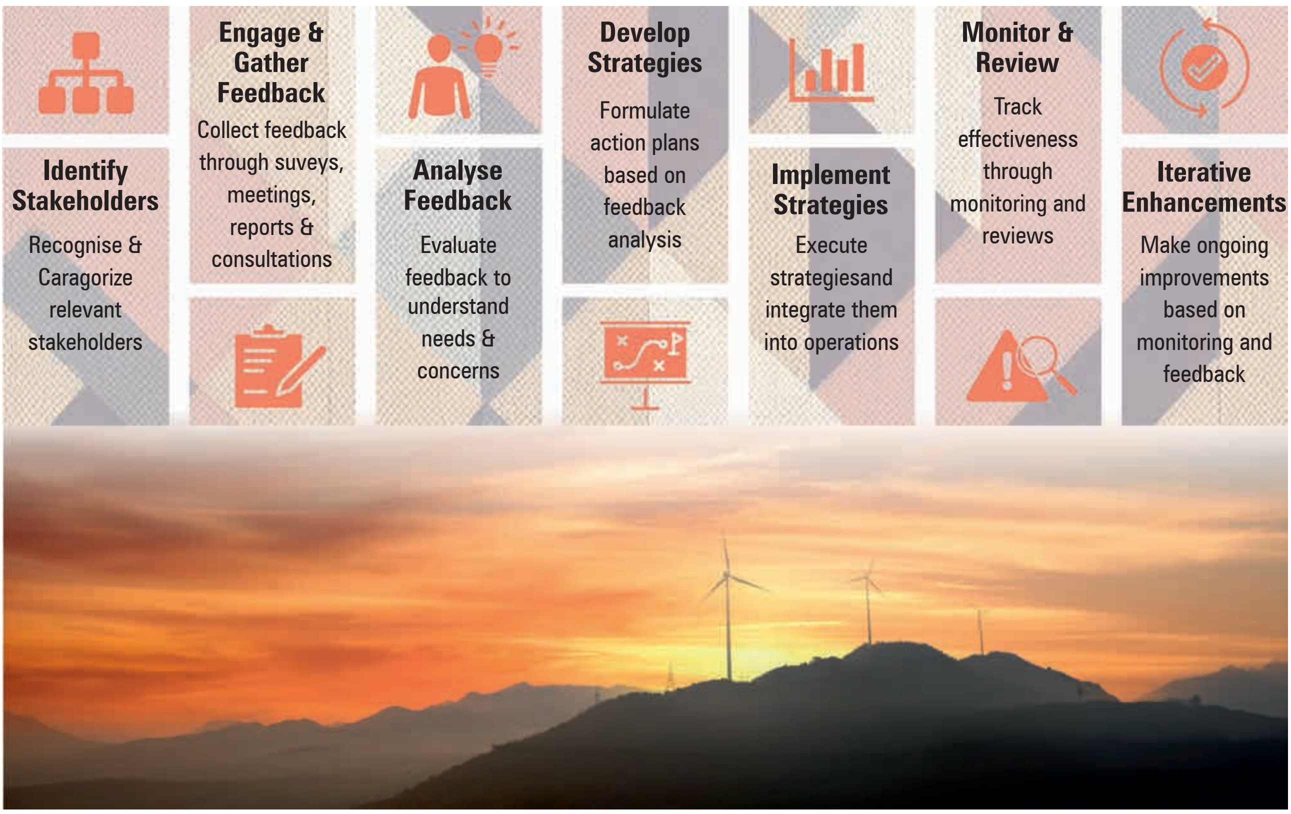
Step 1: Identifying Key Material Topics

The identification of industry-specific material topics followed a structured multi-step approach. Initially, key topics were selected based on guidance from two leading industry standards GRI and ICMM to assess their relevance. This was followed by a peer review to analyse the sustainability priorities of companies comparable to RMML. The process culminated in the creation of a comprehensive and prioritized list of 25 material topics, organized using the MECE (Mutually Exclusive, Collectively Exhaustive) framework to ensure clarity and relevance for RMML's operations.

Step 2: Stakeholder consultations and impact assessment

Following the identification of 25 key material topics, RMML undertook a structured prioritization exercise through robust stakeholder engagement. Stakeholders' engagement was conducted through interviews, focus group discussions, surveys, and site visits to gather both qualitative and quantitative insights on how these topics impact the organization and its stakeholders.

Recognizing the importance of early and meaningful engagement, we prioritized dialogue with key stakeholder groups to better understand their expectations, concerns, and perceptions of RMML's environmental and social impacts. The feedback received played a crucial role in shaping action plans that align with stakeholder priorities and support our long-term business goals. These material issues are regularly reviewed by the management team, with select topics escalated to the Board of Directors for strategic oversight.



METHOD OF ENGAGEMENT

STAKEHOLDER GROUP	ENGAGEMENT METHOD	FREQUENCY OF ENGAGEMENT	KEY FOCUS AREAS
Board of Directors	Meetings	Quarterly	Get insights on ESG and Sustainability strategy and policy discussion
Employees	Survey/ Workshops	Ongoing	To gather feedback on workplace conditions and sustainability initiatives
Customer Feedback	Survey	Ongoing	To understand customer needs and improve product offerings
Supplier Audits	Meetings	Annually	To ensure compliance with sustainability and ethical standards
Community Forum	Group meetings	Quarterly	To discuss community needs and our social impact
Regulatory Consultations	Meetings	As required	To ensure compliance with regulatory requirements and best practices

Step 3: Assessing Risks and Opportunities

We conducted a thorough analysis of identified material topics to evaluate their potential impact on our strategy, emphasizing those with significant financial implications. These topics were then assessed against RMML's Enterprise Risk Management matrix to determine their risk thresholds. This assessment enabled us to gauge the level of risk associated with each topic and devise tailored mitigation strategies accordingly.

Step 4: Prioritizing Impact and Importance

After analysing stakeholder feedback and conducting a thorough risk assessment, we employed a scoring method to evaluate the severity and likelihood of each material issue. This allowed us to categorize these issues into high, medium, and low priorities.

Step 5: Preparing the Materiality Matrix

Stakeholder responses were meticulously analysed and mapped onto a materiality matrix, employing two axis to assess the significance of material issues. The X-axis evaluated the impact on RMML's business, with varying weightages assigned based on their relative influence. This process identified high-priority material issues and their implications on RMML's operations. On the Y-axis, business prioritization considered RMML's strategic goals, ESG-related risks within the Enterprise Risk Management (ERM) framework, and the scope of these material topics across the value chain. Material issues were categorized as high, medium, or low priority based on their impact, guiding the development of focused management strategies tailored to address each issue effectively.

KEY MATERIAL ISSUES IDENTIFIED

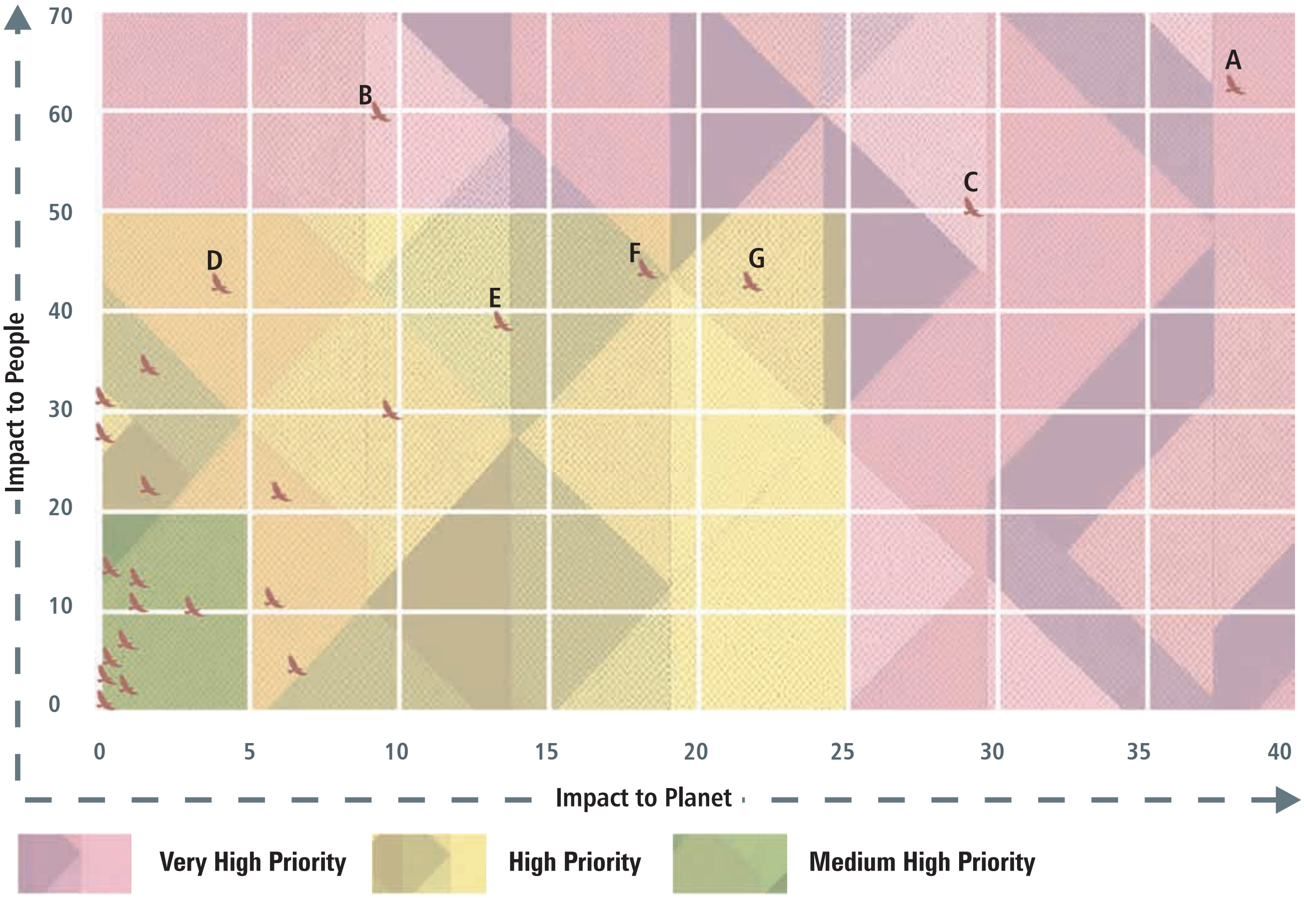
Through the materiality assessment, we have identified Greenhouse Gas (GHG) Emissions, Climate Adaptation and Resilience, Air Emissions, Biodiversity, Mining Waste and Community Stakeholders as the most significant areas for RMML. We are working towards deploying strategic initiatives to efficiently monitor and manage these critical areas within our operations.

Furthermore, we identified 9 new material topics in this year's exercise: "Mining Waste, Climate adaptation and resilience, Employment Practices, Freedom of association and collective bargaining, Land and resource rights, Rights of Indigenous People, Non-discrimination and equal opportunity, Critical incident management and Payments to governments"

Additionally, we allocated the material topics to the report themes as mentioned below:

Improving People's Lives	• Local Community • Rights of indigenous people • Child Labor • Forced Labor and modern slavery
Respecting the Environment	• GHG Emission • Air emission • Biodiversity
Building Business for the Future	• Climate adaptation and resilience • Equal opportunity • Public Policy
Being a Trusted Company	• Transparent and Ethical Business • Anti-Corruption

Materiality Matrix



A GHG Emission | B Climate Adaptation and Resilience | C Air Emission | D Biodiversity | E Tailings(Mining Waste)
F Waste | G Water & Effluents

ALIGNING IMPACT: RMML'S JOURNEY IN MATERIALITY AND RISK INTEGRATION

To maintain alignment with our strategic objectives, we conducted a comprehensive evaluation to ensure that all ESG-related risks, both primary and emerging, identified within our risk management framework, correspond with our high-priority material topics. This assessment supports a unified and integrated approach to managing risk and advancing our sustainability agenda.

To define and structure the list of sustainability-related risks and opportunities, we referred to internationally recognized frameworks, including the **GRI 14: Mining Sector 2024 Standard and the SASB Metals & Mining Industry Standard**. These frameworks provided critical guidance on sector-specific environmental, social, and governance issues that are likely to be material in the mining industry. Their use helped ensure that our analysis is not only internally consistent but also externally benchmarked and investor-relevant.

The identified material topics were further assessed in alignment with RMML's risk tolerance, as defined in our **Enterprise Risk Management (ERM) framework**. For instance, climate change and decarbonisation - recognized as high-priority material issues—are also categorized as "principal risks" under our ERM, underscoring their potential to significantly impact our operations and long-term resilience.

By integrating global sustainability standards with materiality insights and ERM, we ensure our sustainability strategy is effectively embedded in our risk management approach.

This alignment enhances internal decision-making by incorporating key financial and operational metrics, such as shifts in profitability, liquidity, and capital provisioning. A structured governance process supported by board oversight and management accountability ensures that materiality and risk identification efforts remain systematic, transparent, and strategically impactful.

GHG Emissions

Growing focus on climate change requires managing greenhouse gas emissions and reducing environmental impact.

Climate Adaptation and Resilience

Climate adaptation and resilience risk businesses through costly measures to combat extreme weather, regulations, and supply chain disruptions.

Air Emissions

Air emissions risk businesses by incurring regulatory fines, reputational damage, and increased operational costs.

Biodiversity

Preserving biodiversity aligns with sustainable development and reduces potential legal or reputational risks.

Mining Waste

Mining Waste can provide opportunities for resource recovery, construction materials, environmental rehabilitation, energy generation, and enhancing sustainability efforts in mining.

Local Communities

Engaging with communities builds trust, supports social license to operate, and minimizes conflicts.

Rights of Indigenous People

Respecting Indigenous Peoples' rights fosters strong partnerships, improve community relations, ensuring sustainable access to resources for mining businesses.

Land & Resource Rights

Land and resource rights pose a risk as disputes or restrictions can delay projects, increase costs, and limit access to essential resources.

Critical Incident Management

Critical incident management poses a risk as inadequate handling of emergencies can lead to safety issues, operational disruptions, and reputational damage.

MANAGEMENT APPROACH FOR THE MATERIAL TOPICS:

SR. NO.	PRIORITIZED MATERIAL TOPIC	PRIORITIZED MATERIAL IMPACT (REPHRASED)	MANAGEMENT APPROACH
1	Energy	Promotes innovation and improves energy efficiency in operations.	Installed solar lighting to minimise diesel generator usage.
2	Emissions	Involvement in fossil fuel use contributes to greenhouse gas emissions.	Implemented BS-6 compliant machinery and auto fuel sensors to cut emissions.
3	Climate Change Risks	Mining activities cause GHG emissions and deforestation, increasing vulnerability to climate events such as floods, droughts, and wildlifes.	Adopting enterprise-level climate risk assessments to enhance resilience.
4	Biodiversity	Mining activities can lead to habitat destruction and fragmentation, especially near ecologically sensitive zones.	Engaging stakeholders to improve biodiversity and reduce habitat disruption through sustainable practices.
5	Water	Mining can strain local water resources, especially in areas facing water scarcity.	Developed water supply projects, treated sewage for dust suppression, Zero water withdrawal from water stressed areas and initiated rainwater harvesting.
6	Effluents and Waste Management	Waste discharge from mining can pollute water sources and generate large volumes of solid waste.	No effluent is discharged; treated sewage is reused and mine water is managed for progressive closure.

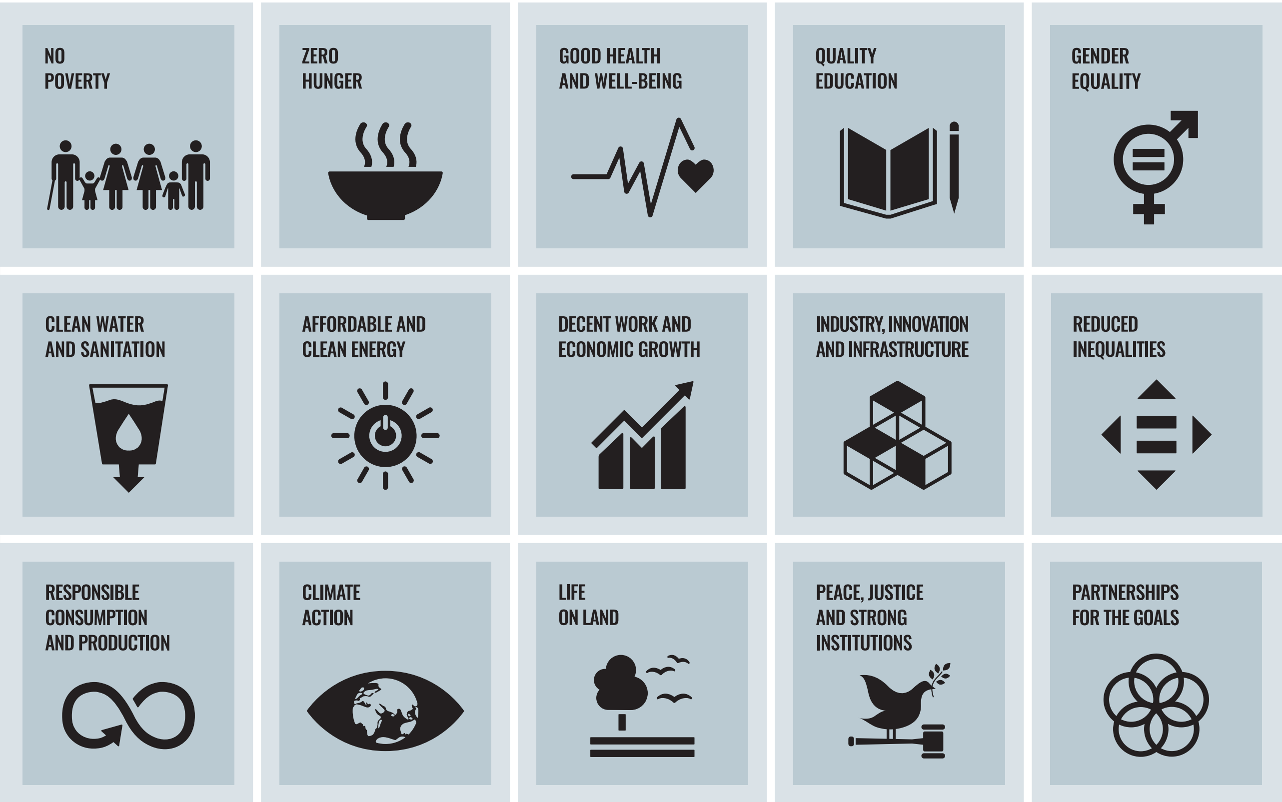
MANAGEMENT APPROACH FOR THE NINE MATERIAL TOPICS:

SR. NO.	PRIORITIZED MATERIAL TOPIC	PRIORITIZED MATERIAL IMPACT	MANAGEMENT APPROACH
1	Mining Waste	Improperly managed mining waste can pose environmental hazards including contamination and dam failures.	Mining wastes are managed with rigorous monitoring, containment systems, and closure planning in alignment with global best practices.
2	Climate Adaptation and Resilience	Climate change increases operational risks; adaptation is essential for long-term sustainability.	Climate risk assessments guide our adaptive strategies including infrastructure upgrades and ecosystem restoration.
3	Employment Practices	Fair employment practices enhance workforce well-being, productivity, and social license to operate.	We follow fair labour policies, provide safe working conditions, and invest in employee development and well-being.
4	Freedom of Association and Collective Bargaining	Employees' right to unionize and negotiate affects workplace equity and conflict resolution.	We respect employees' rights to organize and maintain open dialogue to support collective bargaining processes.
5	Land and Resource Rights	Operations may intersect with community or ancestral lands, raising concerns over fair access and consent.	Land access is managed through community engagement, impact assessments, and legal due diligence.
6	Rights of Indigenous People	Indigenous communities may be disproportionately affected by mining; respecting their rights is crucial.	We engage with Indigenous groups, respect traditional knowledge, and obtain Free, Prior and Informed Consent (FPIC) for projects.
7	Non-discrimination and Equal Opportunity	Discrimination in hiring or workplace culture affects morale, productivity, and regulatory compliance.	Our hiring and promotion policies emphasize diversity, inclusion, and equal opportunity across all levels.
8	Critical Incident Management	Failure to manage emergencies can result in harm to people, environment, and reputation.	We maintain emergency preparedness plans, conduct regular drills, and have rapid response protocols.

9	Payments to Governments	Transparent tax and royalty payments ensure accountability and contribute to public trust.	All payments to governments are disclosed in line with regulatory requirements and global transparency initiatives.

We remain committed and adaptable to changing stakeholder expectations and emerging sustainability trends by consistently reviewing and assessing key ESG topics. Collaboration is essential to achieving RMML's sustainability goals, enabling us to drive change, share insights, and develop innovative solutions. By embedding ESG principles into our business strategy, we strengthen stakeholder relationships while contributing to a sustainable future.

Material Topic	Report Section	Relevant SDG(s)
Occupational Health & Safety	Improving People's Lives	SDG 3, SDG 8
Workforce Development	Improving People's Lives	SDG 4, SDG 8
Community Engagement & CSR	Improving People's Lives	SDG 1, 2, 4, 10, 11,17
Water Management	Respecting the Environment	SDG 6
GHG Emissions & Energy Use	Respecting the Environment	SDG 7, SDG 13
Biodiversity & Land Use	Respecting the Environment	SDG 15
Waste Management (Tailings/Overburden)	Respecting the Environment	SDG 12
Ethics, Transparency & Anti-Corruption	Being a Trusted Company	SDG 16
Human Rights & Labor Practices	Being a Trusted Company	SDG 8, SDG 10, SDG 5
Risk & Compliance Governance	Being a Trusted Company	SDG 9, SDG 13

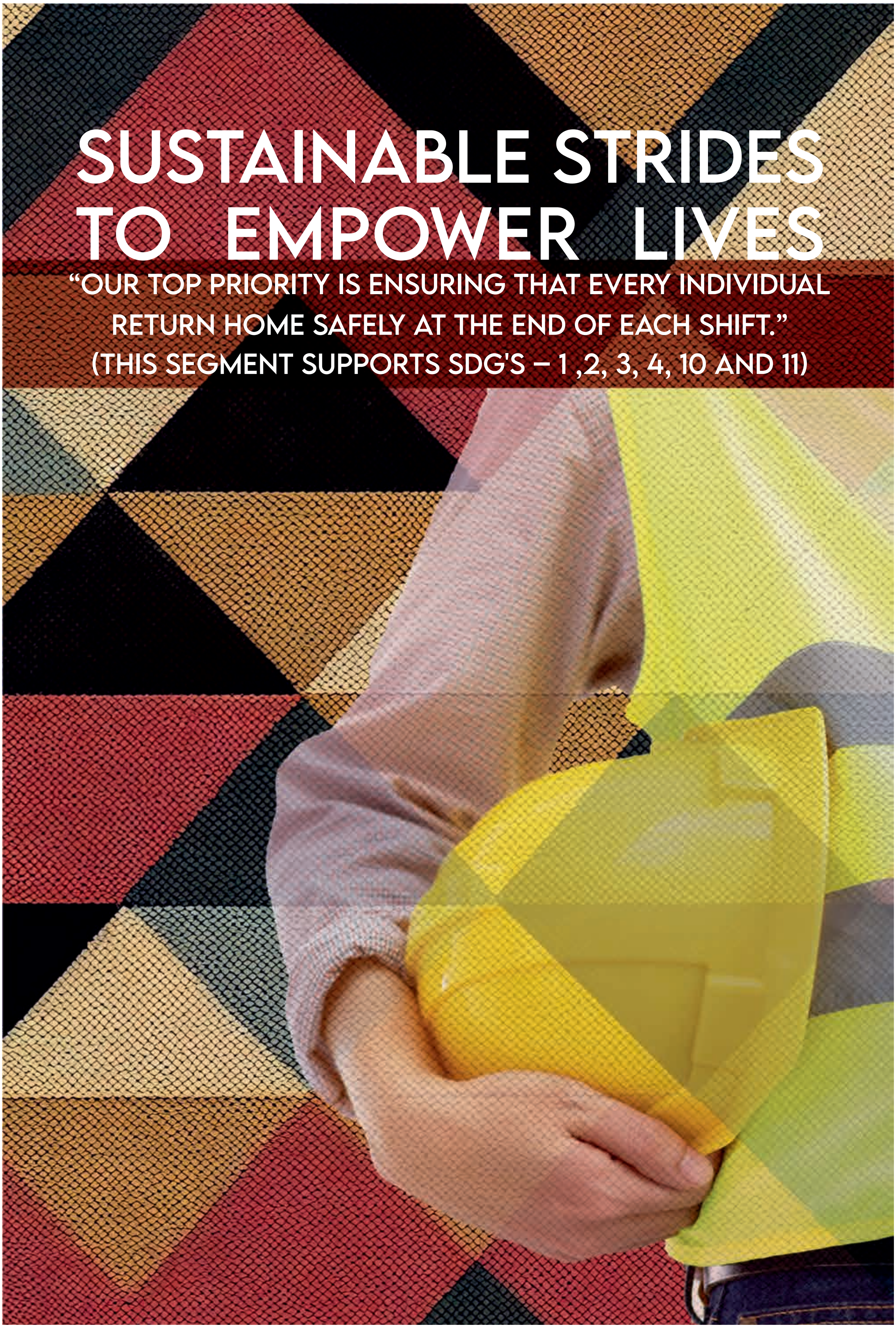


The insights gathered from our materiality assessment have shaped RMML's ESG strategy, which is anchored around three core pillars: Improving People's Lives (Social), Respecting the Environment (Environmental), and Building a Responsible Business (Governance). These pillars serve as a framework to address our most material issues, guide sustainability performance, and create long-term value for our stakeholders. The following sections of this report outline our progress and initiatives under each of these focus areas.

SUSTAINABLE STRIDES TO EMPOWER LIVES

"OUR TOP PRIORITY IS ENSURING THAT EVERY INDIVIDUAL RETURN HOME SAFELY AT THE END OF EACH SHIFT."

(THIS SEGMENT SUPPORTS SDG'S – 1 ,2, 3, 4, 10 AND 11)



SOCIAL GOALS

Increase in percentage of female employees YOY

Increase in percentage of employees' skillsets & training YOY

Increase in number of students exposed to STEM education in communities YOY

At RMML, "Sustainable strides to empower lives" is not just a theme—it is the cornerstone of our sustainability journey. Our materiality assessment reaffirmed that social topics such as workforce well-being, community engagement, and human rights are of high importance to both our stakeholders and our long-term business success. In the mining sector, social impact is fundamental for securing the social license to operate, building trust, and fostering inclusive growth. This is echoed by RSM UK's findings, which highlight persistent challenges such as high rates of occupational ill health, largely due to fatigue and stress and a 15% decline in sector employment between April 2021 and March 2023, signalling growing retention challenges. Additionally, the report emphasizes that active community engagement, including infrastructure development and local employment initiatives, is essential for responsible mining operations.

SOCIAL VALUES

Diversity & Inclusion

We ensure a diverse, inclusive, and equal opportunity workplace, free from discrimination of any kind.

No Child Labour

We ensure compliance with Child Labour (Prohibition and Regulation Act, 1986).

Fair Wages & Bonus

The compensation aligned with the Minimum Wages Act, the Payment of Bonus Act, Employees' Compensation Act, and the Employees' Provident Funds Act.

Rights of Indigenous People

Rights of indigenous people under Forest Rights Act, 2006.

RMML places its people at the centre of its operations. We believe that our employees are our most valuable asset, and their personal development is directly tied to the company's progress. To support this, we have established a culture of continuous learning, with over 17,400 hours of employee training delivered between FY 2023–2025, covering topics such as safety, technical skills, and leadership. Our employee engagement programs are supported by strong leadership and strive to foster a workplace where individuals feel respected, included, and empowered. By investing in our people and our communities, RMML ensures that business growth translates into shared prosperity, reinforcing our commitment to sustainable, people-first progress.

WORKFORCE AT RMML

TALENT DEVELOPMENT

At RMML, we firmly believe that our employees are our greatest asset because their skills, dedication, and innovation directly drive the success and resilience of our operations. In a sector where safety, productivity, and sustainability are paramount, it is our people who bring these values to life each day. We prioritize open communication, foster a culture of continuous learning, and provide ample opportunities for professional and personal growth.

To enhance the learning curve of participants, we introduced training courses in the local language

Through regular feedback mechanisms, structured training programs, and well-being initiatives, we are committed to creating a work environment that is both supportive and motivating. Our strong emphasis on employee engagement ensures that every team member feels respected, heard, and empowered to contribute meaningfully to our collective goals. As a private sector organization, we adhere to all applicable Indian laws and regulations while actively promoting a diverse, inclusive, and equitable workplace free from discrimination.

Developing our Future Leaders

We invest in skills development opportunities to help our employees build critical technical, managerial, and leadership expertise. For example, our learning portal provides employees access to on-demand, self-paced learning resources covering four key skills:

(1) Basic functional skills **(2)** Interpersonal skills **(3)** Personal effectiveness skills **(4)** People management skills.

Achievements from our programs include:

(1) Enhanced employee skills

(2) Higher employee engagement and retention

(3) Alignment of workforce capabilities with organizational goals

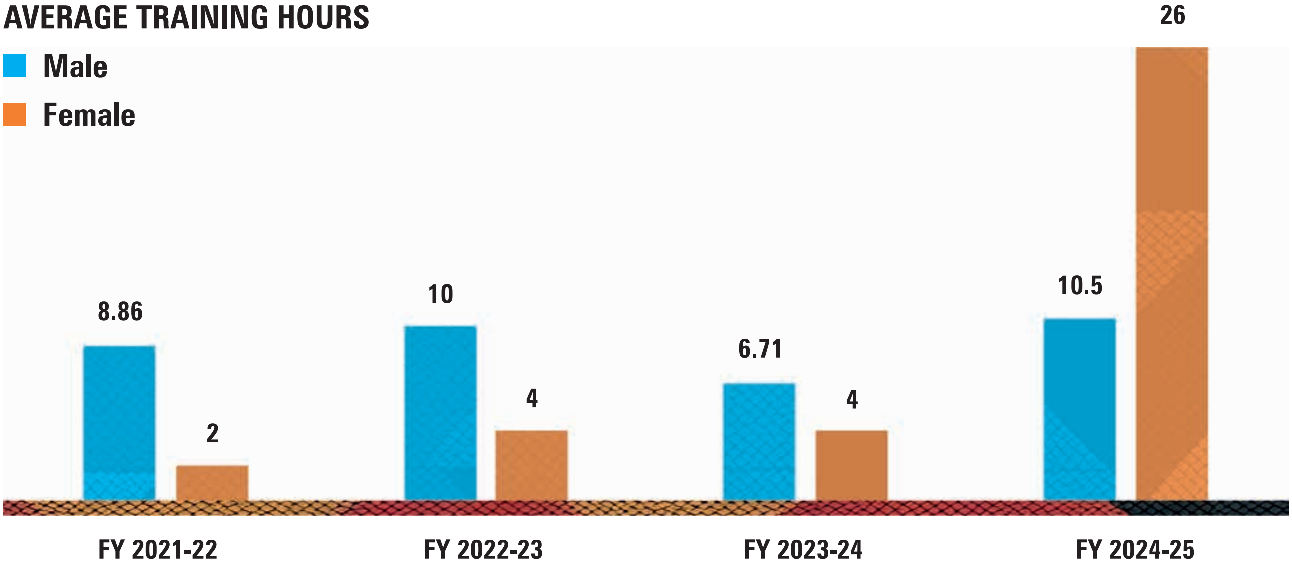
(4) Promotion of a continuous learning culture

Training Offered (Avg. Hrs.)

	FY 23-24	FY 24-25
Male	6.71	10.5
Female	4	26

The following table depicts the increase in average training hours for male and female employees. During the reporting period, the average training hours for both male and female employees increased significantly, reflecting RMML's commitment to continuous upskilling and holistic development at both professional and personal levels.

AVERAGE TRAINING HOURS



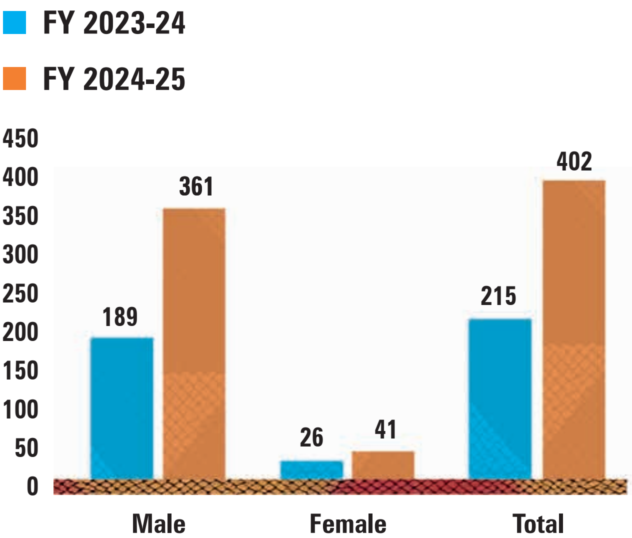
DIVERSITY, EQUITY, AND INCLUSION

RMML is proud to report a diversified permanent employee strength of 90 for FY 2023-24, which increased to 111 in FY 2024-25. Including contract employees, our total workforce stood at 215 in FY 2023-24 and expanded to 402 in FY 2024-25.

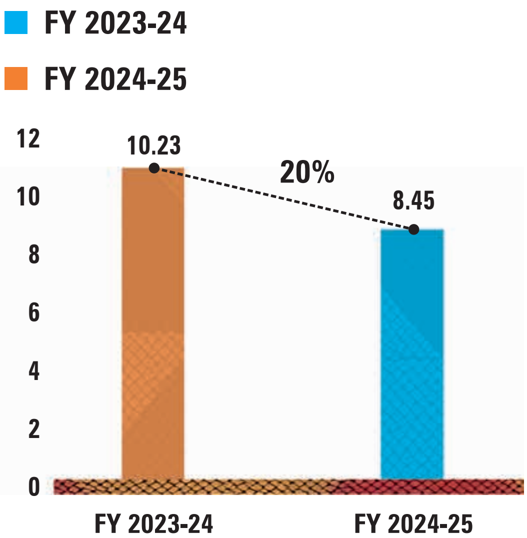
Increasing the representation of women in leadership roles and across all levels of our organization continues to be a key priority. In the previous year, RMML established an internal target to enhance the number of women employed within the company and introduced initiatives aimed at supporting their professional development and career progression. As a result, the number of women employees grew by 15 (including contract employees), reflecting an approximate 50% year-over-year increase.

While RMML remains dedicated to recruiting talent from local communities, it is noted that there were 26 and 27 new hires from these communities during the reporting period. Nonetheless, our focus on local engagement and sustainable community development remains central to our human resource strategy moving forward.

Total Employees



Employee Attrition Rate



During the reporting period, RMML strengthened its workforce by onboarding new talent across various departments. In line with our commitment to building a diverse and dynamic team, we maintained a balanced approach to recruitment, integrating fresh perspectives with seasoned expertise. A total of 36 professionals under the age of 30 were hired, bringing youthful energy and innovative ideas into the organization. Additionally, 50 professionals were recruited in the 30-50 age group, contributing a valuable blend of experience and agility. Further, RMML hired 3 highly experienced professionals above the age of 50, whose deep industry knowledge and strategic insights enrich our organizational capabilities. This balanced talent acquisition strategy underscores our focus on sustainable growth, knowledge transfer, and the cultivation of a robust talent pipeline to drive future success. Our annual employee turnover rate declined by approximately 20%, from 10.23% in FY 2024 to 8.45% in FY 2025.

The following table summarises the employee count as per categories mentioned.

Range of RMML Employees, New Hires and Attrition

Age Range	All RMML Employees				Position wise	New RMML Employees		Position wise	Employees' Turnover	
	FY 2023-24-		FY 2024-25			FY 2023-24	FY 2024-25		FY 2023-24	FY 2024-25
	M	F	M	F						
Less than 30	20	15	31	21	Management	2	1	Management	4	5
Between 30-50	123	10	247	18	Officers	15	15	Officers	7	11
Above 50	46	1	83	2	Staff	11	22	Staff	10	15
					Workers	11	12	Workers	1	3
Total	189	26	361	41	**Total**	39	50	**Total**	22	34

We are committed to gender pay equity, and we fully comply with local laws on labour wages and remuneration. In FY 2023-24, the overall female-to-male remuneration ratio stood at 0.74, reflecting a relatively closer parity, while in FY 2024-2025, the ratio decreased to 0.39, indicating a wider gap. RMML continues to monitor gender pay equity as part of its broader diversity and inclusion commitments.

DEVELOPMENT AND PERFORMANCE MANAGEMENT

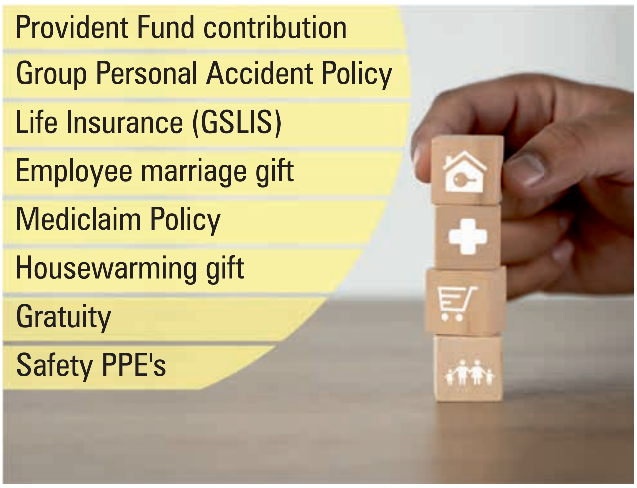
We prioritize ensuring employees have the resources and support needed to deliver high-quality work. All employees receive annual performance reviews and are expected to set individual performance objectives and goals, taking the lead in their career development. We provide a variety of tools and resources designed to support each employee's unique development journey. For example, we conduct workshops and quarterly check-in discussions to help employees understand our Enterprise Priorities and their role in achieving them.

Compensation and Benefits

One way we invest in our employees is through compensation and benefits programs, which are designed to attract, and retain a highly qualified and globally diversified workforce. To ensure our benefits and compensation offerings remain competitive, we conduct annual broad market and industry peer studies and seek input from consultants. All benefits are aimed at supporting our employees in reaching their goals of a rewarding career, a healthy life, and a secure future.

Take Time Off

Inclusive and Empathetic Workplace



Promoting Work-Life Balance

Employees Eligible for Maternity Leave

Description	UOM	FY 2021-22	FY 2022-23	FY 2023-24	FY2024-25
Employee Eligible for Maternity Leave	Nos	16	15	26	41
Employee took maternity leave	Nos	0	0	0	0

*All eligible employees can avail Maternity Leave Policy. During the reporting period, no employees availed benefits under the Maternity Leave Policy.

HUMAN RIGHTS

RMML is committed to respecting the human rights of all our stakeholders

At RMML, we are committed to upholding human rights across our operations in line with international frameworks such as the UN Universal Declaration of Human Rights, the UN Global Compact, and the ILO Core Conventions.

We strive to ensure fair working conditions, personal security, and protection from discrimination for all employees and contractors. While our human rights oversight across the supply chain is currently evolving, we have taken foundational steps through risk-based due diligence, supplier screenings, and enhanced onboarding procedures. In FY 2024, we strengthened our supplier policy to include expectations around workplace practices, health and safety, and modern slavery. We also conducted targeted assessments for high-risk suppliers beyond Tier 1 and received no reported human rights violations during the reporting period. Within our own operations, we provide 14 days' notice for operational changes, maintain grievance redressal mechanisms, and ensure compliance with labour laws. There are no indigenous communities residing at our mining sites, and no related violations have been reported. As we advance, we remain committed to progressively expanding our human rights approach throughout our value chain.

CULTURAL AND TRADITIONAL HERITAGE

RMML's approach to cultural heritage is centred on understanding and respecting the cultural values, traditions, customs and belief systems of local communities.

Each operating site works with Indigenous and non-Indigenous communities to protect and manage cultural heritage in compliance with laws and regulations in the jurisdictions in which we operate.During the reporting period, we continued to strengthen Cultural Heritage management to proactively seek and address potential risks. This is demonstrated in the guidance note and includes consideration of Indigenous heritage and the historical and industrial heritage of non-Indigenous communities. These controls include:

Inclusion of cultural heritage in review and recommendations prior to project investment decisions

Stronger cultural heritage components of land disturbance processes

Review of cultural heritage provisions in agreements

Other key components of cultural heritage management are the survey requirements tailored to each jurisdiction and confidentiality provisions. Sites have surface disturbance procedures outlining specific cultural heritage requirements to be fulfilled prior to the occurrence of ground disturbance. Ground disturbance requirements must be satisfied prior to commencement of any work. In areas where works are undertaken on previously disturbed ground, each site has a procedure in place to protect and manage any cultural heritage that may not have been identified previously through surveys and other assessments.

We continue to review key performance and risk indicators with a view to continuous improvement in the protection and management of cultural heritage.

*None of our working sites comes under a cultural heritage site, and none of the cultural heritage sites pose a threat to our operational site.

OCCUPATIONAL HEALTH & SAFETY

RMML works in challenging physical environments and with substances that require special attention and care. It is our responsibility to keep the occupational health and safety risks associated with our business at levels as low as reasonably achievable, and to send our workers home safely at the end of their shift or work rotation.

To address safety performance, in the reporting period, we focused on:

Analysis

RMML conducts regular, data-driven analyses of safety performance indicators such as Total Recordable Injury Frequency Rate (TRIFR), Lost Time Injury Frequency Rate (LTIFR), near misses, and high-potential incidents. Trends are tracked using digital dashboards and root cause analysis methodologies, enabling informed decision-making and proactive interventions.

Hazard Identification

A comprehensive hazard identification process is embedded across operations, incorporating job safety analysis (JSA), daily pre-task risk assessments, and periodic site inspections. Employees are trained to recognize and report unsafe conditions or behaviours through a formal Safety Observation System. Technology, such as drone surveillance and AI-powered monitoring, supports real-time hazard detection in high-risk zones.

Accountability
Clear roles and responsibilities for safety are defined across all levels—from board oversight to frontline supervisors. The company integrates safety KPIs into performance appraisals, and management leads by example through active safety participation. A "Safety Leadership Charter" reinforces accountability, while contractors are held to the same safety standards through pre-qualification audits and continuous monitoring.

Improvement
Continuous improvement is achieved through regular safety audits, benchmarking against industry best practices, and stakeholder feedback. Lessons learned from incidents are shared through safety alerts and toolbox talks. Investment in ergonomic equipment, PPE innovation, and digital safety training modules further enhances workplace safety. The company also supports mental health and well-being programs, acknowledging the holistic nature of occupational health.

Additionally, employees receive regular training on the specific risks related to their roles and are guided to consistently practice safe work behaviours in all situations. Our health and safety systems incorporate robust processes with built-in checks to proactively identify, mitigate, or eliminate hazards. These systems are continuously improved through ongoing technological advancements. We adhere to the highest international standards in quality, occupational health, and safety, seamlessly integrating them into our operational practices and controls. The diagram below depicts our extensive approach towards OHS.

Emergency preparedness is crucial for contractors working in any of RMML's operating locations. Contractors are required to understand the site's emergency evacuation plans, including evacuation routes, assembly points, and any designated safe areas, and familiarise with emergency exits, fire extinguisher locations, and other safety equipment on-site.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We actively engage with all our employees, including shop-floor workmen, to understand their concerns related to welfare, work-life balance, career development, and any grievances they may have. Our organization fosters a culture of open communication, ensuring that employees have unrestricted access to senior management or the relevant authorities to address important issues. As a result of this transparent and inclusive approach, we do not have employee unions, and collective bargaining does not apply. Employment terms and working conditions are clearly defined through individual employment contracts, appointment letters, and company policies.

CORPORATE SOCIAL RESPONSIBILITY

RMML is committed to transforming lives, particularly those of the most marginalized within its stakeholder communities. Its approach is two fold: on one hand, it tackles current and future livelihood challenges by fostering healthy, educated, skilled, and empowered communities equipped to face the future with dignity and confidence; on the other, it focuses on transforming landscapes through natural resource conservation and the promotion of environmental protection practices. The Company's CSR Policy, as approved by its Board, serves as a guiding framework for all programmes, projects, and activities, ensuring a meaningful and positive impact on its marginalized communities. All initiatives are aligned with the provisions outlined in Schedule VII of Section 135 of the Companies Act, 2013, and the Companies (Corporate Social Responsibility Policy) Rules, 2014.

At RMML, our Corporate Social Responsibility (CSR) strategy is structured around two distinct, yet complementary horizons. Horizon One focuses on environmental sustainability and climate resilience, aligning with our long-term goal of contributing to a low-carbon future. This includes initiatives such as afforestation, water conservation, renewable energy integration, and ecological restoration. Horizon Two centres on strengthening community well-being through education, healthcare, skill development, and livelihood enhancement programs. While the detailed activities under each horizon are presented separately in the report, this structure reflects our integrated approach—addressing both planetary health and societal upliftment through focused, outcome-driven initiatives.

HORIZON 1 - CLIMATE

OBJECTIVE

NATURAL RESOURCES MANAGEMENT

INITIATIVES & INTERVENTIONS

WATER STEWARDSHIP

By providing safe drinking water for the villagers, thereby eradicating diarrheal diseases. 2 RO plants distributed 16,49,630 Litres in FY 23-24 and 14,57,550 Litres in FY 24-25.

BIODIVERSITY

By planting diverse local trees, native species-based improvement at landscape level and conservation. Planted 5,204 trees across Hospet city and 19 schools.

SOIL & WATER

By constructing Check Dams and there by enhance ground water levels. Constructed 2 check dams at Jaisingpura village of Sandur taluka.

OBJECTIVE

CLIMATE CHANGE & BIODIVERSITY

INITIATIVES & INTERVENTIONS

PROTECTION OF FLORA & FAUNA

By planting trees and reduce environmental impact. Planted 5,204 plants.

WILDLIFE PROTECTION

We installed an early warning system in Belagavi Forest to prevent train-wildlife collisions by detecting animal movement near tracks and alerting operators in real-time. This initiative underscores our commitment to wildlife conservation and railway safety.

HORIZON 2 - COMMUNITY

OBJECTIVE

PUBLIC AND COMMUNITY HEALTH CARE

INITIATIVES & INTERVENTIONS

Infrastructure Support
For sanitation through 2 community toilets and 5 individual household toilets.

Improve Health
Through Eye Surgery Camps benefitting 34 individuals and health check-up and Dental camps benefitting 656 and 132 individuals respectively.

Improve Maternal and Students Wellbeing
24 WASH (Water, Sanitation, and Hygiene) programs benefitting 519 students and 9 Reproductive and Child Health (RCH) programs benefitting 115 students.

Living with Dignity
14 awareness programmes aiding 333 girls/women on managing menstruation, maintaining hygiene, and taking care of their overall health.

OBJECTIVE

WOMEN EMPOWERMENT

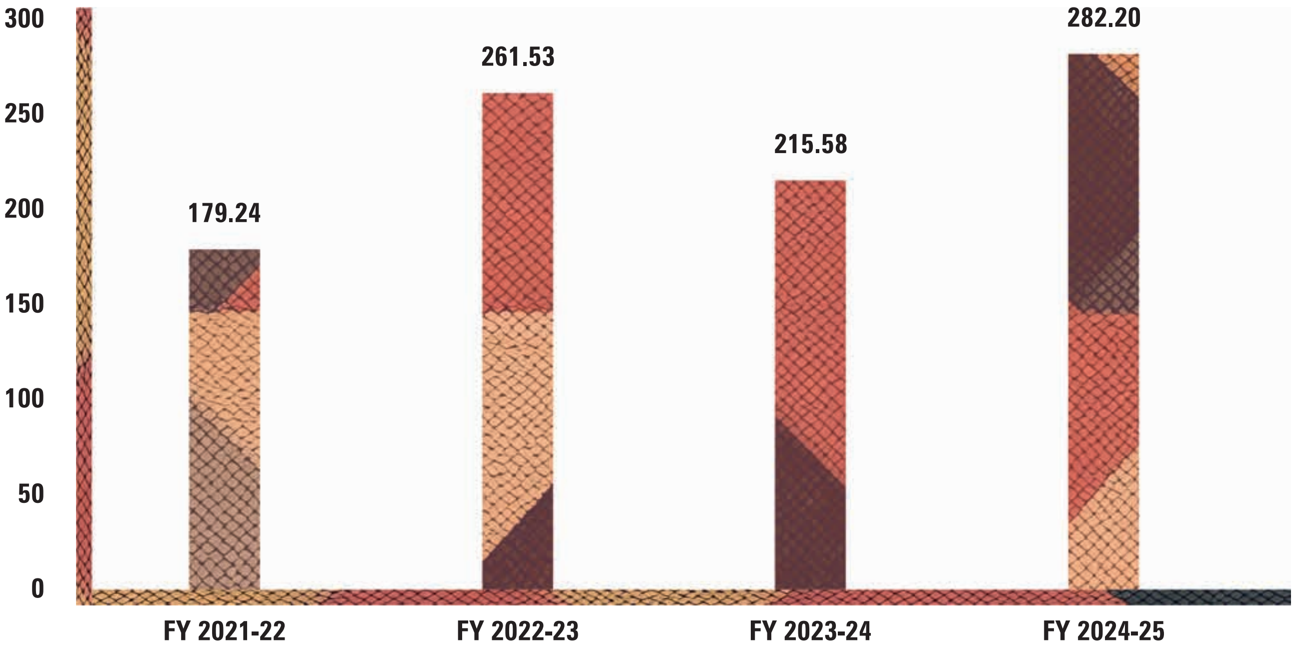
INITIATIVES & INTERVENTIONS

Inclusion
of girls and women in education and skilling programmes of Tailoring, Embroidery and Beautician, aiding total 133 women across all programmes.

9.4 Lakhs supported to 11 groups Self-Help Groups to undertake income generation activities.

CSR INVESTMENT

CSR Investment (in Lakhs)



The increased allocation of resources to CSR activities is a clear demonstration of our unwavering commitment to societal well-being, community development, and environmental sustainability.

At RMML, our commitment to sustainability extends beyond community upliftment; it includes a deep responsibility toward the natural environment that sustains these communities. Our CSR efforts have consistently focused on enhancing quality of life through education, healthcare, and livelihood initiatives. However, we recognize that sustainable community development is intrinsically linked to the protection and preservation of the ecosystems that support these communities. The health of our forests, water bodies, air, and biodiversity is inseparably linked to the well-being of the people who live near our operations. As we continue our journey toward responsible growth, our focus on environmental stewardship becomes even more critical. The next section, Respecting the Environment, outlines our strategy and actions to manage environmental risks, conserve natural resources, and contribute to a low-carbon future—ensuring that our development is not only inclusive, but also environmentally sustainable.

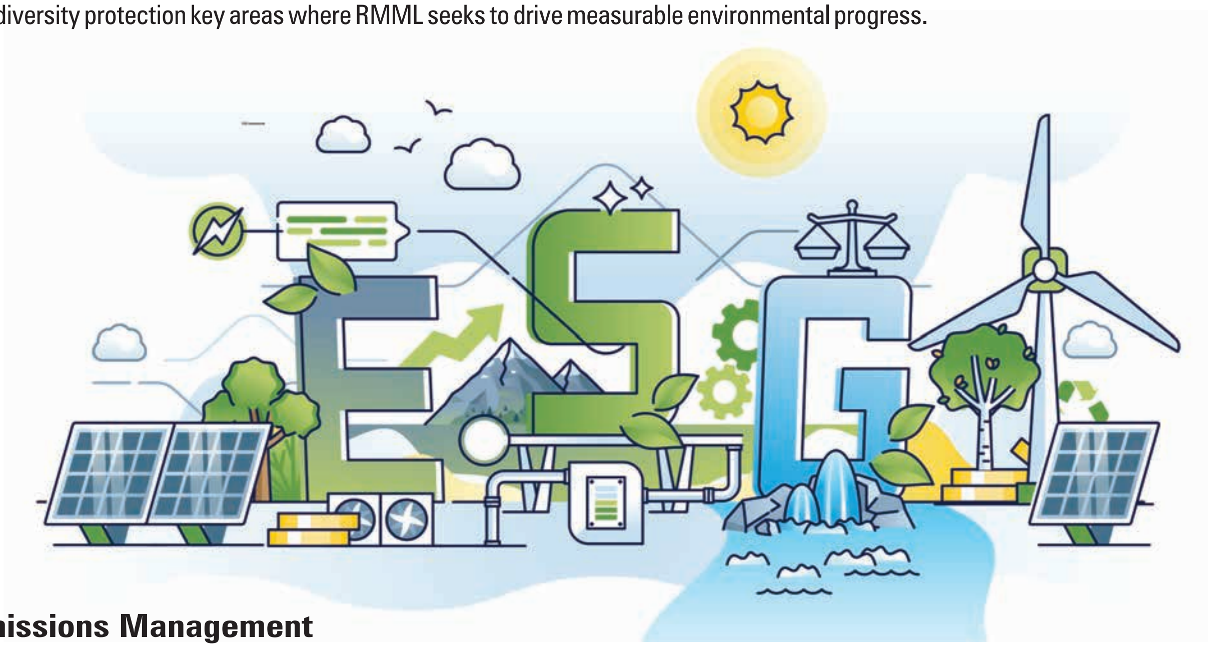
GREEN SIGNATURE, TO CONSERVE NATURE

RESPECTING THE ENVIRONMENT IS A KEY PILLAR OF OUR SUSTAINABILITY APPROACH, ADVANCING OUR COMMITMENT TO SDGS 6, 7, 12, AND 15.

ENVIRONMENT PERFORMANCE

SCOPE 1	ISO 14001	ZERO KL
3586.7 tCO_2	Certified Environment Management System	Water Withdrawal from Water Stress Areas

As a mining organization operating in ecologically sensitive regions, RMML recognizes its responsibility to minimize environmental impacts and promote resource efficiency. "Green Signature to conserve the nature" is a core pillar of our ESG framework and reflects our commitment to operating responsibly, complying with all regulatory requirements, and investing in sustainable technologies. This section outlines our approach to climate action, energy use, water stewardship, waste management, and biodiversity protection key areas where RMML seeks to drive measurable environmental progress.



Emissions Management

At RMML, we take proactive responsibility for the environmental impact of our mining operations by consistently monitoring our carbon footprint. By assessing the effects of our emissions on downstream markets, we adapt our business practices to align with emission management strategies and offset mechanisms, supporting our long-term sustainability vision.

As a recognized leader in sustainable mining practices, RMML is firmly committed to upholding the Sustainable Development Framework and the principles of the United Nations Global Compact (UNGC). With the anticipated rise in demand for iron ore and other critical minerals vital to economic growth and infrastructure development, we acknowledge the urgent need to reduce emissions associated with non-renewable resource usage.

To support a comprehensive assessment of our Scope 1 and Scope 2 carbon emissions during our transition towards low-carbon mining, we initiated a detailed carbon footprint analysis during the reporting period. This detailed carbon footprint analysis forms the foundation of several targeted initiatives aimed at reducing Greenhouse Gas (GHG) emissions. Backed by a robust environmental management system and guided by our corporate environmental policy, we consistently monitor and evaluate our emissions. This continuous review allows us to optimize and strengthen our emission reduction strategies over time.

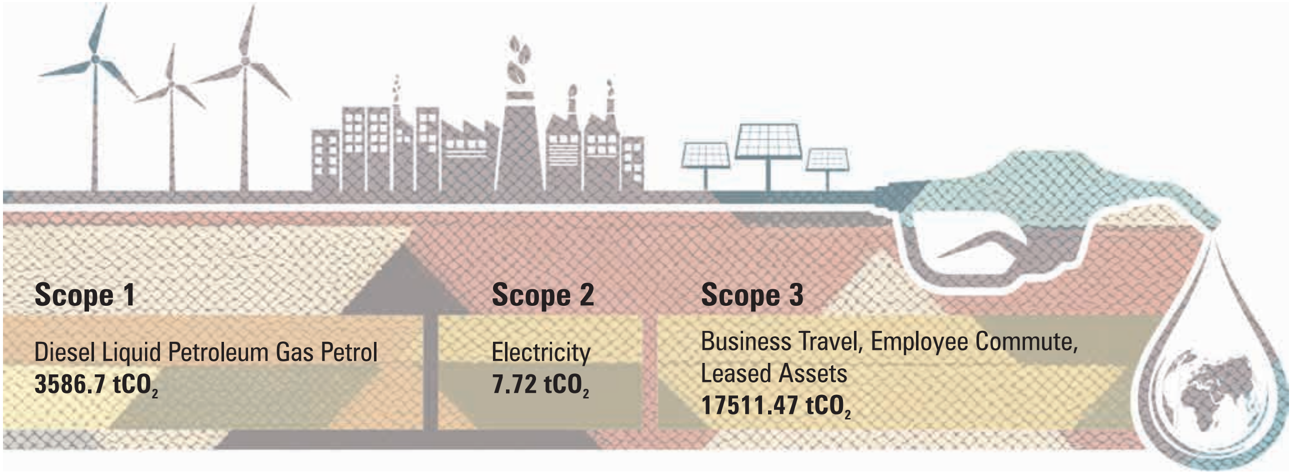
Environment Goals

Set emission reduction targets	Create Decarbonisation Path	Reduce emissions form Suppliers

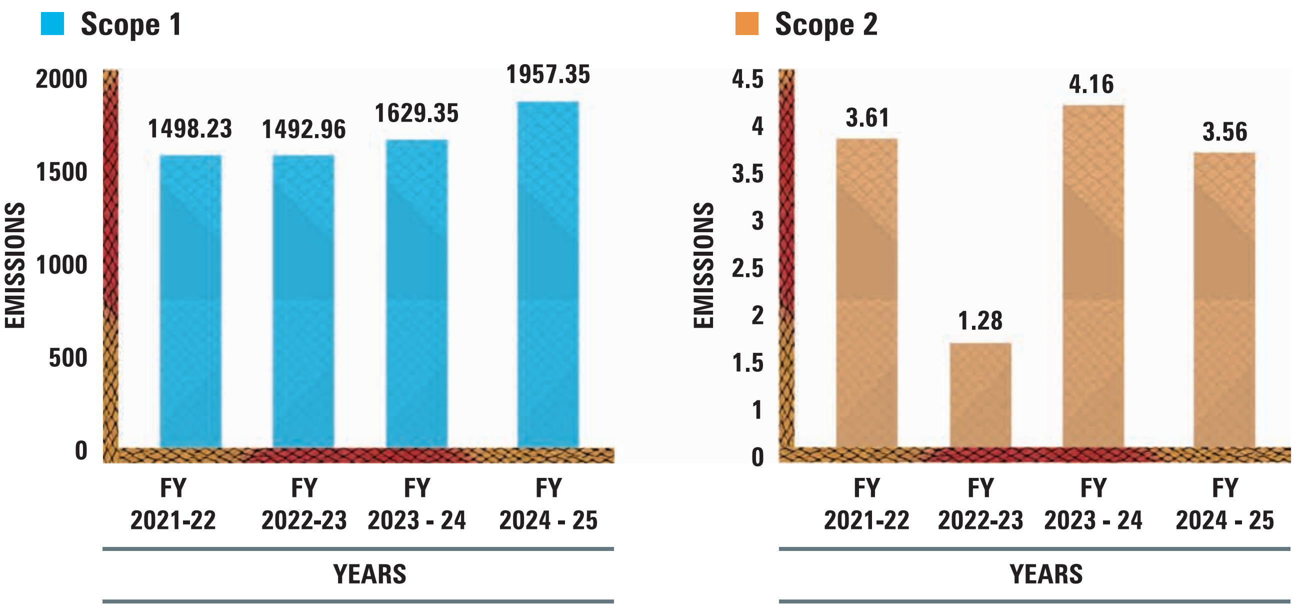
Our GHG Performance and Inventory

GHG emissions are categorized according to the GHG Protocol, which outlines three scopes for emissions evaluation. Direct emission sources, classified under Scope 1, include diesel used in generators and mining equipment and LPG & Petrol for business operations. For electricity, the majority is self-generated electricity through DG sets, which is already accounted for in Scope 1, and very limited usage of electricity happens at the Gadag office, resulting in minimal Scope 2 emissions.

As part of our ongoing commitment to carbon reduction, we have initiated reporting on Scope 3 emissions this year, specifically covering three key categories: Business Travel, Employee Commute and Leased assets.



SCOPE 1 AND 2 EMISSIONS (tCO_2e)



* The significant variation in Scope 1 emission values observed between FY 2021-22 and FY 2024-25 is primarily attributable to the adoption of enhanced accounting practices and improved calculation methodologies in addition to increased production, ensuring greater accuracy and alignment with recognized sustainability reporting standards.

During the reporting period, our Scope 1 emissions increased compared to the previous reporting years of FY 2022-23 and FY 2021-22, mainly because of a change in business dynamics. The expansion in Scope 1 emissions between FY 2023-24 and FY 2024-25 is purely because of an increase in production and adoption of proper emissions accounting methodology. We achieved a significant reduction of 15% in our Scope 2 emissions between FY 2023-24 and FY 2024-25. This impressive decline was driven by better energy management and increased utilization of renewable energy.

Additionally, we disclosed our inaugural Scope 3 emissions (3 categories) for the FY 2024-25, in alignment with the GHG Protocol. During the reporting period, our total Scope 3 emissions stood at 6,932.38 tCO_2e in FY 2023-24 and 10,579.09 tCO_2ein FY 2024-25. We are certain that with better data collection methodology and the usage of technology, we will be able to cover more of the Scope 3 emission categories in the coming years.

SCOPE 3			
Sr.No	**Category**	**FY 2023-24 (tCO$_2$)**	**FY 2024-25 (tCO$_2$)**
1	Business Travel	29.98	29.88
2	Employee Commuting	63.71	63.49
3	Upstream Leased Assets	6,838.69	10,485.72
	Total	**6,932.38**	**10,579.09**

The increase in emissions intensity in FY 2024–25 to 0.028 tCO$_2$e/million INR reflects a combination of higher absolute emissions and reduced revenue compared to the previous year. Despite RMML's continued efforts to reduce emissions through operational efficiencies and the adoption of sustainable practices, business dynamics such as production scale and market fluctuations influenced the outcome. The company maintains transparency by using accurate emissions accounting methodologies aligned with global standards, ensuring reliable year-on-year comparisons.

EMISSIONS INTENSITY OF RMML					
Source	**UOM**	**FY 2021-22**	**FY 2022-23**	**FY 2023-24**	**FY 2024-25**
Total scope 1 & 2 emission	tCO$_2$e	1,501.84	1,494.24	1,633.52	1,960.91
Revenue	INR in million	2,839	1,710.68	4,986.62	4,254.73
Total	tCO$_2$e/million INR	0.52	0.87	0.32	0.46

Energy Consumption and Emission Reduction

Mining operations are inherently energy-intensive, leading to significant GHG emissions. At RMML, enhancing energy efficiency has been a key focus over the years to reduce our overall energy consumption. Business sustainability remains central to our decision-making, and we strive to balance optimized production with responsible energy use. Our concerted efforts, including the implementation of energy efficiency initiatives, aim to improve energy usage patterns and lower specific energy consumption, thereby reducing associated emissions. These savings were achieved through a multi-faceted approach:

Energy efficiency measures: The company reduced energy consumption by investing in energy-efficient technologies and practices.

Tariff management: RMML optimized energy costs by selecting cost-effective tariffs and aligning usage with favourable periods.

Continuous monitoring and analysis: RMML's dedicated team monitors energy usage and market trends, enabling real-time cost optimization

Energy Efficiency Initiatives

Energy Audits — **Conducting regular energy audits to identify inefficiencies & opportunities for improvement across all facilities.**

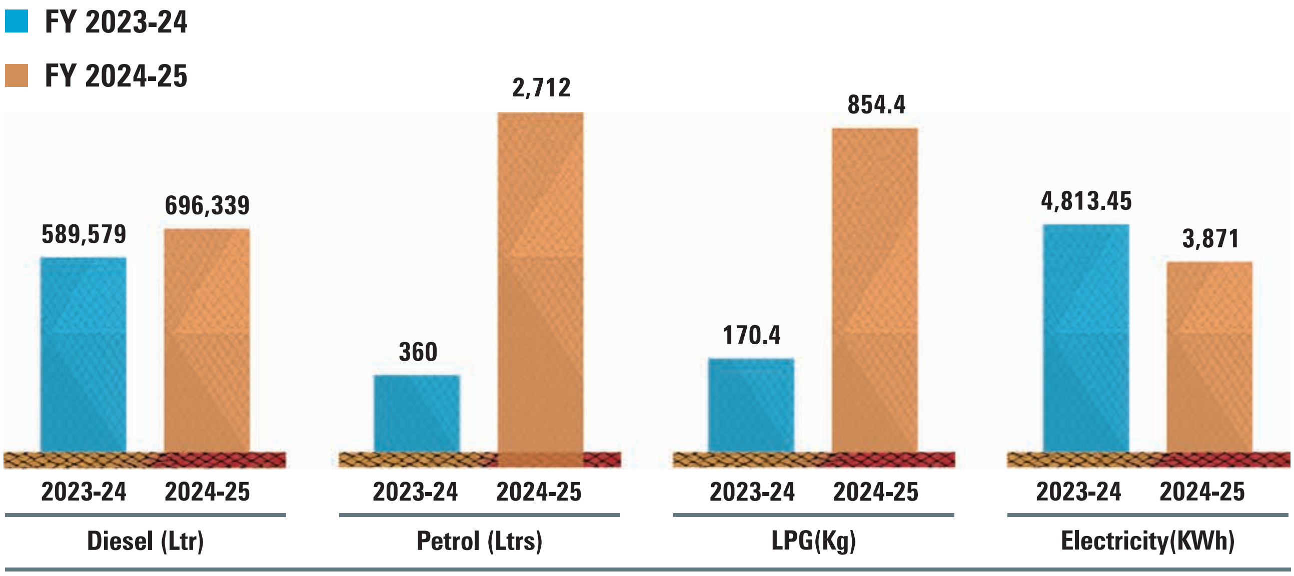
Energy-Efficient Equipment — **Upgrading to energy efficient equipment & technologies that reduce energy consumption while maintaining operational effectiveness.**

Process Optimization — **Optimizing manufacturing processes to reduce energy use & enhance overall efficiency.**

Energy Consumption and Emission Reduction

During FY 2023–24, the total energy consumption was 21,138.64 GJ, which comprised 589,579 litres of Diesel, 360 litres of Petrol and 170.4 KG of LPG. In the subsequent financial year, FY 2024–25, total energy consumption was 25,057.08 GJ Diesel consumption increased to 696,339 Litres, while LPG usage was at 854.4 KG, and Petrol usage was 2,712 litres. Diesel accounted for approximately 99% of the total fuel usage in both years, indicating a heavy reliance on diesel-based energy sources for both stationary and mobile operations. LPG contributed to about 0.03% & 0.16% and Petrol 0.05% & 0.37% of the total consumption. The organization is currently evaluating cleaner alternatives and fuel efficiency measures to reduce its dependence on high-emission fuels in the future.

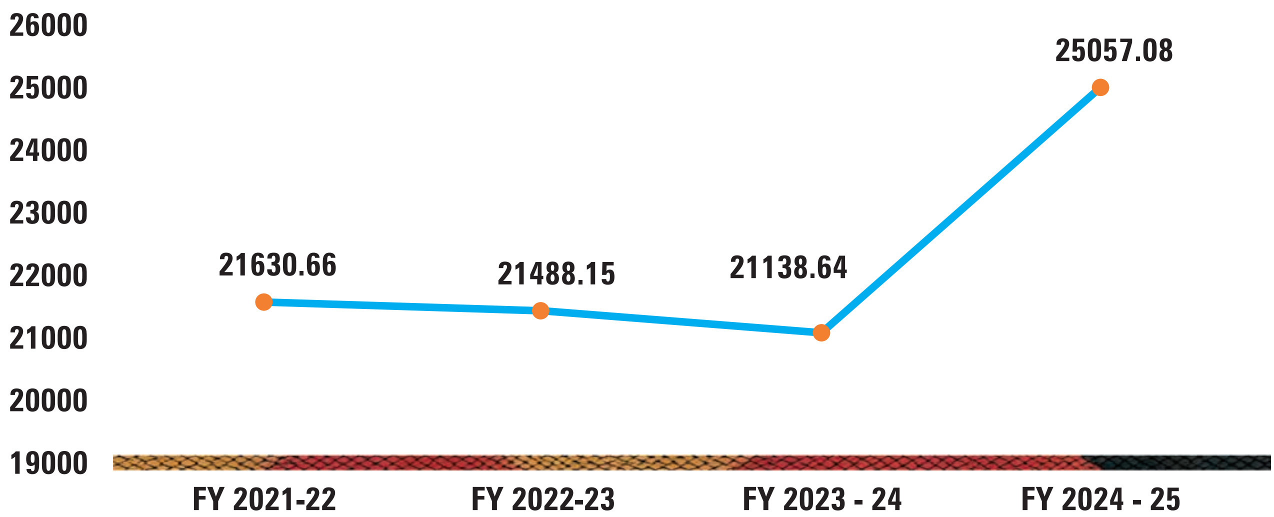
Total Energy



*Total energy consumption includes electricity usage at Gadag office and Wind generation unit SO Tinwari.

The Company achieved a sharp reduction in energy intensity, improving from 7.62 GJ per million INR of revenue in FY 2021–22 and 12.56 in FY 2022–23 to 4.23 in FY 2023–24, and sustaining a stable level of 5.88 in FY 2024–25. While there was a substantial increase in total energy consumption due to scaled operations or expanded activities, this was accompanied by a proportionately higher increase in revenue. This indicates more efficient utilization of energy resources and enhanced operational productivity. The stable energy intensity trend underscores RMML's commitment to sustainable growth and responsible energy management, as it continues to decouple energy use from economic output.

Total Energy Consumption (GJ)



*Conversion of units to GJ is done as per IPCC 2006 and DEFRA UK 2023 report.

TOTAL ENERGY INTENSITY					
Source	UOM	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total energy consumption within organization	GJ	21,630.66	21,488.15	21,138.64	25,057.08
Revenue	INR in million	2,839	1,710.68	4,986.62	4,254.73
Total energy intensity	GJ/million INR	7.62	12.56	4.23	5.88

* The variation in Total Energy Intensity between FY 2021–FY 2025 is primarily due to the adoption of refined emissions categorization and improved accounting methodologies, where certain parameters earlier reported under Scope 1 are now aligned under Scope 3.

OTHER AIR EMISSIONS					
Parameter	UOM	FY 2021-22	FY 2022-23	FY 2023-2024	FY 2024-2025
PM10	µg/m3	54.13	52.67	55.63	48.22
PM2.5	µg/m3	17.7	21.3	23.65	18.74
SO2	µg/m3	5.56	8.53	11.69	13.11
NOX	µg/m3	6.71	9.8	15.13	15.04

ENVIRONMENTAL MANAGEMENT

Our Environmental Management System guides us in reducing our environmental footprint and complying with environmental regulations. We integrate these practices throughout all stages of production, as well as logistical operations with suppliers and other partners. Our Health and Safety team is responsible for administering and implementing our HSE policy. This includes ensuring compliance with environmental regulations, training employees, and establishing targets and objectives to improve our environmental performance.

Key Elements of our EMS include:

TRAINING

We offer job-specific training to employees on how their work affects the environment and equip them with strategies to minimize that impact, including proper handling and disposal of materials.

CERTIFICATIONS

We hold multiple certifications across our manufacturing facilities, with 100% our mining sites certified under the ISO 14001.

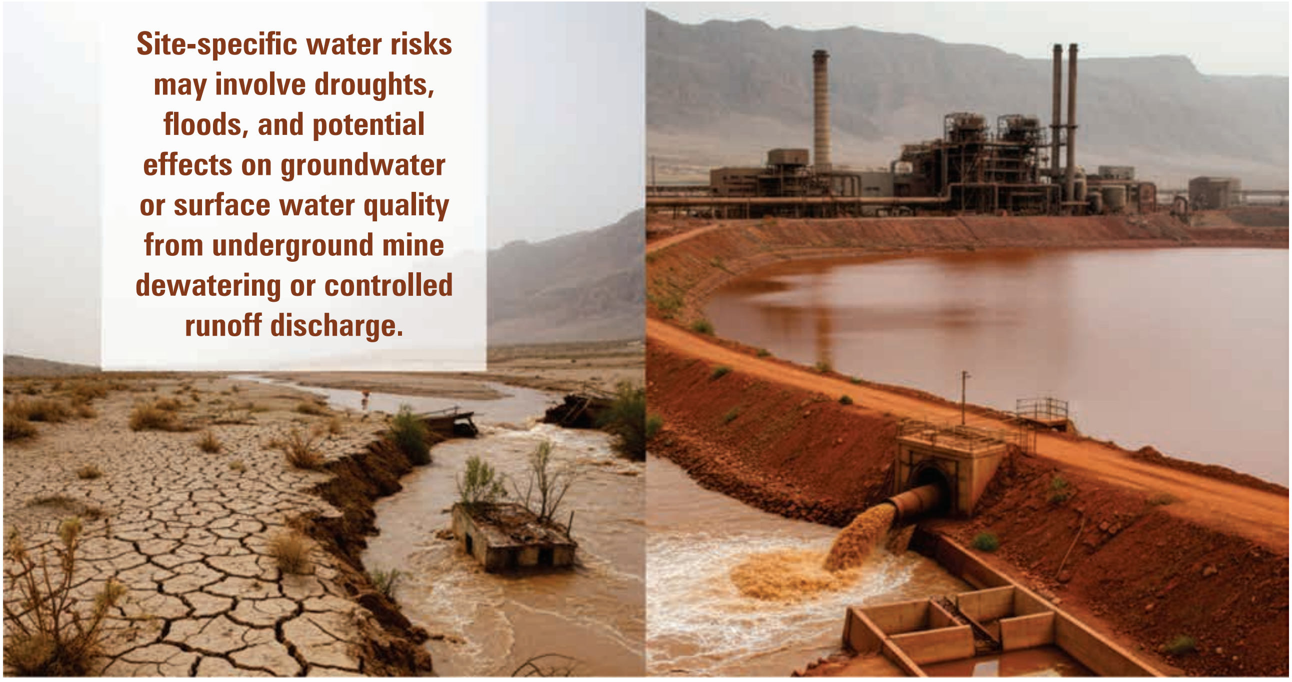
AUDITS

We uphold a structured, risk-based audit program to ensure ongoing alignment with leading environmental best practices.

Water Stewardship

Water Risks

Our operating site faces various climatic conditions and, depending on seasonal variations, may experience water surplus or water scarcity.



We use the IS (Indian Standard) 10500:2012 framework to support water reporting for all our operations, complemented by the local and central government regulations. Water extraction volumes, discharge volumes and quality are monitored in accordance with regulatory requirements to mitigate potential impacts and manage risks.

Water Management

RMML sources water largely from surface water and groundwater. To support responsible usage, we established a Water Stewardship Policy and a Water Stewardship Maturity Framework, promoting a catchment-based approach tailored to the local community and watershed conditions at each site.

We use

1) Water for road spraying to suppress dust

2) Water for plantation purpose

3) General domestic usage

4) Water for cooling and tailings dilution

Water Management

An effective water management system is one of the most important aspects of the mining industry. It is critical that the water we withdraw is utilized to meet the needs of processing plants, maintain air quality at mine sites by suppressing dust and judiciously consume for various ancillary activities.

The total water withdrawn across the entities in the reporting period increased marginally by 1.93%. We intend to optimise site water requirements to reduce the dependency on water resources, guided by proactive engagement with other stakeholders and policy implementation. Additionally, we took the following measures to manage our water usage:

- Setting up an Effluent / Industrial wastewater treatment plant (ETP).
- Modernization, upgradation, scaling up, performance enhancement solutions for existing wastewater, sewage & water treatment plants.
- Conducting regular water audits and periodic assessments of water quality.
- Check dams and garland drains are strategically located to settle sediments, manage red water and mitigate soil erosion.

Water Stewardship Maturity Framework

The Water Stewardship Maturity Framework outlines a progressive approach to responsible water management. It begins with ensuring compliance and mitigating risks, followed by improving efficiency and conservation practices. As maturity advances, the focus shifts to integrated water management and culminates in sector leadership through transparency and collaboration with stakeholders.

Compliance and Risk Management	Efficiency and Conservation	Integrated Water Management	Leadership and Collaboration
Ensure adherence to regulatory requirements & manage water-related operational risks.	Implement technologies and practices to reduce water consumption & improve efficiency.	Adopt a holistic approach to manage water across the mine lifecycle, considering catchment-level impacts & stakeholder needs.	Demonstrate sector leadership through transparency, innovation, and active collaboration with communities, governments, & industry peers.

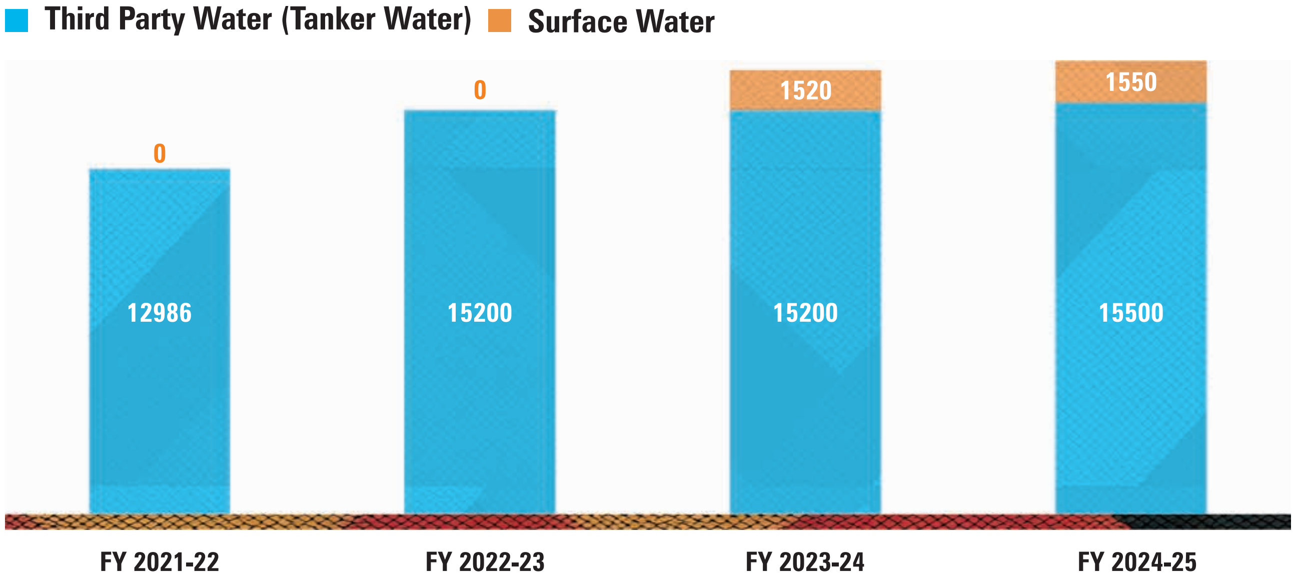
Water Withdrawal

Our sources of water withdrawal are groundwater and water procured from third parties. Water withdrawal for the reporting period stood at 15,200 KL and 15,500 KL. As water management is pivotal to our business, we minimized pressure on local natural water bodies.

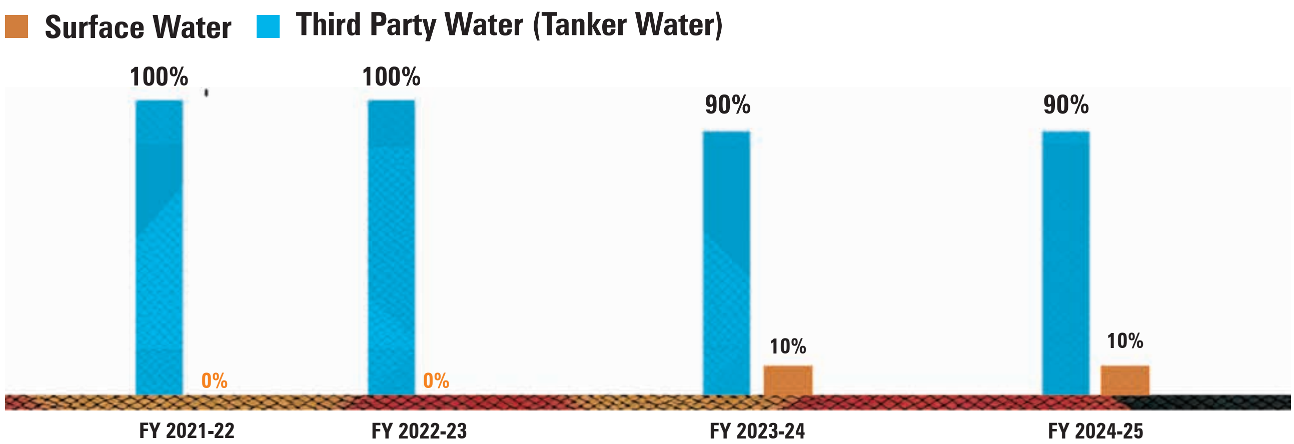
•	**1,550 KL (10%)** classified as **freshwater** (with ≤1,000 mg/L Total Dissolved Solids)
•	**13,950 KL (90%)** classified as **other water** with higher salinity (>1,000 mg/L TDS)

The above TDS (Total Dissolved Solids) volumes show our strategic approach to water resource management, wherein we deliberately minimize reliance on scarce freshwater sources and instead utilize alternative water streams with higher salinity for operational needs. By adopting this practice, we contribute to the conservation of high-quality water reserves, mitigate operational water risks, and support Sustainable Development Goals 6, 9, 12, & 13. This approach also aligns with global best practices in water stewardship and resilience planning.

TOTAL WATER WITHDRAWAL (KL)



Water Source (%)



*Water consumption is same as water withdrawal
*We do not withdraw water from water stress areas.
*At RMML, we do not discharge water into any water bodies and operate within the maximum discharge limit set by the Pollution Control Board's consent

No water was discharged to the environment or to third-party treatment facilities. As such, 100% of the water withdrawn was consumed within the organization's operations—either through process use, evaporation, or retention in products. This reflects our efforts to contain and optimize water usage and minimize effluent generation.

Waste Management

Waste generation is inherent to our operations. Therefore, tracking and managing waste is one of our top priorities, as we seek to reduce our consumption and environmental footprint as much as possible. There are many regulations governing waste management within RMML, as it encompasses both industry and township, so we must strictly adhere to waste management guidelines and standards applicable to a wide range of waste streams.

Initiatives Towards Waste Management

- Designated engineered dumping area with retaining walls to ensure stability and prevent direct erosion of mining waste into natural streams.
- Hazardous waste is responsibly transported via authorized agencies.
- We focus on reducing waste and maximizing by-product reuse by blending low-grade ore.

Hazardous Waste

We have a robust strategy for managing hazardous waste due to its effects on the environment and human health. We have created SOPs for the collection, storage, and transportation of waste, and all our facilities and offices adhere to them. In FY 2024-25, we generated 0.065 MT of hazardous waste.

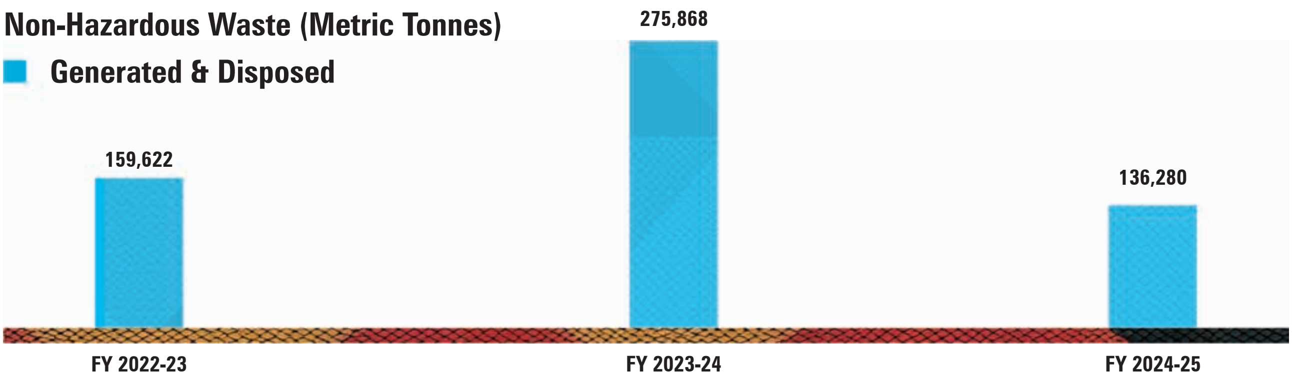
Non Hazardous Waste

A majority of the Non-hazardous waste is made of Overburden waste. The below charts showcase the Overburden waste generated over the years and we have been successful in reducing the same.

Waste Reduction at IGIOM

To minimize the wastage of low-grade iron ore, we employ a strategy of blending it with high grade ore in our pellet plant. This approach ensures the desired quality necessary for pellet production. By combining these ores, the overall quality is improved, maximising efficiency and reducing the amount of low-grade material that would otherwise go to waste. This blending process optimizes resources and enhances the economic viability of pellet production.

Non-Hazardous Waste (Metric Tonnes)



Material Consumption

At RMML, we prioritize responsible resource consumption to support our mission of minimizing the environmental impact of our operations. The key materials used in our business activities include High Speed Diesel (HSD) and slurry explosives, along with ordinary detonators, non-electric detonators, detonating cords, safety fuses, cord relays, and shock tubes. The consumption details of these materials are outlined below.

Materials	UOM	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
High Speed Diesel	KL	520.18	501.33	563.181	669.863
Slurry	KG	4,575	10,100	14,925	14,725
NONEL (Non-Electrical Detonator)	meters	0	5,485	8,019	7,501
Ordinary Detonator (OD)	Number	46	52	44	44
Safety Fuse	meters	87.84	95.16	80.52	80.52

* Only the HSD consumption for electricity generation related to mine operations has been considered;

* The Mineral Exploration division has not been included in the reporting.

* As part of our efforts to reduce fuel consumption, we adopt several best practices in the maintenance of diesel generators. These include conducting regular maintenance, preventing both overload and underload conditions, cleaning carbon deposits, and operating generators at optimal temperatures.

* There was no change in LPG consumption over the two years FY 2023-24 and FY 2024-25. Similarly, the volume of Ordinary Detonators with Safety Fuse remained unchanged, as the number of blasts conducted was the same in both years (six in total).

Biodiversity

As stewards of the environment, we are strongly dedicated to protecting local wildlife habitats and preserving the region's rich biodiversity, including its diverse flora and fauna. Our long-term commitment focuses on safeguarding natural regeneration processes and promoting the harmonious coexistence of interconnected ecosystems. To support this goal, we have developed integrated biodiversity management plans that encompass various aspects of conservation and include measures for compensating biodiversity loss.

Our IGIOM is located at the top of the Ramgad hill, spanning a lease area of 20.23 hectares. There are no protected areas, national parks, wildlife sanctuaries, biosphere reserves or significant biodiversity hotspots up to 10 km radius from our mines. The nearest Ankasamudra Bird Sanctuary and Daroji Sloth Bear Sanctuary are located within a radius of 25 km from our mines. We consciously refrain from exploration, mining and drilling in Key Biodiversity Area and International Union for Conservation of Nature (IUCN) Category protected areas. The following is the list of IUCN species found at the Daroji Sloth Bear Sanctuary. A total of 13 species on the International Union for Conservation of Nature (IUCN) Red List, found at the Daroji Sloth Bear Sanctuary, which are:

Hyaena	**Mammals**
Jungle Cat	**Mammals**
Indian Porcupine	**Mammals**
Wild Boar	**Mammals**
Indian Wolf	**Mammals**
Common Fox	**Mammals**
Jackal	**Mammals**
Common Langur	**Mammals**
Rat	**Mammals**
Squirrel	**Mammals**
Cobra	**Reptilia**
Rat Snake	**Reptilia**
Chameleon	**Reptilia**

* Hyaena is listed under Near Threatened category

A total of 10 species on the IUCN Red List, visit the Ankasamudra Bird Sanctuary, which includes Rosy Starlings, Open-Billed Stork, Painted Stork, Spoonbill, Glossy Ibis, Black-Headed Ibis, Spot-Billed Pelican, Egrets, Cormorant, and Heron, all of which roost here.

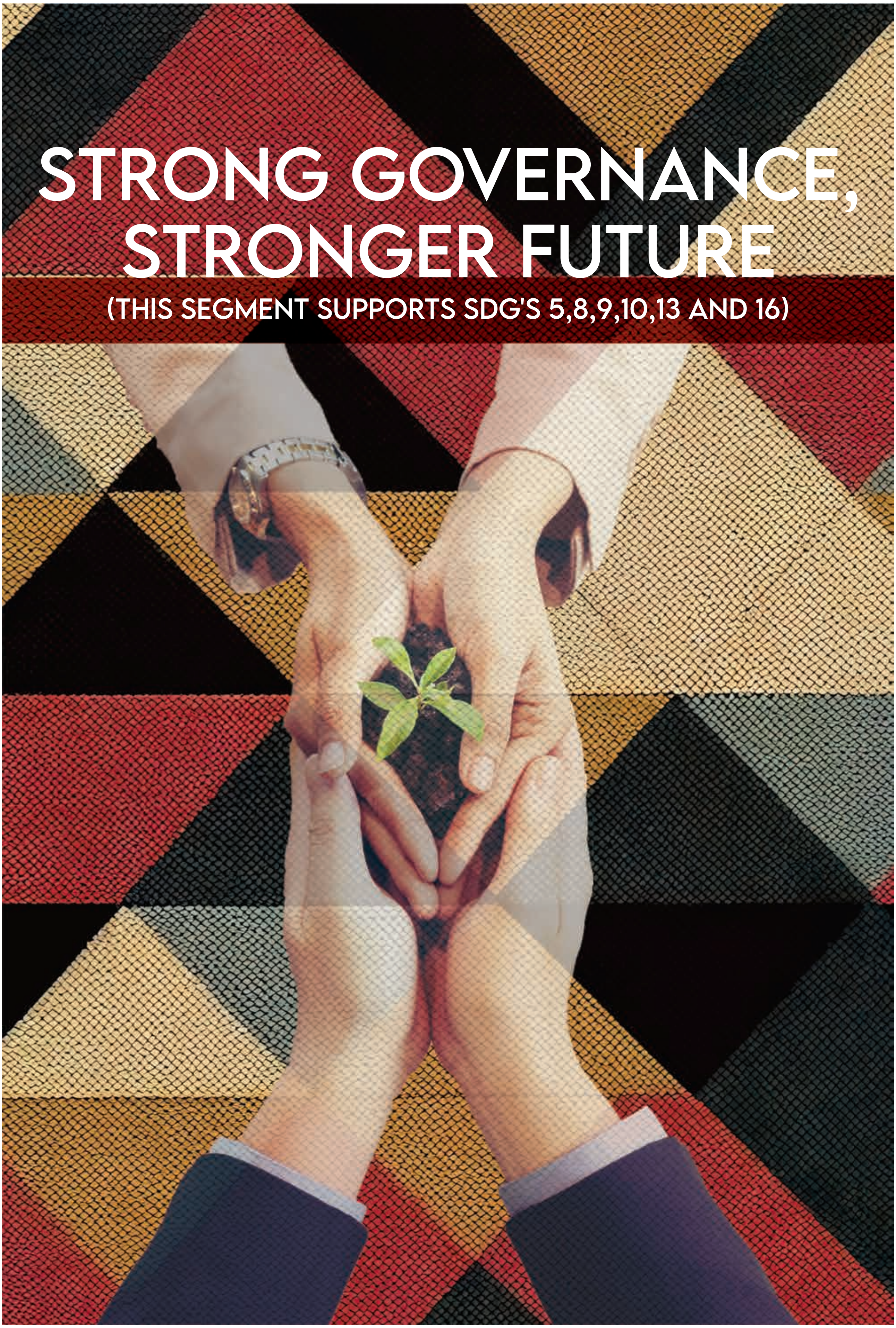
*Out of these, the Spot-Billed Pelican is listed under the Near Threatened category and the other species are listed under the Least Concern category.

Our strategy aims to mitigate the impacts of land use, recovering and conserving the ecosystem. We take into account relevant ecosystem services associated with water, Flora & fauna and habitats in our lease area. We adhere to the EIA and EMP of the MoEF&CC for biodiversity assessment tracking. Our focus areas include proper wildlife habitat development in the buffer zone. To maintain the area's green cover, we have been undertaking plantation activities.

Environmental progress cannot exist in isolation—it must be reinforced by the trust we build with our stakeholders, the principles we uphold, and the resilience of our governance structures. In the following section, Being a Trusted Company, we outline how RMML embeds ethics, accountability, and risk management into its business model to enable long-term, responsible growth.

STRONG GOVERNANCE, STRONGER FUTURE

(THIS SEGMENT SUPPORTS SDG'S 5,8,9,10,13 AND 16)



SET BOARD DIVERSITY TARGETS

RISK MANAGEMENT FRAMEWORK

At RMML, our commitment to environmental responsibility is deeply rooted in the belief that sustainable development must be guided by strong governance, ethical leadership, and transparent practices. As we address the environmental impacts of our operations through resource efficiency, emission reduction, and biodiversity conservation, it is equally important to ensure that these actions are supported by sound policies, risk management systems, and organizational integrity.

Being a Trusted Company means ensuring that every decision we make is grounded in ethics, accountability, and risk awareness. At RMML, trust is built on a strong governance foundation—one that enables responsible mining, stakeholder confidence, and long-term resilience. In this chapter, we present how RMML embeds integrity into its operations through governance structures, ethical policies, risk management frameworks, and climate-related risk preparedness.

GOVERNANCE PERFORMANCE

INDEPENDENT DIRECTORS 28.57%

WOMEN DIRECTORS 14.28%

Board of Directors

The role of the highest governance body in sustainability reporting lies with our Board of Directors. The Board provides strategic direction and oversight, ensuring the company operates in the best interests of all stakeholders. Comprising experienced professionals from diverse backgrounds, the Board brings a wealth of knowledge and expertise to RMML.

Key Responsibilities

Strategic Oversight: Providing guidance on the company's long-term direction and ensuring alignment with our vision and mission.

Risk Management: Identifying and mitigating risks that could impact the company's operations and reputation.

Performance Monitoring: Evaluating the performance of the management team and ensuring accountability for achieving business objectives.

BOARD COMPOSITION

As of March 31, 2025, the Board comprised of seven Directors, including the Managing Director and two Independent Directors. The Board's composition complies with Section 149 of the Companies Act, 2013, and the Companies (Appointment and Qualification of Directors) Rules, 2014. Among the seven members, there are Three directors, One Managing Director, one whole-time director and two Independent Directors. The Independent Directors represent 28.57% of the Board. We have one Women Director (Whole Time Director) on the Board, and that accounts for 14.28% of the Board's composition.

The Managing Director also serves as the Chairman of the Board of RMML. Dr. Baldota's dual role as Managing Director and Chairman has not resulted in any conflict of interest during the reporting period. Furthermore, all related party transactions conducted during FY 2023-24 and FY 2024-2025 were in compliance with applicable regulatory requirements and adhered to arm's length principles. There were no materially significant related party transactions that could potentially be in conflict with the interests of RMML.

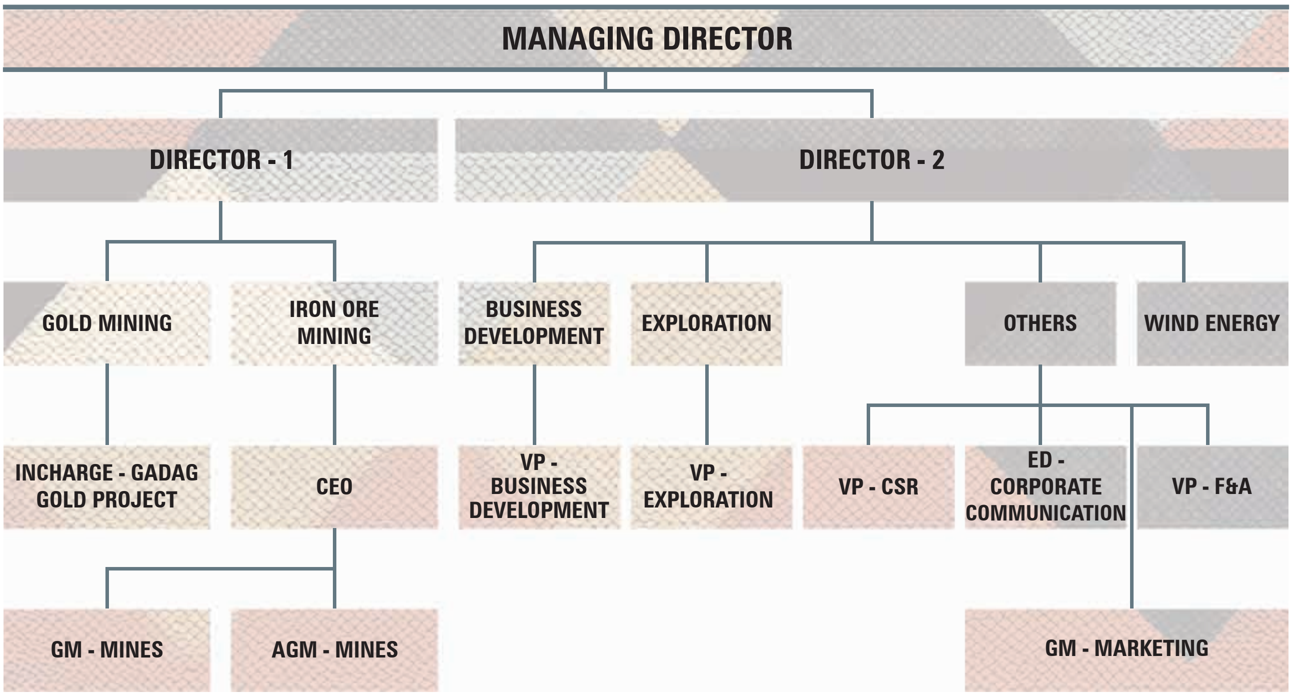
A	B	C	D	E	F
Dr. Narendrakumar Abheraj Baldota	Director	Male	84	100%	100%
Mr. Rahul Kumar Baldota	Director	Male	57	100%	100%
Mr. Shrenik Narendra Kumar Baldota	Managing Director	Male	53	75%	100%
Mrs. Lavina Rahul Kamar Baldota	Whole Time Director	Female	54	100%	100%
Dr. Meda Venkataiah	Director	Male	79	100%	100%
Mr. Rajan Dattatray Kamat	Independent	Male	65	100%	100%
Mr. Madhava Ravindra	Independent	Male	85	100%	100%

(A) Board Member Name | (B) Board Member Status | (C) Gender | (D) Age
(E) Board Meeting Attendance FY 2023-24 | (F) Board Meeting Attendance FY 2024- 25

*Mr. Madhava Ravindra retired from his Independent Director position on 29th September, 2024. He attended 2 meetings out of 2 eligible meetings.
*Total 4 Board meetings were held in FY 2023-24 and FY 2024-25
*Mr. Shrenik couldn't attend one board meeting in FY 2023-24 due to scheduled prior commitments

ORGANOGRAM

Our current organization chart depicting the relationship between the Directors and the Senior Management functions as on 31st March, 2025.



BOARD STRUCTURE AND PERFORMANCE

The below diagram depicts our strong governance and diversity commitments

100%

BOARD SKILLS

Corporate & Industrial Management, Human Resources, New Business Strategy, Accounting & Finance, Legal & Risk and ESG & Sustainability.

100%

BOARD ATTENDANCE

All Board Members attended Board Meetings during FY 2024-25.

28.57%

BOARD INDEPENDENCE

Total percentage of Independent Directors.

14.28%

BOARD DIVERSITY

Women Director representing Board Diversity.

COMMITTEES

To enhance the effectiveness of our governance framework, we have established various committees, each with specific responsibilities

Audit Committee

Audit committee's key responsibilities include appointing and reviewing auditors, monitoring audits and financial controls, managing related transactions, loans, and investments, valuing assets, overseeing public funds' use, handling whistle-blower mechanisms, and addressing additional duties as needed. During the reporting period, the Audit committee convened 4 times and it was chaired by Mr.M.Ravindra 2 times and Mr. Rajan Dattatray Kamat 2 times.

CSR Committee

This committee is responsible for developing and recommending the CSR Policy to the Board, implementing approved CSR activities, and actively monitoring the policy's impact on the community. During the reporting period, the CSR committee convened twice and was chaired by Dr. Narendrakumar Abheraj Baldota.

Nomination and Remuneration Committee (NRC)

This committee is responsible for formulating and recommending NRC policy on fair remuneration, identifying and recommending candidates for appointments or removal, and evaluating the performance of the Board, its committees, and individual directors.

The remuneration process combines fixed and performance-based pay, linked to financial and sustainability goals, to attract and retain talent. Overseen by a Nomination and Remuneration Committee, the process ensures fairness, competitiveness, and alignment with company objectives. Regular audits and disclosures maintain compliance with governance standards and stakeholder interests. During the reporting period, the NRC committee convened two times in FY 2023-24 and once in FY 2024-25 and was chaired by Mr. Madhava Ravindra.

Key elements of compensation structure include:

Base Salary	Performance-Based Incentives	Long-Term Incentives	Benefits
Competitive base salaries benchmarked against industry standards.	Bonuses and incentives tied to individual and company performance.	Long-term incentives to align executive interests with shareholders.	Comprehensive benefits packages including health insurance, retirement plans, and other perks.

MANAGEMENT COMMITTEE

Management committee makes crucial business decisions along with liquidity management, application of surplus funds, granting power of attorney to raise funds and donations for CSR activities are few among many responsibilities within the purview of this committee. During the reporting period the management committee met Ten times in FY 2023-24 and Nine times in FY 2024-25.

THE BOARD'S CURRENT COMMITTEES

- AUDIT COMMITTEE
- NOMINATION & REMUNERATION COMMITTEE
- RISK MANAGEMENT COMMITTEE
- CSR COMMITTEE

BOARD NOMINATION

Our robust appointment procedures and comprehensive evaluation systems are essential in ensuring the Board maintains high standards of efficiency and leadership. Directors play a crucial role in shaping Board discussions on matters such as strategy, organizational direction, risk management, performance, resource allocation, the sustainability agenda, key appointments, and ethical standards. They contribute independent judgment and valuable perspectives that enhance the overall quality of decision-making.

BOARD REMUNERATION

The Committee has developed a remuneration policy for Directors, Key Managerial Personnel, and other employees, which has been duly approved by the Board of Directors.

The primary objective of the Company's remuneration policy for Directors and Senior Management is to enhance overall value creation, attract and retain top talent, and support the achievement of the Company's strategic goals, thereby positioning the Company as a market leader. The policy is structured around a well-defined reward framework and is guided by a set of principles and objectives in line with Section 178 of the Companies Act, 2013. It emphasizes qualifications, integrity, positive attributes, and the independence of Directors.

While reviewing the Company's remuneration policies and deciding on the remuneration for Directors, the Board and the Nomination and Remuneration Committee considers the performance of the Company, the current trends in the industry, the qualifications of the appointee(s), their experience, past performance, responsibilities shouldered by them, the statutory provisions and other relevant factors. The Nomination and Remuneration Policy of the Company is available for inspection at the Registered Office of the Company.

The independent directors are paid sitting fees and reimbursement of travel expenses incurred in attending the Board and Committee meetings.

BOARD PERFORMANCE

The Board undertakes an annual self-evaluation process, aligned with the principles of the Triple Bottom Line (TBL) and in full compliance with the Companies Act, 2013. This ensures transparency, fairness, and the elimination of any potential conflicts of interest. In FY 2023-24 and FY 2024-25, the Board convened 4 meetings, with 98% overall attendance.

The performance evaluation of non-Independent Directors, the Board as a whole, and its committees was conducted in a separate meeting of Independent Directors, without the presence of non-Independent Directors or members of the management. In accordance with the Companies Act, 2013, the Board assesses the effectiveness of its functioning, including that of its committees and individual Directors, by seeking feedback on various governance aspects.

The evaluation covers areas such as contribution to and oversight of corporate governance practices, involvement in long-term strategic planning, and the discharge of fiduciary duties—particularly active participation in Board and Committee meetings. The process also includes an assessment of the quality, quantity, and timeliness of information provided to the Board to support effective decision-making.

Each Independent Director's performance was evaluated by the full Board, excluding the Director being assessed. Directors expressed satisfaction with the evaluation process. Based on the insights gained, the Board remains committed to refining its processes and enhancing its effectiveness in the upcoming financial year, reaffirming its dedication to the highest standards of Corporate Governance.

TRANSPARENT AND ETHICAL BUSINESS

We are dedicated to upholding strong governance, transparency, and ethical conduct throughout our organization.
Our Ethics & Compliance Framework is designed to evaluate and oversee the development and enforcement of robust policies, standards, and controls, ensuring our operations remain lawful, responsible, and guided by integrity.

Core focus areas include our Code of Conduct, anti-bribery and anti-corruption measures, fraud prevention, sanctions compliance, conflict of interest management, data protection, privacy, and our Speak Out program.

We maintain an active presence in all relevant jurisdictions, fostering ongoing engagement with stakeholders and enabling the timely identification and resolution of emerging concerns.

Speak Out

Our Speak Out programme encourages individuals to report concerns about improper conduct and any unethical, illegal, or other inappropriate behaviour, confidentially and anonymously.

All concerns raised via our various Speak Out channels are reviewed, triaged in line with our Investigations Procedure and investigated if required. Emerging trends and insights are de-identified and reported to the Audit and Risk Committee, Executive Committee, and site leadership teams on a quarterly basis.

Anti-bribery and Corruption

We maintain a zero-tolerance approach to bribery, corruption, and any form of unlawful or unethical conduct. Our Anti-Bribery, Fraud, and Sanctions Policy clearly outlines that we do not offer, give, or attempt to improperly influence any individual—including government or public officials—to act (or refrain from acting) in a way that deviates from their official responsibilities, duties, or ethical standards.

During the reporting period, we developed a series of enhanced Ethics & Compliance training modules to be implemented in FY25 for employees in high-risk roles. These courses cover key areas such as the Code of Conduct, Anti-Bribery & Corruption, Fraud, Conflicts of Interest, Privacy, and the Speak Out program. Tailored to our operating jurisdictions, the training includes interactive elements like 'stop, think, and ask' prompts, knowledge checks, and scenario-based exercises derived from real case investigations, building on our previously established training foundation.

TAX AND REVENUE TRANSPARENCY

At RMML, we are committed to transparent financial reporting and the highest standards of corporate governance. We fully comply with all applicable laws and regulations and expect our employees, tax advisors, and suppliers to uphold integrity and ethical conduct in all tax-related matters. Our management team and Board of Directors prioritize tax compliance and maintain robust internal financial controls. The Audit and Risk Management Committee plays a key role in identifying and mitigating tax-related risks, while the Stakeholder Relationship Committee ensures that stakeholder concerns are addressed effectively. Through proactive collaboration with tax authorities, we reinforce regulatory compliance and strengthen our overall governance framework.

RISK MANAGEMENT

We have identified climate change as a significant area of risk and opportunity for our business. We acknowledge climate change science and support the Paris Agreement goals. The mining sector has a role to play in reducing global greenhouse gas (GHG) emissions. We are committed to move towards the path of decarbonisation with the scoping and planning of key trials and studies to implement the emissions roadmap.

Strategy

RMML faces both risks and opportunities related to climate change. These include transition risks originating from the global shift towards a low-carbon economy, as well as physical risks, both acute and chronic, arising from changing weather patterns. Committed to supporting a just transition, RMML places particular emphasis on the well-being of countries and communities surrounding its operational sites.

Climate-related physical risks and opportunities are assessed across three distinct time horizons and under three global emissions scenarios: short-term (2021–2040), medium-term (2041–2060), and long-term (2081–2100).
Our significant focus is on transitioning energy production and diesel fleet to low-emission technologies, together with energy efficiency measures. We intend to continue working with our customers and suppliers on our Scope 3 emissions, developing approaches to mitigate and adapt to climate change impacts and seeking opportunities to add value to our business in the transition to a lower-carbon future.

Transition Risk

Transition risks and opportunities are associated with policy, legal, regulatory, technology, market, behavioural and reputational developments arising from the global transition to a lower-carbon economy. We have identified the following potential transition risks:

RMML contributes to the climate change policy debate in all jurisdictions in which it operates by advocating for effective long-term policy to transition to lower-carbon technologies as well as harmonisation of regulations within those states, provinces and territories.

RMML is actively seeking to expand and develop its Iron ore resources, particularly through exploration and its investments in India. RMML holds interests in operations and projects of measured and indicated Iron ore resources, providing exposure to the increase in demand for Iron ore resulting from the transition to lower-carbon technologies.

PHYSICAL RISK

Physical risks include acute climate change risks from the increasing frequency and intensity of extreme weather events such as floods, landslides, avalanches, cyclones, wildfires and hot and cold extremes. They also include chronic climate change risks from sustained shifts in climate patterns such as higher average temperatures causing droughts, sea level rise and storm surges causing coastal erosion, increasing and decreasing regional long-term precipitation, thawing permafrost and glaciers.

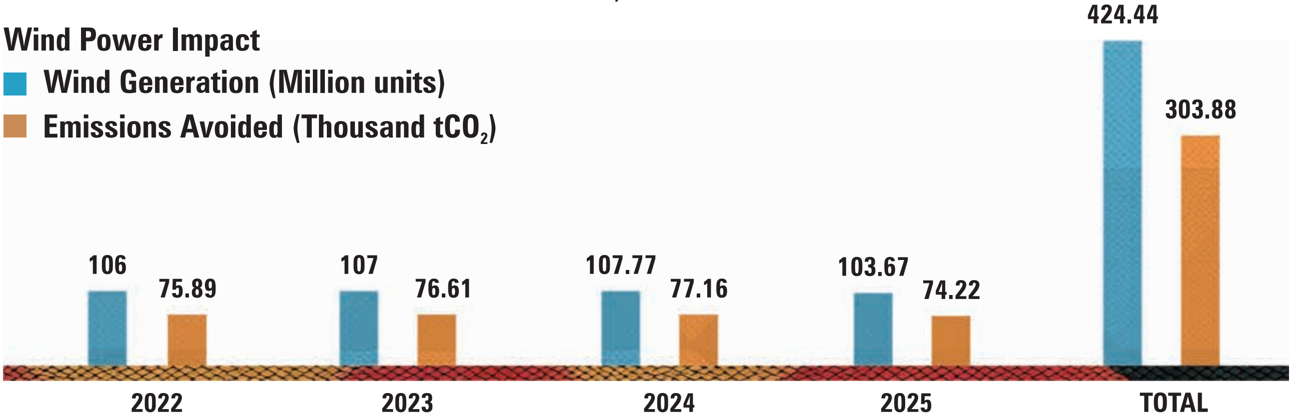
PROMOTING CLEAN ENERGY FOR A LOW CARBON FUTURE

In alignment with its strategic commitment to decarbonization and achieving net zero emissions in the coming years, RMML has made significant strides in expanding its renewable energy portfolio. Over the past two years alone, the Company has generated 107.68 million units in FY 2023- 24 and 103.51 million units in FY 2024-25 of clean electricity through its wind power installations, demonstrating consistent operational performance.

Cumulatively, over the last four years, the generation of 424 million units (kWh) of renewable electricity resulted in an estimated avoidance of approximately 347,680 tonnes of CO_2 emissions, calculated using grid emission factors published by the Central Electricity Authority in its CO_2 Baseline Database for the Indian Power Sector. Nearly 170,000 tonnes of coal and savings of approximately 0.7–0.8 million cubic metres of water, calculated using grid emission factors published by the Central Electricity Authority in its CO_2 Baseline Database for the Indian Power Sector and standard industry benchmarks.

This substantial emission avoidance reflects RMML's proactive approach in reducing its carbon footprint and supporting national and global climate goals, including the transition to a low-carbon economy and alignment with the United Nations Sustainable Development Goals (SDGs).

Beyond environmental benefits, RMML's investment in wind energy creates significant societal value. The Company's renewable operations help mitigate climate change risks, contribute to energy security by reducing dependence on fossil fuels, and stimulate local economic development through job creation and infrastructure improvements. By integrating sustainability into its core business strategy, RMML continues to enhance stakeholder confidence, reinforce its social license to operate, and build resilience against future environmental and regulatory challenges. Through these efforts, RMML remains dedicated to fostering a sustainable, inclusive, and low-carbon future for the communities and ecosystems it serves.



*Emissions avoided are calculated at emission factor of 0.716 tCO_2 / MWh (Source CEA)

"During the reporting period, the Company reported total greenhouse gas emissions of 21,105.89 tCO_2e (Scope 1, Scope 2, and Scope 3), in accordance with globally accepted accounting standards such as the GHG Protocol and disclosures aligned with Global Reporting Initiative (GRI 305: Emissions).

In parallel, the Company generated 424 million units (kWh) of renewable energy from wind and solar sources, resulting in an estimated avoidance of approximately 347,680 tonnes of CO_2 emissions. These avoided emissions have been calculated using grid emission factors published by the Central Electricity Authority.

While avoided emissions are reported separately and are not adjusted against the Company's gross emissions in line with the GHG Protocol, the Company's renewable energy contribution significantly exceeds its total carbon footprint. This reflects a net positive carbon impact and aligns with the Company's long-term decarbonization strategy and commitment towards achieving carbon neutrality.

This disclosure is aligned with the requirements of the SEBI Business Responsibility and Sustainability Reporting (BRSR), ensuring transparency, accuracy, and comparability in climate-related performance reporting."

Baldota Group remains committed to creating sustainable value for all stakeholders through comprehensive Corporate Social Responsibility (CSR) initiatives aligned with the United Nations Sustainable Development Goals. During the reporting period 2023-25, our operations in Hosapete have delivered significant impact across health, education, gender empowerment, environmental conservation, and rural development.

KEY HIGHLIGHTS

Safe Drinking Water

- **31,07,180 Liters** of Purified Water Distributed
- Safe drinking water through **2 RO plants**
- Safe RO drinking water for **1,368 students**

Jaipur Foot Camps

- **186 People** Benefited from Jaipur Foot Camp
- **149 People** received artificial limbs
- **29 People** received calipers
- **7 People** received crutches
- **1 woman** received artificial hand

Eye Camps

- **Three** eye screening camps across villages
- **288** Villagers Screened
- **71** Successful Cataract Surgeries
- **109** individuals referred for eye surgery

General Health Camps

- **1,027** Villagers Served Through **11** Camps
- **26** WASH programs, **569** students, **4** schools
- **132** students screened for dental health awareness
- **14** menstrual health awareness programs reaching **333** girls and women

Environment Care

- **6,436** trees planted
- **5,317** trees planted across Hosapete
- **1,119** saplings planted across **29** schools

Women Empowerment

- **480+** Women Empowered Through 35 Self-Help Groups
- **4** focused villages serving **420** rural families
- **9** new SHGs formed in FY 2024-25
- **Rs 9,40,000** revolving funds to **11 SHGs**
- **363** Women Trained in Vocational Skills
- **70** women in **2** villages completed tailoring training programs
- Embroidery training to **48** women in **2** batches
- **45** women enrolled in beautician training program
- **35** youth trained in computer skills

Education Support

- Direct Educational Support to **2,000+** Students
- Scholarship to **53** rural girl students
- SSLC coaching program in Math, English, Science for **50** students
- Annual travel pass for **85** students

Sports

- **330** Rural Athletes Participated in Village Cricket Tournament
- Supported 4th 3×3 Senior National Basketball
- Championship (**30** men's + **26** women's teams)

Community Infrastructure

- Baldota Park, Hosapete for **200+** Daily Park Users
- **3** parks maintained across Hospet
- **6** benches at Kalyana Nagara public park for senior citizens

Social Impact: Health and Wellbeing

- **Preventive Healthcare and Safe Drinking Water**
  Access to clean water and preventive healthcare fundamental to rural development. Our operations have established two RO (Reverse Osmosis) plants in Kanivihalli and Jaisingpura villages, distributing **31,07,180** liters of purified water from April 2023 to March 2025. This initiative has reduced waterborne diseases and improved overall community health.

  Additionally, we installed a **500 LPH RO Plant** at Shri Kotturu Swamy Kalyana Kendra School, Hospet, ensuring safe drinking water for **1,368 students**. This facility prevents health-related absences and improves educational outcomes among the student population.

- **Specialized Health Camps**

  Jaipur Foot Camp: In partnership with Bhagwan Mahavir Vikalang Sahayata Samiti Jaipur, we conducted a specialized camp for physically challenged individuals, benefiting 186 people, including:
  - **149 people** received artificial limbs
  - **29 people** received calipers
  - **7 people** received crutches
  - **1 woman** received an artificial hand

  Eye Screening and Surgical Camps: Working with Netralakshmi Vaidyalaya and Ashwini Eye Hospital Hospet, we screened **288 villagers** across three villages, with **109 referred** for eye surgery and **71 undergoing successful cataract surgeries**.

  General Health Camps: We conducted **11 health camps** across three villages, serving **1,027 villagers** with basic medical facilities and health awareness services.

  Dental Health Initiatives: A dental screening camp at Morarji Desai Residential School benefited **132 students**, providing essential health checks and promoting awareness about dental hygiene.

- **Sanitation and Hygiene Programs**
  We supported **7 families** in Jaisingpura village with household toilet construction, significantly improving sanitation conditions and reducing open defecation. Complementing this, **26 WASH** (Water, Sanitation, and Hygiene) programs were conducted across four schools, benefitting **569 students** with knowledge on hand hygiene, clean water access, and personal health practices.

  Menstrual Health Awareness: We conducted **14 awareness programs across four** villages, reaching **333 girls and women** with essential information on menstrual hygiene and health management.

  Mental Health and Rehabilitation Support: Through the Abheraj Baldota Foundation, we supported the **Samarpan Project in Mumbai**, which provides evidence-based addiction treatment, mental health counseling for anxiety and depression, and comprehensive rehabilitation services under expert guidance.

Social Impact: Education and Skill Development

- **Educational Infrastructure and Support**

  School Infrastructure: We provided furniture and essential items to Government Higher Primary Schools in Kanivihalli and Jaisingpura, benefitting **299 students.** We also installed a chemistry lab at Sri Markandeshwara English Medium School in Hospet to enhance science education and foster practical learning.

  Scholarship Program: Through our targeted scholarship initiative, we supported **53 rural** graduating girl students with Demand Drafts to complete their graduation, addressing financial barriers to higher education in rural areas.

- **Academic Coaching and Support Services**

  SSLC Coaching Classes: For the past 11 years, we have provided specialized tuition in Mathematics, English, and Science, benefitting **50 students** during FY 2024-25. This initiative ensures that students from remote villages have access to quality coaching without the burden of travel costs.

  Transportation Support: We provided annual bus pass support to **85 students from Jaisingpura village** to enable daily access to educational institutions in Hospet and Sandur.

  Educational Resources: Newspapers were distributed to Government Higher Primary Schools in Jaisingpura to cultivate reading habits and broaden students' awareness of current events and general knowledge.

- **Skill Development and Vocational Training**

  Tailoring Training: We completed one batch and enrolled **70 women across two villages** in tailoring programs, providing six-month training for economic self-sufficiency.

  Embroidery Training: 48 rural women completed two batches of embroidery training, gaining marketable skills for income generation.

  Beautician Training: 45 women enrolled in a new beautician training program, building confidence and creating entrepreneurial pathways in the beauty and wellness sector.

  Computer Training: 35 youth enrolled in a six-month computer training program to enhance digital literacy and employability in the technology sector.

  Vocational Support: We provided computers and laptops to Mines Group Vocational Training Society (MGVTS), Hospet, which delivers training under the Pradhan Mantri Kaushal Vikas Yojana (PMKVY).

- **Community Knowledge Platforms**

  We established a **public library at Jaisingpura village** to provide free access to books, magazines, newspapers, and journals, promoting literacy and personal growth.

  Additionally, we developed a garden around the newly constructed Central Library in Hospet, enhancing the reading environment and encouraging community participation.

Social Impact: Gender Equality and Women Empowerment

- **Self-Help Groups (SHGs)**
  Our flagship women empowerment initiative operates **35 Self-Help Groups** across **four** focused villages, creating livelihood opportunities for **420 rural families.** During FY 2024-25, we formed 9 new SHGs in Venkatagiri and Kanivihalli villages, bringing the total to a stronger network of women entrepreneurs.

- **SHG Support Mechanisms:**
  - Regular training on SHG concepts and functions
  - Book-keeping and financial literacy training
  - Village-level meetings for strengthening operations
  - Revolving funds of **Rs 9,40,000 allocated** to **11 SHGs** for income-generating activities

- **Community Resource Person (CRP) Engagement**
  We engaged a dedicated Community Resource Person to monitor and strengthen SHGs in Kanivihalli and Srungarathota villages (Wind Farm area, Harapanahalli taluka), ensuring sustained support for women's collectives.

- **Community Exposure and Learning**
  We organized an exposure visit for SHG members to the **Pampa Project textile exhibition at Hampi,** showcasing traditional weaving, stitching opportunities, and Indian Khadi practices. This initiative connected rural women with market opportunities and entrepreneurial pathways.

- **Housing Support**
  We provided financial support for house construction to **3 SHG members and families**, improving living conditions and demonstrating our commitment to holistic community development.

Environmental Sustainability

- **Plantation and Reforestation**

  Avenue Plantation: We planted **5,317 trees** across various locations in Hospet with protective tree guards, with regular watering during summer months (February-April) to ensure establishment.

  School-Based Afforestation: In partnership with the Forest Department and Education Department, we planted **1,119 saplings** across **29 schools** in Hospet taluka, integrating environmental awareness into school curricula.

- **Water Conservation**

  Check Dam Construction: We constructed **2 check dams** at Jaisingpura village to enhance groundwater levels and enable captured monsoon water for agricultural purposes, demonstrating our commitment to soil and water conservation practices.

- **Wildlife and Railway Safety**

  We installed an **early warning system in the forest area of Belagavi district** to prevent collisions between trains and wildlife, protecting both ecological integrity and railway operations.

- **Cultural Heritage and Traditional Textiles**

  Through the **Pampa Project exhibition at Hampi (March 1-12, 2025)**, we promoted Karnataka's rich textile heritage, showcasing traditional sarees including Molakalmuru, Vanjare silks, Navalgund durries, and Ilkal sarees. The exhibition supported local artisans through knowledge-sharing on product innovation and marketing, contributing to cultural preservation and sustainable livelihoods.

  We also supported the **Weavers Studio Resource Centre, Kolkata**, which pioneered textile tradition revival and modern design innovation since 1993.

Governance and Community Development

Park Maintenance and Development: Baldota Group maintains three parks in Hospet, with **Baldota Park** serving over **200 daily visitors** through facilities including walking paths, age-specific play equipment, yoga spaces, gym facilities, illumination, and security infrastructure.

Community Support: We installed a generator for the community hall in Hospet to ensure uninterrupted electricity for public events, and installed 6 benches at Kalyana Nagara public park for senior citizens and community members.

- **Rural Sports Development**

  Basketball Championships: We supported the **4th 3×3 Senior National Basketball Championship** (January 17-19, 2025) at Sri Kanteerava Stadium, Bangalore, with participation from **30 men's and 26 women's teams.**

  Village Cricket Tournament: We organized a cricket tournament at Kanivihalli village with **330 rural athletes** participating, promoting sports excellence in rural areas.

- **Employee Engagement in CSR**

  We conducted **3 health awareness sessions** with **102 employee participants across Jaisingpura and Venkatagiri villages,** focusing on personality development and health consciousness while strengthening community bonds.

Impact Summary and Beneficiaries

Area of Impact	Number of Beneficiaries	Key Initiatives
Health & Sanitation	8,000+	RO plants, health camps, toilet construction
Education	2,000+	Scholarships, coaching, infrastructure
Skill Development	243+	Vocational training programs
Gender Empowerment	480+	SHGs, training programs, house construction support
Environmental	10,000+ (Indirect)	Tree plantation, water conservation
Rural Development	200+ (Daily)	Parks, sports, community halls

Sustainability and Future Outlook

Our CSR initiatives are designed for long-term community resilience:

- **Health infrastructure** ensures ongoing access to clean water and preventive healthcare
- **Education support** creates pathways for intergenerational mobility
- **Skill training** enables sustainable livelihoods and economic independence
- **Environmental conservation** protects natural resources for future generations
- **Governance support** strengthens community capacity for self-determination

Baldota Group remains committed to balancing economic growth with social responsibility and environmental stewardship, contributing to India's broader development objectives while creating shared value for all stakeholders.





WAY FORWARD

At RMML, we take great pride in our legacy. Our deep-rooted culture of environmental stewardship has empowered our employees to actively contribute to our sustainability objectives. This report reflects our steadfast commitment to sustainability, driven by the collective efforts of our entire workforce.

RMML possesses significant untapped growth potential. Looking ahead, our vision is to achieve what has remained out of reach over the past 47 years to enhance production in a way that remains deeply aligned with environmental harmony. We recognize that our success is closely linked to the well-being of the wider community and extends beyond our operational footprint.
Expanding our production capacity while ensuring environmental balance will demand continuous innovation and strict adherence to global environmental and sustainability standards. We are committed to investing in advanced technologies that prioritize sustainability, safety, and environmental protection.

By forging long-term partnerships with financial institutions and other key stakeholders, we work to reduce investment risks and foster resilient growth. For us, excellence in sustainability and ethical mining practices is not only a responsibility but also a strategic imperative essential for maintaining stakeholder trust and strengthening our competitive advantage.

At RMML, our commitment to advancing sustainable practices for people, the planet, and prosperity remains unwavering. We are dedicated to delivering meaningful transformation not only within the mining sector but across the broader community, guided by a long-term, responsible vision.

ESG PERFORMANCE DATA SHEET

Pillar	Key Performance Indicator (KPI)	FY 2023-24 Performance	FY 2024–25 Performance
Social	Total Permanent Employees	90	111
	Training hours per employee	6.71 (Male) 4 (Female)	10.5 (Male) 26 (Female)
	Employee engagement programs conducted	Yes	Yes
	Community development spends (CSR)	215.58	282.20
	Local hiring at mining sites	Yes	Yes
	Workplace incidents (LTIFR)	0	0
Environmental	GHG emissions (Scope 1 + 2)	94.88 tco2e	120.55 tco2e
	Water recycled or reused	Yes	Yes
	Total overburden generated	2,75,868 MT	1,36,280 MT
	Biodiversity conservation projects undertaken	Yes	Yes
Governance	Board diversity (% woman on board)	14.28	14.28
	ESG training for senior management	Yes	Yes
	Grievances received and resolved (HR & Ethics)	Yes	Yes
	Suppliers screened for ESG risks	Yes	Yes
	ESG reporting frameworks followed	Yes	Yes

ALIGNMENT WITH SUSTAINABILITY FRAMEWORKS

The Global Reporting Initiative (GRI) Content Index provides a comprehensive overview of the GRI Standards disclosures included in this report. This index ensures transparency and helps stakeholders easily locate information on specific sustainability topics.

Alignment with GRI Standards and BRSR

Our strategic goals for the next reporting period are ambitious yet achievable, reflecting our dedication to continuous improvement and sustainable growth. By focusing on environmental stewardship, social responsibility, and strong governance, we are well-positioned to achieve our long-term sustainability vision and create lasting value for our stakeholders.

ALIGNMENT WITH GRI STANDARDS AND BRSR

Sr.No	GRI	Report Section	Page Number	BRSR Reference
2_1	Organizational details	About RMML	05	Part A, 1-2
2_2	Entities included in the organization's sustainability reporting	Reporting Scope	03	Part A, 1
2_3	Reporting period, frequency and contact point	Reporting Scope	03	Part A, 3-4
2_4	Restatements of information	About the Report	03	Part A, 6
2_5	External assurance	About the Report	03	Part A, 5
2_6	Activities, value chain and other business relationships	About RMML	07	Part A, 7-8
2_7	Employees	Our People	21	Part B, 4
2_8	Workers who are not employees	Our People	21	Part B, 4
2_9	Governance structure and composition	Being a Trusted Company	41	Part C, 1-2
2_10	Nomination and selection of the highest governance body	Being a Trusted Company	42	Part C, 3
2_11	Chair of the highest governance body	Being a Trusted Company	42	Part C, 4
2_12	Role of the highest governance body in overseeing the management of impacts	Being a Trusted Company	42	Part C, 5
2_13	Delegation of responsibility for managing impacts	Being a Trusted Company	42	Part C, 6
2_14	Role of the highest governance body in sustainability reporting	Being a Trusted Company	42	Part C, 7
2_15	Conflicts of interest	Being a Trusted Company	43	Part C, 8
2_16	Communication of critical concerns	Being a Trusted Company	44	Part C, 9
2_17	Collective knowledge of the highest governance body	Being a Trusted Company	42	Part C, 10
2_18	Evaluation of the performance of the highest governance body	Being a Trusted Company	44	Part C, 11
2_19	Remuneration policies	Being a Trusted Company	44	Part C, 12
2_20	Process to determine remuneration	Being a Trusted Company	44	Part C, 13
2_21	Annual total compensation ratio	Diversity, Equity and Inclusion	20	Part C, 14
2_22	Statement on sustainable development strategy	Sustainability at RMML	09	Part C, 15

ALIGNMENT WITH GRI STANDARDS AND BRSR

Sr.No	GRI	Report Section	Page Number	BRSR Reference
2_23	Policy commitments	Process wise internal policy is in place	45	Part C, 16
2_24	Embedding policy commitments	All policies are executed on workplace	45	Part C, 17
2_25	Processes to remediate negative impacts	Managed by internal system that tracks and document case progress	45	Part C, 18
2_26	Mechanisms for seeking advice and raising concerns	Transparent and Ethical Business	45	Part C, 19
2_27	Compliance with laws and regulations	Transparent and Ethical Business	45	Part C, 20
2_28	Membership associations	Global alignment and Memberships	07	Part C, 21
2_29	Approach to stakeholder engagement	Materiality Assessment Process	12	Part D, 1-3
2_30	Collective bargaining agreements	Freedom of association and collective bargaining	25	Part D, 4
3_1	Process to determine material topics	Materiality Assessment Process	12	Part D, 5
3_2	List of material topics	Materiality Assessment Process	13	Part D, 6
3_3	Management of material topics	Materiality Assessment Process	14	Part D, 7
201_1	Direct economic value generated and distributed	Direct and Indirect Economic Impact	09	Part A, 3
201_2	Financial implications and other risks and opportunities due to climate change	Is discussed during management meeting and appropriate action is taken	09	Principle 6, 1(d)
201_3	Defined benefit plan obligations and other retirement plans	Compensation and Benefits	22	Principle 3, 3(b)
201_4	Financial assistance received from government	We do not take financial assistance from government	NA	Part A, 4(e)
202_1	Ratios of standard entry level wage by gender compared to local minimum wage	Diversity, Equity and Inclusion	21	Principle 5, 2(c)
202_2	Proportion of senior management hired from the local community	Diversity, Equity and Inclusion	21	Principle 5, 2(d)

ALIGNMENT WITH GRI STANDARDS AND BRSR

Sr.No	GRI	Report Section	Page Number	BRSR Reference
203_3	Infrastructure investments and services supported	Done through CSR initiatives	25	Principle 8, 3(a)
203_2	Significant indirect economic impacts	CSR	26	Principle 8, Clause 3(a)
204_1	Proportion of spending on local suppliers	CSR	27	Principle 9, 2(b)
205_1	Operations assessed for risks related to corruption	Transparent and Ethical Business	45	Principle 1, 5(c)
205-2	Communication and training about anti-corruption policies and procedures	Transparent and Ethical Business	45	Principle 1, 5(d)
205_3	Confirmed incidents of corruption and actions taken	Transparent and Ethical Business	45	Principle 1, 5(c)(ii)
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Transparent and Ethical Business	45	Principle 1, 5(e)
207_1	Approach to tax	Tax and revenue transparency	09	Principle 1, 5(f)
207_2	Tax governance, control, and risk management	Direct and Indirect Economic Impact	09	Principle 1, Clause 5(f)
207_3	Stakeholder engagement and management of concerns related to tax	Discussed during stakeholder meetings	09	Principle 1, Clause 5(f)
207-4	Country-by-country reporting	Not Applicable	NA	Principle 1, Clause 5(f)
301_1	Materials used by weight or volume	Material Consumption	38	Part E, 1
301_2	Recycled input materials used	Not applicable	38	Part E, 2
301_3	Reclaimed products and their packaging materials	Not applicable	38	Part E, 3
302_1	Energy consumption within the organization	Respecting the Environment	33	Part E, 4
302_2	Energy consumption outside of the organization	Respecting the Environment	33	Part E, 5
302_3	Energy intensity	Respecting the Environment	34	Part E, 6
302_4	Reduction of energy consumption	Respecting the Environment	33	Part E, 7
302_5	Reductions in energy requirements of products and services	Respecting the Environment	34	Part E, 8
303_1	Interactions with water as a shared resource	Respecting the Environment	35	Part E, 9
303-2	Management of water discharge-related impacts	Respecting the Environment	36	Part E, 10

ALIGNMENT WITH GRI STANDARDS AND BRSR

Sr.No	GRI	Report Section	Page Number	BRSR Reference
303_3	Water withdrawal	Respecting the Environment	37	Part E, 11
303_4	Water discharge	Respecting the Environment	37	Part E, 12
303_5	Water consumption	Respecting the Environment	37	Part E, 13
305_1	GHG emissions	Respecting the Environment	30	Part E, 14
305_2	GHG emissions	Respecting the Environment	31	Part E, 15
305_3	GHG emissions	Respecting the Environment	32	Part E, 16
305_4	GHG emissions intensity	Respecting the Environment	32	Part E, 17
305_5	GHG emissions	Respecting the Environment	32	Part E, 18
305-6	Ozone-depleting substances (ODS)	Respecting the Environment	34	Principle 6, 1(c)
305_7	Nitrogen oxides (NOX), sulphur oxides (SOx), and other significant air emissions	Respecting the Environment	34	Principle 6, Clause 1(c)
306_3	Significant spills	Respecting the Environment	34	Principle 6, 1(e)
306-1	Waste generation and significant waste-related impacts	Respecting the Environment	38	Part E, 19
306-2	Management of significant waste-related impacts	Respecting the Environment	38	Part E, 20
306_3	Waste generated	Respecting the Environment	38	Part E, 21
306_4	Waste diverted from disposal	Respecting the Environment	38	Part E, 22
306_5	Waste directed to disposal	Respecting the Environment	38	Part E, 23
308_1	New suppliers that were screened using environmental criteria	Internal policy is in place to screen suppliers	09	Principle 6, 2
308_2	Negative environmental impacts in the supply chain and actions taken	Started to calculate Scope 3 and initiatives taken	31	Principle 6, Clause 2
401_1	New employee hires and employee turnover	Diversity, Equity, and Inclusion	20	Part F,1

ALIGNMENT WITH GRI STANDARDS AND BRSR

Sr.No	GRI	Report Section	Page Number	BRSR Reference
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People	21	Part F,2
401_3	Parental leave	Our People	21	Part F,3
402_1	Minimum notice periods regarding operational changes	Our People	20	Principle 3, 3(d)
403_1	Occupational health and safety management system	Our People	23	Part F,4
403_2	Hazard identification, risk assessment, and incident investigation	Respecting the Environment	23	Part F,5
403_3	Occupational health services	Our People	23	Part F,6
403_4	Worker participation, consultation, and communication on occupational health and safety	Our People	23	Part F,7
403_5	Worker training on occupational health and safety	Our People	24	Part F,8
403_6	Promotion of worker health	Our People	24	Part F,9
403_7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our People	24	Part F,10
403_8	Workers covered by an occupational health and safety management system	Our People	24	Part F,11
403-9	Work-related injuries	Our People	23	Part F,12
403-10	Work-related ill health	Our People	23	Principle 3, 3(c)
404_1	Average hours of training per year per employee	Workforce at RMML	20	Part F, 13
404_2	Programs for upgrading employee skills and transition assistance programs	Our People	20	Part F, 14
404_3	Percentage of employees receiving regular performance and career development reviews	Our People	21	Part F, 15
405_1	Diversity of governance bodies and employees	Our People	22	Principle 5, 1(a), 1(b)
405_2	Ratio of basic salary and remuneration of women to men	Diversity, Equity, and Inclusion	23	Principle 5, 2(c)
406_1	Incidents of discrimination and corrective actions taken	Human Rights	22	Principle 5, 2(b)
407_1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining	21	Principle 5, 2(e), 2(f), 2(g)
408_1	Operations and suppliers at significant risk for incidents of child labour	Human Rights	18	Principle 5, Clause 2(f)

ALIGNMENT WITH GRI STANDARDS AND BRSR

Sr.No	GRI	Report Section	Page Number	BRSR Reference
409_1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights	18	Principle 5, Clause 2(g)
410_1	Security personnel trained in human rights policies or procedures	Workforce at RMML	21	Principle 5, 2(h)
411_1	Incidents of violations involving rights of indigenous peoples	Our People	18	Principle 5, 2(I)
413_1	Operations with local community engagement, impact assessments, and development programs	CSR and Indigenous People	25	Principle 4, 1 & 2
413_2	Operations with significant actual and potential negative impacts on local communities	CSR and Indigenous People	25	Principle 5, 2(j), Principle 9, 2
414_1	New suppliers that were screened using social criteria	Human Rights	21	Principle 5, 2(j), Principle 9, 2
414_2	Negative social impacts in the supply chain and actions taken	Human Rights	21	Principle 5, 2(j), Principle 9, 2
415_1	Political contributions	We do not do engage in political contributions	NA	Principle 1, 5(g)
416_1	Assessment of the health and safety impacts of product and service categories	Not applicable	NA	Principle 3, 3(a), Principle 9, 2(a)
416-2 Incidents of non_2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable	NA	Principle 3, 3(a), Principle 9, 2(a)
417_1	Requirements for product and service information and labelling	Not Applicable	NA	Not Applicable
417-2 Incidents of non_2	Incidents of non-compliance concerning product and service information and labelling	Not Applicable	NA	Not Applicable
417-3	Incidents of non-compliance concerning marketing communications	Not Applicable	NA	Not Applicable
418_1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not Applicable	NA	Not Applicable

Alignment with International Council on Mining and Metals

Principle 1: Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development				
1.1	Establish systems to maintain compliance with applicable law. Note: ICMM's member companies are already required to comply with all applicable laws in the countries that they operate in. However, many stakeholders want mining companies to show that they have strong systems in place that ensure legal compliance.	Applicable	Partially covered by equivalent programme	Partially meets
1.2	Implement policies and practices to prevent bribery, corruption and to publicly disclose facilitation payments.	Applicable	Partially covered by equivalent programme	Partially meets
1.3	Implement policies and standards consistent with the ICMM policy framework.	Applicable	Partially covered by equivalent programme	Partially meets
1.4	Assign accountability for sustainability performance at the Board and/or Executive Committee level.	Applicable	Partially covered by equivalent programme	Partially meets
1.5	Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.	Applicable	Partially covered by equivalent programme	Partially meets
Principle 2: Integrate sustainable development in corporate strategy and decision-making processes				
2.1	Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments and in the design, operation and closure of facilities.	Applicable	Partially covered by equivalent programme	Partially meets
2.2	Support the adoption of responsible health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk.	Applicable	Covered by equivalent programme	Meets
Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities				
3.1	Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to.	Applicable	Partially covered by equivalent programme	Partially meets
3.2	Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse	Not Applicable	Not Covered	N/A

Principle 3: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities (Continued)				
	effects torestore or improve livelihoods and standards of living of displaced people.			
3.3	Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security & Human Rights.	Applicable	Partially covered by equivalent programme	Partially meets
3.4	Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/ dangerous work to those under 18; eliminating harassment and discrimination; respecting freedom of association and collective bargaining; and providing a mechanism to address workers grievances.	Applicable	Partially covered by equivalent programme	Partially meets
3.5	Remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.	Applicable	Partially covered by equivalent programme	Partially meets
3.6	Respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; apply the mitigation hierarchy to address adverse impacts; and deliver sustainable benefits for Indigenous Peoples.	Not Applicable	Not Covered	N/A
3.7	Work to obtain the free, prior and informed consent of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands and territories or of critical cultural heritage, and capture the outcomes of engagement and consent processes in agreements.	Applicable	Partially covered by equivalent programme	Partially meets
Principle 4: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities				
4.1	Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results. **Note:** These should cover issues such as air, water, biodiversity, noise and vibration, health, safety, human rights, gender, cultural heritage and economic issues. The consultation process should be gender sensitive and inclusive of marginalised and vulnerable groups.	Applicable	Not Covered	Partially meets
4.2	Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict Affected and High Risk Areas, when operating in, or sourcing from, a conflict-affected or high risk area.	Applicable	Not Covered	Partially meets

Principle 4: Respect human rights and the interests, cultures, customs and values of employees and communities affected by our activities (Continued)				
4.3	Implement risk-based controls to avoid/prevent, mitigate and/or remedy health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system.	Applicable	Partially covered by equivalent programme	Partially meets
4.4	Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice.	Applicable	Partially covered by equivalent programme	Partially meets
Principle 5: Pursue continual improvement in health and safety performance with the ultimate goal of zero harm				
5.1	Implement practices aimed at continually improving workplace health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries and prevention of occupational diseases, based upon a recognised international standard or management system.	Applicable	Partially covered by equivalent programme	Partially meets
5.2	Provide workers with training in accordance with their responsibilities for health and safety, and implement health surveillance and risk-based monitoring programmes based on occupational exposures.	Applicable	Partially covered by equivalent programme	Partially meets
Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change				
6.1	Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised.	Applicable	Partially covered by equivalent programme	Partially meets
6.2	Implement water stewardship practices that provide for strong and transparent water governance, effective management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use.	Applicable	Partially covered by equivalent programme	Partially meets
6.3	Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure. **Note:** Riverine tailings, freshwater lake and/or shallow marine tailings disposal may be considered only if deemed to be the most environmentally and socially sound alternative, based on an objective and rigorous environmental and social impact assessment of tailings management alternatives.	Applicable	Partially covered by equivalent programme	Partially meets

Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change (Continued)				
	The scope of the assessment should be agreed between the member company and the host government.			
6.4	Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment.	Applicable	Partially covered by equivalent programme	Partially meets
6.5	Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO2 equivalent (GHG) emissions.	Applicable	Partially covered by equivalent programme	Partially meets
Principle 7: Contribute to the conservation of biodiversity and integrated approaches to land-use planning				
7.1	Neither explore nor develop new mines in World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated.	Not Applicable	Not Covered	N/A
7.2	Assess and address risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy, with the ambition of achieving no net loss to biodiversity. Note: **The ambition of no net loss applies to new** projects and major expansions to existing projects that impact biodiversity and ecosystem services.	Not Applicable	Not Covered	N/A
Principle 8: Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals				
8.1	In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources, and materials.	Applicable	Partially covered by equivalent programme	Partially meets
8.2	Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate.	Not Applicable	Not Covered	N/A

Glossary of Terms

This glossary provides definitions for key terms used throughout the sustainability report. Understanding these terms will help readers better comprehend the information and context presented in the report.

1. **Carbon Footprint:** The total amount of greenhouse gases emitted directly or indirectly by an individual, organization, event, or product.
2. **Circular Economy:** An economic system aimed at eliminating waste and the continual use of resources through principles of reuse, repair, refurbishment, and recycling.
3. **Corporate Social Responsibility (CSR):** A business model in which companies integrate social and environmental concerns in their operations and interactions with stakeholders.
4. **Environmental, Social, and Governance (ESG):** Criteria used to evaluate a company's commitment to sustainable and ethical practices in its operations.
5. **Greenhouse Gas (GHG) Emissions:** Gases that trap heat in the atmosphere, contributing to global warming. Major GHGs include carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O).
6. **Materiality Assessment:** The process of identifying and prioritizing issues that are most significant to an organization and its stakeholders.
7. **Sustainable Development Goals (SDGs):** A set of 17 global goals established by the United Nations to address various social, economic, and environmental challenges by 2030.
8. **Stakeholder Engagement:** The process by which an organization involves individuals or groups who may be affected by its actions in decision-making and operations.
9. **Triple Bottom Line:** A business framework that includes social, environmental, and financial performance indicators, often summarized as People, Planet, and Profit.
10. **Water Neutrality:** The concept of balancing water use with replenishment efforts to ensure sustainable water management.

Disclaimer: The above metrics are derived from in-house calculations using operational data, applying appropriate emission factorsand referencing established methodologies and industry standards for environmental impact assessment.

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