



UFLEX LIMITED

Division/Office: CORPORATE - SECRETARIAL

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UFLEX/SEC/2026/

4 July 2026

The National Stock Exchange of India Limited
Exchange Plaza, 5th Floor
Plot No. C/1, G-Block
Bandra - Kurla Complex
Bandra (E),
Mumbai – 400051

The BSE Limited
Corporate Relationships Department
1st Floor, New Trading Ring,
Rotunda Building, P J Towers,
Dalal Street, Fort,
Mumbai – 400 001

Scrip Code : UFLEX

Scrip Code : 500148

Subject: Business Responsibility & Sustainability Report (“BRSR”) for the Financial Year 2025-26

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report (“BRSR”), which forms part of the Annual Report for the financial year 2025-26.

You are requested to kindly take the same on record(s).

Thanking you,

Yours faithfully,
For UFLEX LIMITED,

Ritesh Chaudhry
Sr. Vice President (Secretarial) &
Company Secretary

Encl : As above

ANNEXURE-“G”



Independent Reasonable Assurance Statement to UFlex Limited on their Business Responsibility & Sustainability Report (BRSR) - FY2025-26

To the Management of UFlex Limited, Noida, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by UFlex Limited ("UFlex") to provide an independent reasonable assurance on its Business Responsibility & Sustainability Report (BRSR) for FY2025-26 ("the Report"). The scope of the Report comprises the reporting periods of FY2025-26. The Report is prepared by UFlex based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

The objectives of this reasonable assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures in alignment with BRSR requirements, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Integrated Annual Report of UFlex Limited.

Responsibilities

The management of UFlex is solely responsible for the development of Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of UFlex, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The assurance has been provided for BRSR core and non-core disclosures with reference to SEBI's "BRSR Core - Framework for assurance and ESG disclosures for value chain" vide circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023, presented by UFlex in its Report along with all other disclosures. The assurance boundary included data and information for the manufacturing units and Corporate Office of UFlex in India in accordance with SEBI's BRSR guidelines. Our scope of assurance included verification of internal control systems, data and information on BRSR Section A: General Disclosures, Section B: Management and Process Disclosures, Section C: Principle wise Performance Disclosure (Essential and Leadership Indicators) of BRSR and all disclosures reported as summarized below:



BRSR Disclosures

- Total Scope 1 and Scope 2 GHG emissions
- GHG emissions intensity (Scope 1 and 2)
- Scope 3 GHG emissions (where disclosed)
- Total energy consumed
- Energy consumed from renewable sources
- Energy intensity
- Total water consumption
- Water consumption intensity
- Water discharge by destination and level of treatment
- Total waste generation (category-wise: hazardous, non-hazardous, e-waste, etc.)
- Waste disposal methods – recovered, recycled, landfilled, etc.
- Use of recycled or recyclable input materials
- Life Cycle Assessment (LCA) – coverage, methodology, results
- Cost incurred on employee well-being as a % of total revenue
- Safety incidents – LTIFR, fatalities, and permanent disabilities (including contractual workforce)
- Percentage of Employees trained on Health & Safety, Skill Upgradation and Human Rights
- Gross wages paid to females as % of total wages paid
- Complaints under POSH – filed, resolved, pending
- Workforce diversity
- Job creation in smaller towns
- Wages paid in smaller towns
- Employee turnover and attrition rates
- Inclusion of people with disabilities
- Instances of data breach or loss of customer/employee information
- Number of days of accounts payable
- Loans, advances, and investments with related parties
- Worker and stakeholder grievance redressal system
- Stakeholder consultation process
- Whistleblower complaints – received, resolved, pending
- Anti-corruption and anti-bribery practices and training
- Board diversity – gender, independence, age, tenure
- ESG-linked KPIs in leadership remuneration
- Materiality Indexing – stakeholder engagement, process, identified issues
- Maternity and paternity benefit uptake
- Policy on human rights due diligence across operations and supply chain
- Retention rate
- Conflict of Interest
- Proactive POSH awareness sessions conducted across sites
- Input materials sourced from MSMEs, small producers, and within India
- Purchases from trading houses and sales to dealers and distributors
- Inclusive development through local procurement and employment
- CSR spend – total amount, beneficiaries and aspirational districts

Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Reasonable Assurance' procedures as per the following standard:



- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A reasonable assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. A materiality threshold level of 5% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Limitations

We have relied on the information, documents, records, data, and explanations provided to us by UFlex for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a reasonable level of assurance. The assurance was conducted by desk reviews, visit to manufacturing units UFlex in Noida Chemical, Noida Engineering, Noida Moulding, Noida Cylinder, Noida Packaging, Noida Films and Noida Holography considering a sampling rate of 10% of the total operational sites of UFlex in India and stakeholder interviews with regards to the reporting and supporting records for the fiscal year 2026 at UFlex's corporate office in Noida. Our assurance task was planned and carried out during Feb-May 2026. The assessment included the following:

- Review of the Report that was prepared in accordance with the SEBI's BRSR guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available at selected UFlex's operational sites Sanand, Malanpur, Dharwad, Panipat, Udaipur, Chennai, Guwahati, Hyderabad and in corporate offices and digitally.
- Conducted physical interviews with key personnel responsible for data management at selected UFlex's operational sites and corporate office.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by UFlex for data analysis.
- Review of BRSR core disclosures for the duration from 1st April 2025 to 31st March of 2026 UFlex was carried out onsite at UFlex's corporate office.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed and details would be provided in a separate management report.

Conclusions

Intertek reviewed BRSR core disclosures provided by UFlex in its Report. Based on the procedures performed as

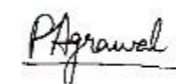


above, evidences obtained and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, in our opinion, UFlex's data and information on BRSR core disclosures for the period of 01 April 2025 to 31 March 2026 included in the Report, is, in all material respects, in accordance with the with the SEBI's BRSR guidelines.

Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd



Priyanka Agrawal
Manager Sustainability
Intertek India
2026/05/30



Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
2026/05/30

No member of the verification team (stated above) has a business relationship with UFlex Ltd. stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

Sr. No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the listed entity	L74899DL1988PLC032166
2	Name of the listed entity	UFlex Limited
3	Year of incorporation	1988
4	Registered office address	305, 3rd Floor, Bhanot Corner Pamposh Enclave, Greater Kailash - I, New Delhi, India - 110048
5	Corporate address	A-108, Sector-IV, Noida - 201301
6	E-mail	secretarial@uflexltd.com
7	Telephone	0120 - 4012345
8	Website	www.uflexltd.com
9	Financial year for which reporting is being done	1 st April 2025 to 31 st March 2026
10	Name of the Stock Exchange(s) where shares are listed	a) BSE Limited b) The National Stock Exchange Limited
11	Paid-up Capital	72,21,14,860 INR
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shadab Alam Corporate ESG Head Email: shadab.alam@uflexltd.com Tel.: 0120 6100121/ 0120 4002635
13	Reporting boundary - Are the disclosures under this report made on a standalone the entities only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures in this BRSR are prepared on a standalone basis for UFlex Limited's India operations, aligned with the standalone financial statements for FY2025-26. Subsidiaries, associates and joint ventures forming part of consolidated financial statements are excluded unless specifically stated. Any deviation in boundary for individual indicators has been disclosed through indicator-level notes
14	Name of assurance provider	Intertek India Pvt Ltd
15	Type of assurance obtained	Reasonable Assurance

II. PRODUCTS & SERVICES

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Flexible Packaging	Flexible Packaging manufacturer and exporter, with a wide variety of products such as: Flexi- tubes, lids, confectionery foils, and other value-added products	94%
2	Engineering Business	Manufacturing major for top-of-the-line packaging, printing and allied machines	6%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product / Service	NIC Code	% of Total Turnover Contributed
1	Flexible Packaging Material	22209 - Manufacture of other plastics products n.e.c	94%

III. OPERATIONS

18. Number of locations where plants and/or operations/office of the entity are situated:

Sr. No.	Number of Plants	Number of Offices	Total
National	13	6	19
International	0	0	0

19. Markets served by the Entity:

a. Number of Locations

Locations	Number
National (No. of States)	28 States and 8 Union territories
International (No. of Countries)	150 Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports contributed 20.30 % of UFlex Limited's total standalone turnover.

c. A brief on types of customers

UFlex Limited is India's leading multinational flexible packaging and solutions company with an integrated presence across the packaging value chain, including packaging films, flexible packaging, aseptic liquid packaging, chemicals, printing cylinders, holography, and engineering solutions for packaging and converting machinery. Incorporated in 1988, the Company has built a global manufacturing and distribution footprint across India, UAE, Mexico, Egypt, USA, Poland, CIS, Nigeria, and Hungary. While UFlex Group has a global manufacturing and distribution presence, this BRSR covers UFlex Limited on a standalone basis. Customer and market descriptions are provided for business context; quantitative ESG disclosures are limited to the stated reporting boundary unless otherwise specified.

UFlex serves customers in more than 150 countries across sectors such as FMCG, food & beverages, pharmaceuticals, personal care, household products, agriculture, automotive, and industrial applications. The Company provides innovative and value-added packaging solutions for a diverse range of products including snacks, confectionery, beverages, dairy products, frozen foods, edible oils, spices, personal care products, pharmaceuticals, pet food, lubricants, fertilizers, and other consumer and industrial goods.

The Company's customer portfolio includes several leading Indian and global brands such as Procter & Gamble, PepsiCo, Nestlé, Mars, Britannia Industries, GlaxoSmithKline, Reckitt, Dabur, ITC Limited, Amul, Mondelez International and L'Oréal, among others.

IV. EMPLOYEES

20. Details at the end of the Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	3355	3150	94	205	6
2	Other than Permanent (E)	77	76	99	1	1
3	Total Employees (D+E)	3432	3226	94	206	6
WORKERS						
4	Permanent (F)	4417	4406	99	11	0.2
2	Other than Permanent (G)	3234	3200	99	34	1
3	Total Workers (F + G)	7651	7606	99	45	1

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	12	12	100	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D + E)	12	12	100	-	-
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	26	26	100	-	-
2	Other than Permanent (G)	2	2	100	-	-
3	Total Workers (F + G)	28	28	100	-	-

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. & Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	3	-	-

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	14%	12%	13%	28%	14%	14%	32%	15%
Permanent Workers	13%	54%	13%	15%	36%	15%	14%	50%	14%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	% share held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1	Flex Middle East FZE, UAE	100%	No
2	Flex Americas S.A. de C.V., Mexico	100%	No
3	Flex P. Films (Egypt) S.A.E., Egypt	100%	No
4	Flex Films Europa Sp.zo.o, Poland	100%	No
5	Flex Films (USA) Inc., USA	100%	No
6	UFlex Europe Ltd., UK	100%	No
7	UFlex Packaging Inc., USA	100%	No
8	UPET Holdings Ltd., Mauritius	100%	No
9	UPET (Singapore) Pte. Ltd., Singapore	100%	No
10	Flex Films Africa Pvt. Ltd., Nigeria	100%	No
11	Flex Films Europa Korlatolt Felelossegu Tarsasag, Hungary	100%	No
12	Flex Films Rus LLC, Russia	100%	No
13	LLC Flex Chemicals Pvt. Ltd., Russia	100%	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	% share held by the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
14	Flex Foils Bangladesh Pvt. Ltd., Bangladesh	100%	No
15	Flex Specialty Chemicals (Egypt) S.A.E., Egypt	100%	No
16	Plasticfix Europa Spolka Z Ograniczona Odpowiedzialnoscia, Poland	100%	No
17	Flex Pet (Egypt) S.A.E., Egypt	100%	No
18	USC Holograms Pvt. Ltd.	68%	No
19	Flex Americas Brasil Ltda, Brazil	100%	No
20	UFlex Woven Bags, S.A. DE C.V., Mexico	100%	No
21	Flex Asepto (Egypt) S.A.E., Egypt	100%	No
22	Uflex Charitable Foundation	100%	No
23	Flex Fme Pte Ltd, Singapore	100%	No
24	Flex Films AZB AFEZCO, Azerbaijan	100%	No
25	Flex Foods Limited	47.15%	No
26	Digicyl Pte. Ltd., Singapore	50%	No
27	Digicyl Ltd., Israel	50%	No
28	Flex Egypt Industries LLC, Egypt	100%	No
29	Flex International, LLC, Qatar	100%	No
30	AMPIN C&I Power Twenty Private Limited	26%	No

VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes, It is applicable

(ii) **Turnover (FY 2025-26): Rs.777847.19 Lakh**

(iii) **Net worth (FY 2025-26): Rs.327163.00 Lakh**

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

The Company places strong emphasis on proactively identifying, reviewing, and addressing concerns and expectations of all stakeholders, including customers, employees, investors, suppliers, communities, and regulatory authorities. Stakeholder concerns related to business operations, projects, product responsibility, environmental and social impacts, and governance practices are systematically assessed and addressed through appropriate internal mechanisms to ensure timely and effective resolution.

The Company remains committed to maintaining transparent, inclusive, and continuous engagement with stakeholders through various communication channels, feedback mechanisms, meetings, assessments, and collaborative initiatives. UFlex recognizes that meaningful stakeholder engagement plays a vital role in strengthening trust, enhancing accountability, supporting responsible business conduct, and driving long-term sustainable growth.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company actively engages with local communities through formal and informal mechanisms as part of its stakeholder engagement approach. Community concerns and grievances, if any, are received through designated channels at manufacturing locations and are addressed in a timely manner by the respective plant/site management teams with oversight from corporate management. UFlex remains committed to maintaining effective grievance redressal mechanisms, transparent communication, and positive community relationships through responsible business practices	-	-	-	-	-	
Investors (other than shareholders)	Yes. https://www.UFlexltd.com/grievance-redressal.php	-	-	-	-	-	
Shareholders	Yes. https://www.UFlexltd.com/grievance-redressal.php	7	1	1 nos. of pending complaints were received at the end of FY	5	-	
Employees and Workers	The Company provides multiple accessible channels and established mechanisms for employees and workers to raise concerns, feedback, and grievances related to workplace practices, welfare, health & safety, and other employment-related matters. All grievances are reviewed and addressed in a timely, fair, and appropriate manner through designated internal processes. Various plant-level committees and engagement forums, including the Canteen Committee, People Council, Internal Committees, Safety Committees, and other relevant platforms, facilitate regular dialogue and discussion on employee and worker concerns. These mechanisms promote participative engagement, transparency, mutual trust, and continuous improvement in workplace practices, while supporting a positive and inclusive work environment across operations.	-	-	-	-	-	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	<p>The Company addresses customer queries, feedback, and grievances through multiple accessible communication channels, including emails, customer support interactions, meetings, phone calls, and site visits. All customer concerns are systematically reviewed and resolved in a timely and appropriate manner through designated teams and established processes.</p> <p>The Company remains committed to maintaining high standards of customer satisfaction, product quality, service excellence, and responsible business conduct. Continuous engagement with customers also helps the Company strengthen relationships, enhance operational responsiveness, and support continuous improvement across its products and services.</p>	1628	21	Pending complaints were received in end of the reporting FY	608	2	2 nos. of pending complaints were received at the end of FY
ValueChain Partners	<p>At UFlex the Company incorporates appropriate dispute resolution and governance clauses in its Purchase Orders, supplier agreements, and business contracts across the value chain. These mechanisms provide for structured engagement and escalation processes, including discussions between the respective management teams of the concerned parties, to facilitate fair, transparent, and timely resolution of disputes or concerns.</p> <p>The Company remains committed to maintaining ethical business practices, responsible supply chain management, transparency, and collaborative engagement with its value chain partners. Through these mechanisms, UFlex aims to strengthen long-term business relationships and promote mutual trust and accountability across its operations and supply chain ecosystem.</p>	-	-	-	-	-	-

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format

At UFlex Limited, the Company periodically reviews and updates its materiality assessment to ensure that its sustainability priorities and business strategies remain aligned with the most significant environmental, social, governance, and business-related concerns relevant to the Company and its stakeholders. The materiality assessment process considers stakeholder expectations, industry developments, emerging sustainability trends, regulatory requirements, business risks, and growth opportunities across operations and the value chain.

The Company addresses identified material topics through cross-functional collaboration involving relevant business functions and leadership teams, while continuously strengthening its policies, processes, governance frameworks, and sustainability initiatives to enhance overall performance and responsible business practices.

To ensure continued relevance and effectiveness of its sustainability approach, UFlex regularly monitors evolving regulatory landscapes, market expectations, technological advancements, and stakeholder feedback. The materiality assessment is reviewed and refined periodically to incorporate these insights and support informed decision-making, risk management, and long-term value creation.

The materiality matrix presented in this report reflects the Company's assessment of key sustainability-related risks and opportunities from an India-specific operational and stakeholder perspective.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Sustainable Product & Innovation	Opportunity	Opportunity: UFlex has identified sustainable products and innovation as a key double material topic due to increasing customer demand for recyclable, mono-material, lightweight, and circular packaging solutions. Innovation in sustainable packaging enhances competitiveness and aligns with global sustainability trends and regulatory expectations.	-	Positive: Sustainable product innovation can create new revenue streams, improve customer retention, strengthen brand reputation, and support long-term business growth through increased demand for environmentally responsible packaging solutions.
2	GHG Emissions & Decarbonization	Risk and Opportunity	Risk: Increasing climate regulations, carbon pricing mechanisms, and stakeholder expectations regarding emissions reduction may impact operational costs and compliance obligations. Opportunity: Adoption of renewable energy, energy-efficient technologies, and decarbonisation initiatives supports transition toward low-carbon operations and enhances environmental performance	UFlex focuses on renewable energy adoption, energy efficiency initiatives, process optimization, and monitoring of Scope 1 and Scope 2 emissions across operations. The Company is also implementing decarbonisation initiatives aligned with its long-term sustainability commitments.	Negative: Carbon-related regulations and energy transition costs may increase operational expenditure and compliance costs. Positive: Decarbonisation initiatives can reduce energy costs, improve operational efficiency, strengthen ESG performance, and enhance stakeholder confidence and access to sustainable business opportunities.
3	Resource Efficiency & Circular Economy	Risk and Opportunity	Risk: Inefficient utilization of raw materials, water, and energy resources may increase operational costs and environmental impact	UFlex promotes circular economy principles through recyclable packaging solutions, recycling	Negative: Resource inefficiencies may increase production costs and waste management expenses

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
			Opportunity: Circular economy practices, recycling initiatives, and efficient resource utilization support sustainable operations and reduce waste generation.	infrastructure, waste reduction initiatives, resource optimization, and increased use of sustainable materials across operations.	Positive: Resource efficiency and circular economy practices can lower material consumption costs, reduce waste disposal expenses, improve operational efficiency, and support sustainable growth.
4	Climate Change Mitigation & Adaptation	Risk and Opportunity	Risk: Climate-related physical and transition risks such as extreme weather events, regulatory changes, and supply chain disruptions may impact operations and resource availability Opportunity: Climate adaptation and mitigation measures strengthen operational resilience and support sustainable business growth.	UFlex mitigates climate-related risks through energy efficiency projects, renewable energy initiatives, water conservation measures, disaster preparedness systems, and sustainable manufacturing practices to improve resilience against climate impacts.	Negative: Climate risks may lead to operational disruptions, higher insurance costs, and increased expenditure on raw materials and infrastructure Positive: Climate adaptation measures can improve resilience, reduce long-term operational costs, and support sustainable market positioning.
5	Waste Management & Pollution	Risk and Opportunity	Risk: Improper waste management and pollution control may result in regulatory non-compliance, environmental impact, and reputational damage. Opportunity: Efficient waste management and pollution prevention practices support environmental stewardship and circularity goals.	UFlex has implemented waste segregation, recycling, recovery initiatives, pollution control mechanisms, and Zero Liquid Discharge (ZLD) systems at several manufacturing facilities to minimize environmental impact.	Negative: Non-compliance with waste and pollution regulations may result in penalties, remediation costs, and reputational risks. Positive: Efficient waste management practices can reduce disposal costs, improve resource recovery, and strengthen environmental compliance and stakeholder trust.
6	Energy Efficiency	Opportunity	Opportunity: Energy efficiency has been identified as a material opportunity due to its direct impact on operational performance, cost optimization, and reduction of environmental footprint.	-	Positive: Energy efficiency initiatives can lower energy consumption costs, improve manufacturing productivity, reduce emissions, and strengthen long-term profitability.
7	Responsible Supply Chain	Opportunity	Opportunity: Responsible sourcing and sustainable supply chain management are material to UFlex due to increasing stakeholder expectations related to supplier ethics, sustainability practices, transparency, and operational continuity.	-	Positive: A responsible supply chain can improve supplier relationships, reduce supply chain risks, strengthen customer trust, and enhance long-term operational resilience and business sustainability.
8	Equal Opportunity & Diversity	Opportunity	Opportunity: Diversity, inclusion, and equal opportunity are material priorities as they support workforce engagement, innovation, talent attraction, and an inclusive organizational culture.	-	Positive: Diverse and inclusive workplaces improve employee engagement, innovation, productivity, and employer reputation, contributing to long-term organizational performance.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
9	Employee Well-being	Opportunity	Opportunity: Employee well-being and workplace safety are identified as material priorities because employee health, safety, engagement, and development directly influence productivity, retention, and operational efficiency.	-	Positive: Strong employee well-being and safety initiatives can reduce absenteeism, workplace incidents, healthcare costs, and employee turnover while improving morale and productivity.
10	Product Responsibility & Transparency	Risk and Opportunity	Risk: Inadequate product transparency, labelling, or quality management may affect customer trust and regulatory compliance. Opportunity: Transparent product responsibility practices enhance customer confidence, product credibility, and stakeholder trust.	UFlex maintains strong quality assurance systems, product stewardship practices, customer engagement mechanisms, and regulatory compliance processes to ensure responsible product management and transparency.	Negative: Product quality or compliance failures may result in customer claims, legal liabilities, and reputational damage. Positive: Responsible product practices strengthen customer relationships, brand loyalty, and long-term market competitiveness
11	Meaningful CSR & Tie-ups / Platforms	Opportunity	Opportunity: CSR initiatives and stakeholder collaborations are identified as material opportunities for strengthening community engagement, enhancing social impact, and supporting inclusive and sustainable development.	-	Positive: Effective CSR initiatives and strategic partnerships can improve stakeholder trust, strengthen corporate reputation, support social development, and contribute to long-term business sustainability.
12	Business and Capital Allocation	Risk and Opportunity	Risk: Inefficient capital allocation, inadequate investment planning, or misalignment of financial resources may impact operational growth, sustainability investments, innovation capabilities, and long-term profitability. Opportunity: Strategic and efficient capital allocation enables UFlex to strengthen operational performance, invest in sustainable technologies and innovation, optimize business growth, and enhance long-term value creation.	UFlex mitigates risks associated with business and capital allocation through structured governance mechanisms, strategic financial planning, periodic investment reviews, risk assessment frameworks, and prudent allocation of resources toward operational efficiency, sustainability initiatives, and long-term growth opportunities.	Negative: Inefficient allocation of financial resources may lead to reduced profitability, lower return on investments, delayed growth initiatives, and financial inefficiencies. Positive: Effective capital allocation can improve operational efficiency, support innovation and sustainability investments, strengthen financial performance, and enhance shareholder value.
13	Risk Mitigation & Resilience	Risk and Opportunity	Risk: Inadequate risk management and resilience planning may expose UFlex to operational disruptions, cybersecurity incidents, supply chain interruptions, regulatory non-compliance, financial losses, and reputational damage. Opportunity: Strong resilience and enterprise risk management practices improve operational continuity, strengthen preparedness against uncertainties, and enhance stakeholder confidence.	UFlex addresses risk mitigation and resilience through enterprise risk management systems, business continuity planning, cybersecurity controls, disaster preparedness measures, internal audits, compliance monitoring, and periodic risk assessments across operations.	Negative: Failure to effectively manage risks may result in operational downtime, financial losses, compliance penalties, and reputational impact. Positive: Robust risk mitigation frameworks strengthen operational resilience, reduce business interruptions, improve decision-making, and support long-term business sustainability and stakeholder trust.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
14	Tax Transparency		Risk: Lack of transparency or non-compliance in tax practices may expose UFlex to regulatory scrutiny, financial penalties, reputational risks, and legal liabilities. Opportunity: Transparent and responsible tax practices strengthen corporate governance, enhance stakeholder confidence, and demonstrate commitment to ethical business conduct and regulatory compliance.	UFlex mitigates tax-related risks through robust internal controls, compliance mechanisms, regular financial reviews, adherence to applicable tax laws and regulations, and governance oversight to ensure transparency and accountability in tax-related matters.	Negative: Tax non-compliance or inadequate transparency may result in penalties, litigation costs, and reputational damage. Positive: Strong tax governance and transparency can improve stakeholder trust, minimize compliance risks, and strengthen corporate reputation and long-term financial stability.
15	Water Use & Efficiency	Risk and Opportunity	Risk: Water scarcity, inefficient water usage, and increasing regulatory requirements related to water management may impact operational continuity, manufacturing efficiency, and environmental compliance. Opportunity: Efficient water management and conservation initiatives improve resource sustainability, operational efficiency, and environmental performance.	UFlex mitigates water-related risks through water conservation initiatives, recycling and reuse practices, rainwater harvesting systems, process optimization, wastewater treatment facilities, and Zero Liquid Discharge (ZLD) systems at major manufacturing units.	Negative: Water-related risks may increase operational costs, disrupt manufacturing processes, and lead to regulatory or compliance challenges. Positive: Water efficiency initiatives can reduce freshwater consumption, lower operational costs, improve environmental performance, and strengthen long-term resource sustainability and resilience.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Policy	Relevant NGRBC Principle (s)		Policy Objective & coverage						
	Code of Conduct	P1, P5		Ethical governance, responsible conduct, human rights						
	Whistle Blower Policy	P1		Ethics, accountability, transparency						
	Anti Bribery & Anti-corruption Policy	P1		Integrity and ethical business						
	Anti-Trust/Fair Competition Policy	P1		Fair competition and ethical governance						
	Risk Management Policy	P1, P6		Responsible governance and environmental/social risk management						
	ESG Policy	P1, P3, P6		Integrating ESG principles, sustainability practices, governance and environmental responsibility.						
	Product Stewardship Policy	P2		Sustainable and safe products/services						
	Sustainable Procurement Policy	P2, P6		Responsible sourcing and environmental impact						
	Supplier Code of Conduct Policy	P1, P2, P5		Ethical supply chain, responsible products, human rights						

Policy	Relevant NGRBC Principle (s)	Policy Objective & coverage
Environment, Health & Safety (EHS) Policy	P3, P6	Employee wellbeing and environmental protection
OHS Policy	P3	Employee health and safety
Equal Opportunity Policy	P3, P5	Employee welfare and human rights/non-discrimination
Board Diversity Policy	P1, P3	Ethical governance and diversity
Business Continuity & Disaster Management Policy	P1, P6	Governance and resilience
Nomination & Remuneration Policy	P1, P3	Fair governance and employee practices
Stakeholder Engagement Policy	P4	Stakeholder responsiveness
Human Rights Policy	P5	Human rights protection
Energy Management Policy	P6	Environmental stewardship
Environmental Management Policy	P6	Environmental protection
Water Stewardship Policy	P6	Sustainable resource management
Waste Management Policy	P6	Pollution prevention and waste reduction
Code of Conduct (COC)	P1, P5	Ethics and human rights
Corporate Social Responsibility (CSR) Policy	P8	Inclusive growth and community development
IT, Cyber Security & Privacy Policy	P1	Responsible governance and data privacy

P1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable										
P2: Businesses should provide goods and services in a manner that is sustainable and safe										
P3: Businesses should respect and promote the well-being of all employees, including those in their value chains										
P4: Businesses should respect the interests of and be responsive to all its stakeholders										
P5: Businesses should respect and promote human rights										
P6: Businesses should respect and make efforts to protect and restore the environment										
P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent										
P8: Businesses should promote inclusive growth and equitable development										
P9: Businesses should engage with and provide value to their consumers in a responsible manner										
b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Our policies can be found at https://www.UFlexltd.com/policies.php									
2 Whether the entity has translated the policy into procedures.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3 Do the enlisted policies extend to your value chain partners?	Yes. The Company ensures compliance by including clauses in contracts with value chain partners , requiring adherence to relevant laws, regulations, and Company policies.									

4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.																																																
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5	<p>Specific commitments, goals and targets set by the entity with defined timelines, if any.</p> <p>As a leader in the sustainable packaging industry, UFlex Limited has set goals in various areas such as emissions reduction, energy, water management, and waste management. The goals are as follows:</p> <ul style="list-style-type: none"> Achieve carbon neutrality for Scope 1 and Scope 2 emissions by FY2035. Achieve Net Zero emissions for Scope 1 and Scope 2 by FY2040. Achieve Net Zero emissions across Scope 1, Scope 2 and Scope 3 emissions by FY2050. Conduct energy use assessments across all manufacturing locations by FY2026. Implement water optimization and water management plan by FY2026. Achieve water neutrality across operations by FY2030. Achieve Zero Waste to Landfill status for all manufacturing facilities by FY2030. Expand recycling and circular economy initiatives under “Project Plastic Fix”, including increasing plastic waste recycling capacities globally 																																																
6	<p>Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.</p> <p>UFlex continues to make steady progress towards its sustainability commitments through operational improvements, renewable energy adoption, recycling initiatives, and resource optimization programs.</p> <ul style="list-style-type: none"> The Company has aligned its decarbonization roadmap with Science Based Targets initiative (SBTi) principles and increased the share of renewable energy in its operations. Renewable power sourcing initiatives, including Power Purchase Agreements (PPAs), have been undertaken at select facilities. Energy assessments have been initiated across manufacturing locations to support achievement of FY2026 energy efficiency goals. 																																																

	<ul style="list-style-type: none"> Increase the share of renewable energy consumption across India operations through rooftop solar installations, Power Purchase Agreements (PPAs), and biomass utilization. During FY2025-26, renewable energy accounted for 11% of total electricity consumption across India operations, compared to 6% in the previous financial year, while the share of renewable energy in total energy consumption increased from 24% to 27% over the same period. Significant progress has been made in water management, with multiple manufacturing facilities implementing Zero Liquid Discharge (ZLD) systems and water optimization measures. Under “Project Plastic Fix”, the Company continues to strengthen plastic circularity through recycling of post-consumer PET bottles and multi-layer plastic waste. Recycling facilities in India and overseas locations are operational, and additional capacities are being developed. UFlex has also enhanced sustainable packaging solutions through development of PCR-based products and advanced recycling technologies.
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GOVERNANCE, LEADERSHIP AND OVERSIGHT

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Provided at the beginning of this report.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Shri Ashok Chaturvedi, Chairman & Managing Director Email ID: secretarial@uflexltd.com Phone no.: 0120-4012345
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, UFlex has constituted a Board-level Risk Management Committee (RMC) responsible for overseeing sustainability and ESG-related matters, including the Company’s approach towards environmental, social, and governance performance. Sustainability-related risks, opportunities, and performance are periodically reviewed during the Risk Management Committee meetings. The composition of the Risk Management Committee is as follows: Mr. Paresh Nath Sharma – Chairman (Independent Director) Mr. Jeevaraj Pillai – Member (Whole Time Director) Mrs. Sujit Kumar Varma – Member (Independent Director)
10	Details of Review of NGRBCs by the Company:	

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other)
	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	Yes, the senior management of UFlex periodically reviews the policies and keeps the Board informed about key developments to ensure that the policies remain relevant, effective, and aligned with the evolving business environment, regulatory requirements, and sustainability priorities. The Board is also apprised of significant risks, opportunities, and necessary actions arising from the implementation of these policies.	As and when required

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other)
	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	All our policies are as per the requirements under NGRBC guidelines. We are compliant with legal requirements.	As and when required
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of agency		

12. IF ANSWER TO QUESTION (1) ABOVE IS “NO” I.E. NOT ALL PRINCIPLES ARE COVERED BY A POLICY, REASONS TO BE STATED:

Not applicable as all the principles are covered under existing policies.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Periodic familiarization and awareness programmes are conducted for the Board of Directors and Key Managerial Personnel (KMPs) of UFlex Limited covering various aspects related to the Company's vision, mission, core values, business operations, strategy, risk management, regulatory developments, governance practices, Code of Conduct, sustainability priorities, environmental and social responsibilities, business products, and people-centric initiatives. These programmes are aligned with the principles of the National Guidelines on Responsible Business Conduct (NGRBC).	83
Key Managerial Personnel	3	Further, regular updates and presentations are made to the Board members and KMPs to keep them informed about significant business developments, evolving regulatory requirements, ESG-related matters, key risks and opportunities, compliance status, and ongoing legal or statutory matters. During FY2025-26, continued emphasis was placed on strengthening awareness of sustainability and ESG considerations across leadership levels to support responsible business decision-making and long-term value creation. Impact- The familiarization initiatives helped strengthen the understanding of ESG-related risks, opportunities, and governance practices among the Board members and KMPs. These programmes supported the integration of sustainability considerations into strategic decision-making processes and reinforced stakeholder-focused and responsible business practices across the organization.	100%
Employees other than BoD and KMPs	315	During FY2025-26, UFlex Limited continued to conduct various employee training and awareness programmes focused on regulatory compliance, ethical business practices, information security, leadership development, and sustainability. Key training programmes undertaken during the year included sessions on Prohibition of Insider Trading, Prevention of Sexual Harassment (POSH) at Workplace, Information and Cyber Security Awareness, Code of Conduct, Know Your Customer (KYC) guidelines, ESG and sustainability awareness, among others.	93

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
		In addition, the Company conducted induction programmes for new employees and various capability-building initiatives covering leadership development, digitalization, communication and soft skills, advanced Excel, workplace effectiveness, as well as mental and physical well-being. These programmes were designed to support employee development while aligning with the principles of the National Guidelines on Responsible Business Conduct (NGRBC). The Company also continued its focused learning and development initiatives aimed at enhancing managerial and functional competencies across different employee levels. Key programmes included TTT (Train the Trainer), ASPIRE and NexGen Manager programmes for middle management, and the RISE programme for junior management employees. These initiatives contributed towards employee upskilling, leadership pipeline development, and fostering a culture of continuous learning across the organization Impact- These training and capability-building initiatives contributed towards fostering a culture of sustainability, ethical conduct, accountability, and continuous learning across the organization. The programmes enhanced employee awareness and competencies in areas related to governance, compliance, ESG, workplace behavior, and professional development, thereby creating a positive impact on employees and other stakeholders.	
Workers	540	UFlex Limited continued to conduct Health & Safety training programmes during FY2025-26 to strengthen workplace safety awareness and promote a safe and healthy working environment across its operations. The training programmes covered key areas such as workplace safety practices, hazard identification and risk prevention, hygiene and sanitation practices, emergency preparedness, first-aid procedures, safe handling practices, and awareness on Prevention of Sexual Harassment (POSH) at the workplace. Impact- These training programmes enhanced employee awareness regarding OHS practices and strengthened the ability of employees to identify workplace hazards, respond effectively to emergencies, and maintain safe working conditions. The initiatives contributed towards reducing workplace incidents, improving employee well-being, and fostering a stronger safety culture across the organization.	78%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Particulars	NGRBC Principle	Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred?
MONETARY					
Penalty/Fine	1	Custom Authority	5000/- (Rupees Fifty thousand Only)	Late filling of Bill of Entry	-
	1	State Tax Officer, Circle-1 Jammu	Reversal of ITC amounting to Rs.5,09,046/- + Interest Rs.3,76,806/- & penalty of Rs.50,905/-NIL	Section 73(9) of GST Act	
	6	Chief Judicial Magistrate Noida Distt. Gautam Budh Nagar (U.P.)	2,00,000/- (Rupees Two Lacs Only)	Section 14 (1) and 14 (2) of Commission of Air Quality Management Act	
Settlement					
Compounding Fee					
NON-MONETARY					
Imprisonment	-	-	-	-	-
Punishment					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, UFlex has a Board-approved Anti-Bribery and Anti-Corruption Policy applicable to directors, employees, contractors, suppliers and business partners. The policy prohibits bribery, facilitation payments, improper gifts, political contributions and conflicts of interest. During FY2025-26, no disciplinary action was taken by law enforcement agencies against Directors, KMPs, employees or workers for bribery/corruption

The Company has established a comprehensive Code of Conduct and Anti-Bribery & Anti-Corruption Policy applicable to all employees, directors, contractors, suppliers, and business partners across its operations. The policy covers areas such as bribery, facilitation payments, gifts and hospitality, charitable contributions, conflict of interest, political contributions, and other unethical practices. To strengthen ethical awareness and responsible decision-making, UFlex regularly conducts employee awareness programmes, e-learning modules, and training sessions on ethics, anti-bribery, and compliance requirements. These initiatives help employees understand ethical expectations and ensure compliance with applicable laws, regulations, and Company policies. The Company's ethics and compliance framework also extends to its value chain through the Supplier Code of Conduct, which incorporates principles related to ethical business practices, integrity, and anti-corruption. The implementation and oversight of these policies are monitored through appropriate governance mechanisms and compliance functions to ensure effective adherence across the organisation. UFlex believes that maintaining strong ethical standards and a zero-tolerance approach towards bribery and corruption are essential for sustainable business growth, stakeholder trust, and long-term value creation.

Our policy on Anti-Bribery and Anti-Corruption can be found at: https://www.UFlexltd.com/pdf/Policies/BRSP/2023/UFlex_ABAC_Policy.pdf

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particulars	FY 2025-26	FY 2024-25
Directors	0	0
KMP	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2025-26		FY 2024-25	
	Numbers	Remark	Numbers	Remark
Complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:

UFlex periodically reviews required controls and measures for the regulatory matters, if any. These include strengthening documentation controls, timely statutory filings, and site-level compliance monitoring. No corruption or conflict-of-interest related enforcement action was identified during the reporting period.

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

Particulars	FY 2025-26	FY 2024-25
Number of days of Accounts Payables	73.92	70.17

9. Open-ness of business

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	Purchases from trading houses as % of total purchases	2%	9%
	Number of trading houses where purchases are made from	101	314
	Purchases from top 10 trading houses as % of total purchases from trading houses	48%	48%
Concentration of Sales	Sales to dealers / distributors as % of total sales	16%	20%
	Number of dealers / distributors to whom sales are made	374	678
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	42%	33%

Parameter	Metrics	FY 2025-26	FY 2024-25
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	9%	8.1%
	Sales (Sales to related parties/ Total Sales)	7%	10.1%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	54%	43.2%
	Investments (Investments in related parties / Total Investments made)	0%	0%

LEADERSHIP INDICATORS

1 Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of training and awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
Sessions on Sustainability for Supply Chain Partners – 5	Virtual training conducted on topic – Circularity, Industrial Safety, Human rights, Net zero & water management.	69.81

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, UFlex has established robust governance mechanisms to identify, disclose, and manage potential conflicts of interest involving Directors and Key Managerial Personnel (KMPs). As part of the Company's Code of Conduct, all Directors are required to disclose their interests and any actual or potential conflict of interest at the time of onboarding and whenever there is any subsequent change. Directors and KMPs are expected to avoid situations that may result in a conflict between personal interests and the interests of the Company, and any such matters must be disclosed to the Chairman and the Board in a timely manner.

Further, transactions or matters involving interested Directors are placed before the Audit Committee and/or Board for appropriate review and approval in accordance with applicable laws and the Company's Policy on Related Party Transactions. In such cases, the concerned Director abstains from participating in discussions and decision-making processes to ensure impartiality and transparency. UFlex also has a Whistle Blower Policy in place, which enables employees and stakeholders to report unethical behaviour, misconduct, or violations of the Code of Conduct confidentially and without fear of retaliation. These frameworks collectively reinforce UFlex commitment to ethical governance, transparency, accountability, and responsible business conduct.

The Code of Conduct and the Whistle Blower Policy can be accessed at our website at <https://www.uflexltd.com/policies.php>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social Impacts
R&D	100%	100%	<p>UFlex's commitment to sustainability and innovation is evident in our initiatives, which encompass a wide range of projects and collaborations aimed at enhancing recyclability, reducing environmental impact, and promoting renewable energy.</p> <p>We are pushing the boundaries of Sustainable R&D by modifying pouching machines. These adjustments are focused on several areas:</p> <ul style="list-style-type: none"> Material reduction: Optimizing pouch designs and film usage to minimize material waste. Energy efficiency: Implementing modifications that reduce the machine's energy consumption while maintaining production output. Recyclable materials: Adapting the machines to handle and seal recyclable pouch materials, promoting a more circular packaging lifecycle.

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social Impacts
			<p>By implementing these sustainable practices through pouching machine modifications, UFlex has achieved significant environmental benefits throughout the packaging value chain.</p> <p>Here are some of our other key accomplishments and ongoing projects:</p> <ol style="list-style-type: none"> Foil Replacement Films: We've developed a new type of film designed to replace foil with packaging. This innovation enhances the recyclability of our products. High-Transparency, High-Barrier Film: We've created a high-transparency, high-barrier film with enhanced Oxygen Transmission Rate (OTR) and Water Vapor Transmission Rate (WVTR) properties. This development supports ecofriendly food packaging and contributes to a reduced carbon footprint. Recyclable BOPET Film: We have developed a recyclable BOPET film that uses water as a solvent, a first for the globe. This accomplishment demonstrates our dedication to developing recyclable and sustainable products. R&D Investment: Recognizing the importance of research and development, we have made significant investments in our R&D facilities. This enhances our capabilities and reduces our reliance on external sources for innovation and product development. Film Recycling and Biodegradable Alternatives: We have developed biodegradable products and are actively exploring opportunities in film recycling. This research is part of our commitment to reducing waste and promoting sustainability in our industry. Collaborations with Research Institutes: We are actively collaborating with research institutes for additional green initiatives. <p>These collaborations enable us to expand our knowledge, foster innovation, and accelerate our sustainability efforts. These initiatives reflect UFlex's unwavering commitment to sustainability and responsible business practices. We continue to explore and implement innovative strategies to enhance our products, reduce the environmental impact, and contribute positively to the global sustainability landscape.</p>
Capex	-	-	<p>UFlex is committed to sustainable manufacturing practices and has implemented several key initiatives through CAPEX investments:</p> <ol style="list-style-type: none"> Environmentally Friendly Plating: We've switched to Alkaline Copper Plating, eliminating hazardous heavy metals (like Nickel) from entering the environment via air and water pollution.

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social Impacts
			<p>2. Employee Well-being and Automation: We've introduced a new, fully automated slim plating line from K Walter, reducing employee fatigue and strain.</p> <p>3. Resource Efficiency: New automation and instrumentation technology has boasted a 10% reduction in chemical and water consumption.</p> <p>4. Automation for Safety and Quality: We've upgraded the etching process from manual to automated, minimizing employee exposure to hazardous chemicals. Additionally, a new, energy-efficient master lab machine will improve product quality, benefiting both UFlex and its customers.</p> <p>We have also invested in a new renewable energy project at our Dharwad manufacturing unit. These CAPEX initiatives demonstrate UFlex's dedication to creating a sustainable future through eco-friendly practices, employee well-being, and resource conservation.</p>

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

UFlex prioritizes sustainable sourcing by procuring materials primarily from local suppliers certified with ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health & Safety), ensuring standards of environmental responsibility and workplace safety. We communicate sustainability expectations and provide guidance on ESG practices to align suppliers with UFlex's commitment to reducing environmental impact and promoting responsible sourcing.

b. If yes, what percentage of inputs were sourced sustainably?

The Company sources 48% of its total input by value in a sustainable manner.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

Plastics (including packaging)	UFlex Limited has established processes for collection, segregation, recycling and environmentally sound disposal of post-consumer plastic packaging waste in compliance with EPR requirements under the Plastic Waste Management Rules. Plastic waste is channelized through authorized recyclers, PROs and waste management agencies for recycling, co-processing and safe disposal. The Company also focuses on improving recyclability, reducing material usage and promoting circular economy practices through sustainable packaging solutions.
E-waste	Not applicable
Hazardous waste	Not applicable
Other waste	From our Cylinder business unit, main products are Roto gravure cylinder and Flexo plates used for printing. The cylinders sold to customers can be recycled at our facility. We have a product recycling policy in which all customers intending to reuse the product can send it back to us for reuse.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

UFlex's primary product is plastic packaging, hence we are obligated under Plastic Waste Management Rules, 2016 (As amended) as Producer. All our units / plants are registered with respective Pollution Control Boards and are in compliance with these regulations.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
22201	laminate-1 Paper/ALFOIL/PE	4%	Cradle to Gate	Yes	No
22201	Laminate-2 PET/METPET/PE	2%	Cradle to Gate	Yes	No
22201	laminate-3 BOPP/MetBOPP	2%	Cradle to Gate	Yes	No
22201	Laminate-4 BOPP/Extr PE/ MetBOPP	2%	Cradle to Gate	Yes	No
22201	laminate-5 PET/ALFOIL/PE	3%	Cradle to Gate	Yes	No
22201	Laminate-6 BOPP/ExtrPE/ METPET/PE	3%	Cradle to Gate	Yes	No
22201	Laminate-7 BOPP/ExtrPE/WPP	2%	Cradle to Gate	Yes	No
22201	laminate-8 MDOPE/PE	3%	Cradle to Gate	Yes	No
22201	Laminate-9 BOPP/MetBoPP/ WPP	5%	Cradle to Gate	Yes	No
22201	laminate-10 BoPP/MetPET/ CPP	3%	Cradle to Gate	Yes	No
17019	Aseptic Packaging (Paper/ ALFOIL/PE)	2%	Cradle to Gate	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

No

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total number	
	2025-26	2024-25
Recycled plastic content	1.67%	0.37%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

UFlex's Primary product is Plastic Packaging for different sectors of industries, thus reclaiming of this primary product is with the respective brand owner as per EPR obligation.

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	6777.62	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Employee satisfaction and well-being remain a key priority for UFlex Limited, as engaged and motivated employees contribute significantly to operational excellence, innovation, and long-term organizational growth. The Company recognizes its workforce as a valuable asset and believes that employee engagement, trust, and inclusivity are essential for building a resilient and high-performing organization.

UFlex values employee feedback and encourages open communication across all levels of the organization. To strengthen a transparent and accountable work culture, the Company has established grievance redressal and whistle-blower mechanisms through which employees and workers can raise concerns or report unethical practices without fear of retaliation. These mechanisms enable timely and effective resolution of issues and reinforce the Company's commitment to integrity and fairness.

To support employee well-being and satisfaction, UFlex provides a range of welfare and social security benefits, including medical insurance, term life insurance, ESIC benefits (where applicable), safe working conditions, learning and development opportunities, and various employee engagement initiatives. Through these efforts, the Company strives to foster a supportive, inclusive, and people-centric workplace environment.

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	3150	3097	98	3150	100	-	-	-	-	3150	100
Female	205	198	97	205	100	205	100	-	-	205	100
Total	3355	3295	98	3355	100	205	100	-	-	3355	100
Other than Permanent employees											
Male	76	74	97	76	100	-	-	-	-	76	100
Female	1	1	100	1	100	1	100	-	-	1	100
Total	77	75	97	77	100	1	100	-	-	0	100

b. Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	4406	2872	65	4406	100	-	-	-	-	4406	100
Female	11	11	100	11	100	11	100	-	-	11	100
Total	4417	2883	65	4417	100	11	100	-	-	4417	100
Other than Permanent workers											
Male	3200	308	10	351	11	-	-	-	-	351	11
Female	34	-	-	-	-	34	100	-	-	34	100
Total	3234	308	10	351	11	34	1	-	-	385	12

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

Particulars	2025-26	2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.22%	0.34%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Particulars	2025-26			2024-25		
	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	77%	89%	Yes	74%	59%	Yes
Gratuity	100%	100%	Yes	100%	63%	Yes
ESI	0%	31%	Yes	0.06%	25%	Yes

3. Accessibility of workplaces

Yes. UFlex Limited continues to make efforts to ensure that its premises and offices are accessible to differently abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company remains committed to fostering an inclusive workplace environment by providing facilities and infrastructure aimed at minimizing barriers and enabling equitable access for individuals with diverse abilities across its operations.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy

Yes. UFlex Limited is committed to fostering a workplace culture that promotes diversity, inclusion, equal opportunity, and non-discrimination. The Company has an Equal Opportunity Policy in place which provides equal access to employment opportunities and ensures that no employee, worker, or applicant is discriminated against on the basis of religion, caste, creed, colour, race, gender, age, nationality, disability, or any other characteristic protected under applicable laws.

The policy also supports fair treatment and equal opportunity for persons with disabilities in recruitment, training, career progression, and workplace participation, subject to role requirements and merit-based considerations. The policy is applicable across all levels of the organization and reinforces the Company's commitment towards maintaining a respectful, inclusive, and equitable work environment.

The Equal Opportunity Policy is available at https://www.UFlexltd.com/pdf/Policies/BRSP/2023/UFlex_Equal_Opportunity_Policy.pdf

5. Return to work and Retention rates of permanent workers that took parental leave.

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief

Permanent workers	Yes	UFlex has established a structured grievance redressal mechanism to ensure timely and fair resolution of concerns raised by employees and workers. The process is designed to promote open communication, uphold employee rights, and maintain a harmonious workplace environment. The procedure is as follows:
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Other than permanent workers	<p>Step 1: Informal Resolution: Employees and workers are encouraged to first address their grievances with their immediate supervisor. The supervisor is responsible for collaboratively working with the employee to resolve the issue in accordance with company policies and guidelines.</p> <p>Step 2: Human Resources Intervention: If the grievance remains unresolved, the employee/workers may escalate the matter to the Human Resources (HR) department. The HR team will engage with all relevant stakeholders to facilitate a fair and satisfactory resolution, in alignment with organizational policies.</p> <p>Step 3: Formal Grievance Procedure: In cases where the issue is not resolved through informal channels, employees may lodge a formal grievance with the concerned Business Head. If a resolution is still not achieved, the Business Head may constitute a dedicated committee to review and address the matter in detail.</p> <p>This multi-tiered grievance redressal system reflects UFLEX's commitment to ensuring transparency, accountability, and employee well-being across all levels of the organization.</p>
Permanent employees	
Other than permanent employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category who are part of association(s) or union (B)	% (B/A)	Total employees/workers in respective category (C)*	No. of employees/workers in respective category who are part of association(s) or Union (D)	% (D/C)
Total permanent employee	3355	0	0	3185	0	0
Male	3150	0	0	2990	0	0
Female	205	0	0	195	0	0
Total permanent workers	4417	0	0	4434	0	0
Male	4406	0	0	4418	0	0
Female	11	0	0	16	0	0

8. Details of training given to employees and workers:

Category	2025-26					2024-25				
	Total (A)	On Healthy and safety measures		On skill upgradation		Total (D)	On Healthy and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3150	988	31%	2175	69%	2,990	875	30%	1,477	50%
Female	205	51	25%	89	43%	195	97	50%	76	39%
Total	3355	1039	31%	2264	67%	3,185	972	31%	1,553	49%
Workers										
Male	4406	1825	41%	2475	56%	6,999	3,159	45%	3,135	32%
Female	11	11	100%	11	100%	56	28	50%	22	44%
Total	4417	1836	42%	2486	56%	7,055	3,187	45%	3,157	44%

9. Details of performance and career development reviews of employees and worker:

Category	2025-26			2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3150	3150	100%	2990	2990	100%
Female	205	205	100%	195	195	100%
Total	3355	3355	100%	3185	3185	100%
Workers						
Male	4406	4406	100%	4418	4418	100%
Female	11	11	100%	16	16	100%
Total	4417	4417	100%	4434	4434	100%

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

Yes, UFLEX is committed to maintaining safe and healthy working conditions across all its operations. An integrated Occupational Health and Safety Management System is implemented at all locations, including manufacturing units, offices, and business segments. This system is governed by a comprehensive Environment, Health & Safety (EHS) Policy, which outlines the Company's commitment to the well-being of its employees, environmental protection, and community safety. The policy is publicly accessible at: <https://www.uflexltd.com/policies.php>.

UFLEX is certified under **ISO 45001**, the international standard for Occupational Health and Safety Management Systems. This certification reflects the Company's structured approach to identifying and managing health and safety risks, preventing injuries and occupational illnesses, and driving continuous improvement in OHS performance.

By prioritizing the safety of its workforce and conducting operations responsibly, UFLEX demonstrates its unwavering commitment to employee well-being, regulatory compliance, and sustainable business practices.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

UFLEX employs a comprehensive approach to identify work-related hazards and assess risks through periodic safety audits, inspections, and the use of Hazard Identification and Risk Assessment (HIRA) techniques. These processes help in maintaining a safe working environment by allowing the company to implement preventive measures and avoid incidents.

Key methods include:

- HIRA for both routine and non-routine activities, conducted annually or as needed for process changes.
- Safety Audits by Cross-Functional Teams (CFT) to identify hazards and corresponding risks.
- Hazard and Operability Study (HAZOP) to assess risks related to chemical processes.
- Pre-start Safety Review (PSSR) for new processes or modifications.
- Work Permit System to control non-routine job hazards and implement appropriate control measures.
- Management of Change (MOC) applied for all changes involving Man, Machine, and Material.

Additionally, UFLEX promotes a culture of safety through a Near Miss Reporting Format, encouraging employees to report potential incidents, followed by thorough investigations and corrective actions. This, alongside our comprehensive EHS Manual and SOPs, ensures the safety of all employees and workers.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks (Y/N)

Yes, At UFLEX, we have established multiple channels for workers to report work-related hazards and take necessary steps to protect themselves:

- **Direct Reporting:** Workers can report hazards directly to their supervisors or designated safety officers for immediate action.
- **Incident Forms:** A system is in place where workers document potential hazards using incident forms, ensuring thorough tracking and investigation of reported hazards.
- **Safety Committee Meetings:** Regular safety committee meetings provide a platform for workers to report hazards and discuss mitigation strategies, encouraging open dialogue.
- **Safety Observation Register:** A register is maintained where workers can document and report unsafe conditions or acts, fostering proactive hazard identification.
- **Incident Management System:** Workers report incidents through a standardized format, ensuring efficient documentation and handling.
- **Regular Plant Rounds:** Daily plant rounds provide opportunities for direct interaction with workers, enabling the identification and resolution of any safety concerns.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes. UFlex prioritizes the health and well-being of its workforce through comprehensive initiatives that go beyond occupational safety. The Company offers Group Medical Insurance, Personal Accident Insurance, and Term Life Insurance, covering both occupational and non-occupational health needs for employees and their families. Additionally, fully equipped medical centres with qualified practitioners are established at manufacturing units to provide timely care. These efforts reflect UFlex's strong commitment to safeguarding the physical and mental well-being of its employees.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	2025-26		2024-25		
		Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0.12			
Lost Time Injury Frequency Rate (LTIFR)	Workers	0.70	0.49			
Total recordable work-related injuries	Employees	0	0			
Total recordable work-related injuries	Workers	5	4			
Number of fatalities from work-related injuries	Employees	0	1			
Number of fatalities from work-related injuries	Workers	0	0			
Number of High-Consequences work-related injuries	Employees	0	0			
Number of High-Consequences work-related injuries	Workers	0	0			

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

At UFlex, we are firmly committed to maintaining a safe, healthy, and supportive work environment across all our operations. Our dedicated Health and Safety Department oversees the development, implementation, and continuous improvement of safety policies and Standard Operating Procedures (SOPs) to proactively manage workplace risks. These policies are reinforced through regular safety awareness programs and clear Do's and Don'ts guidelines, ensuring that employees at all levels are well-informed and empowered to act safely. This structured, multi-channel approach fosters a strong culture of safety, accountability, and shared responsibility.

Key Measures to Ensure Occupational Health and Safety:

- **ISO 45001 Certified Safety Management System**
Implementation of an internationally recognized occupational health and safety system across all sites.
- **Comprehensive Risk Assessments**
Regular assessments such as HIRA (Hazard Identification and Risk Assessment), HAZOP (Hazard and Operability Study), chemical and fire risk evaluations, manual material handling analysis, and environmental monitoring (air quality, noise, lighting).

- **Structured Training Programs**
Mandatory training on safety practices including first aid, fire-fighting, hazardous chemical handling, emergency preparedness, work permit systems, and use of safety tools. A dedicated training centre supports ongoing education.
- **Worker Participation and Engagement**
Regular safety committee meetings, plant rounds, and toolbox talks ensure continuous engagement and feedback from frontline employees.
- **Engineering and Administrative Controls**
Installation of machine guarding, speed limit enforcement, safety alarms, interlocks, static charge dissipaters (Earth-Rite) at flammable chemical locations, and other preventive infrastructure measures.
- **Medical and Emergency Response**
On-site medical centres staffed with trained personnel provide first aid and medical consultation. Regular access to a Factory Medical Officer (FMO) ensures health support beyond occupational issues.
- **Safety Monitoring and Continuous Improvement**
Frequent safety inspections and audits to evaluate system effectiveness and close identified gaps.
- **Specialized Awareness Initiatives**
Programs focused on safety leadership, contractor safety, fire detection systems, and operational risk accountability.

13. Number of Complaints on the following made by employees and workers:

	2025-26			2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	9	0	-	0	0	-
Health & Safety	7	0	-	0	0	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%
Working conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks /concerns arising from assessments of health & safety practices and working conditions.

At UFlex, we maintain a zero-compromise approach to workplace safety. All safety-related incidents are subject to thorough investigation to identify root causes and recommend corrective and preventive actions. The learnings from these investigations are shared across all sites to enable organization-wide improvements and ensure that similar incidents do not recur. The effectiveness of corrective measures is verified during routine internal safety audits and follow-up inspections.

Addressing Significant Health & Safety Risks

Significant risks or concerns identified during assessments of health and safety practices are proactively addressed through:

- Elimination of manual processes wherever possible by adopting automation, digitization, and mechanization.
- Capability building through targeted safety training and awareness initiatives.
- Enhanced supervision and monitoring to reinforce adherence to safety protocols and proactive risk identification.

Preventive and Predictive Measures Implemented During the Reporting Period:

- **Department-Level ‘On-the-Job’ Safety Training:**
Hands-on training for operational teams to strengthen awareness and preparedness.
- **Daily Toolbox Talks:**
Conducted across departments to reinforce daily safety focus and communicate job-specific risks and precautions.
- **Classroom Safety Awareness Sessions:**
Structured training programs on safety procedures, equipment handling, and emergency response.
- **Periodic Fire Drills and Mock Drills:**
Conducted to test emergency preparedness and improve response times.
- **Implementation of PPE Matrix:**
A clearly defined Personal Protective Equipment matrix ensures appropriate and mandatory PPE usage for specific tasks and roles.

These measures reflect our ongoing commitment to continuously improving workplace safety standards, reducing risk, and protecting the health and well-being of all employees and workers across UFlex operations.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of employees (Y/N) (B) Workers (Y/N).

- A. Employee – Yes
- B. Worker – Yes

UFlex Limited prioritizes the well-being and financial security of its employees and workers through various welfare and social security initiatives. The Company extends life insurance coverage and compensatory support in the event of the death of employees and permanent workers through term insurance plans. These plans are designed to provide financial assistance to the nominee/family members of the deceased employee or worker.

In addition, the Company provides comprehensive medical insurance coverage for employees and their families and facilitates access to benefits under the Employee State Insurance Corporation (ESIC), wherever applicable. Permanent workers are also covered under similar welfare and insurance benefits in line with the Company’s employee well-being framework

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

UFlex Limited is committed to maintaining the highest standards of legal, ethical, and regulatory compliance across its operations and value chain. The Company expects all suppliers, contractors, and business partners to adhere to applicable labour laws, taxation requirements, and other statutory obligations, including timely deduction and deposit of statutory dues such as Provident Fund (PF), Employee State Insurance (ESI), Goods and Services Tax (GST), Tax Deducted at Source (TDS), and other labour welfare contributions.

To strengthen compliance across the value chain, UFlex incorporates statutory compliance requirements within contractual agreements executed with vendors, contractors, and service providers. These agreements mandate adherence to all applicable legal and regulatory provisions and require partners to maintain appropriate records and supporting documentation. The Company also undertakes periodic audits, reviews, and inspections to assess compliance by value chain partners. These assessments include verification of statutory registers, challans, payroll records, and other relevant documents to ensure compliance with labour and taxation laws. In addition, UFlex promotes the use of digital and traceable payment mechanisms to enhance transparency, monitoring, and verification of statutory payments.

Further, the Company undertakes periodic internal audits and compliance reviews through its “Heartbeat” assessment framework, which includes location-level evaluations of statutory compliance across operations and associated business partners. These reviews support the identification of compliance gaps, reinforce accountability, and facilitate timely implementation of corrective actions, wherever necessary.

Through these measures, UFlex seeks to promote responsible business conduct, protect the interests of workers engaged across its value chain, and uphold ethical and statutory compliance standards throughout its extended operations.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2025-26	2024-25	2025-26	2024-25
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, we prioritize employee retention, offering extensions beyond retirement age, career planning, mentorship, and skill development initiatives to ensure a fulfilling work environment and seamless knowledge transfer.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done) assessed
Health & Safety practices	69.81%
Working conditions	69.81%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

UFlex is committed to extending its culture of health, safety, and responsible business conduct beyond its own operations to include its value chain partners. We proactively collaborate with our suppliers, contractors, transporters, and customers to promote and uphold high standards of Environment, Health, and Safety (EHS) across the entire value chain.

To ensure prompt resolution of any health and safety incidents and to promote continuous improvement, UFlex engages in the following initiatives:

Engagement and Monitoring:

- **Supplier Audits:** Conducted on a need basis, focusing on EHS compliance. Findings and best practice recommendations are shared with suppliers to support improvement.
- **Customer Communication:** Monthly EHS Newsletters are circulated to customers, highlighting best practices and safety updates.
- **Training Programs:** Periodic training is conducted for suppliers, contractors, transporters, and customers, with a strong emphasis on health and safety protocols.

Key Initiatives Implemented:

- **Mandatory Safety Training:**
Safety training is compulsory for all blue-collar contractor employees. Gate passes for entry are issued only upon successful completion of this training, conducted by the safety team.
- **Ongoing Contractor Engagement:**
Contractors receive regular EHS training to build capability and awareness in managing health and safety risks effectively.
- **Violation Handling Mechanism:**
Any deviation from safety protocols is documented and managed through a defined corrective action procedure.
- **Incentivization and Recognition:**
Contractor employees demonstrating consistent compliance with safety norms are recognized and rewarded to encourage sustained adherence.

Safety Governance:

Regular Safety Committee Meetings are conducted involving contractor representatives to address safety issues, share feedback, and drive collective accountability.

Through these structured efforts, UFlex ensures that its value chain partners are not only compliant but are also empowered to adopt sustainable and safe operational practices, thereby contributing to a resilient and responsible supply chain ecosystem.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

At UFlex, we recognize the importance of the stakeholders are affected or have an impact on the operations, output, services, and performance of our company. By assessing their influence over our organization and the effects of our operations on them, we give the most importance to recognizing and organizing key stakeholders. To formalize and strengthen our engagement with stakeholders, we have implemented a comprehensive “Stakeholder Engagement” policy. This policy serves as a guiding framework for our interactions and ensures that we engage with our stakeholders in a meaningful and transparent manner. Key elements of our Stakeholder Engagement policy include:

- 1. Identification and Prioritization:** We undertake a thorough process of identifying and prioritizing stakeholders based on their relevance, influence, and potential impact on our organization and business.
- 2. Engagement Mechanisms:** We have established various mechanisms for engaging with stakeholders, such as regular meetings, surveys, consultations, and feedback mechanisms. These enable us to gather valuable insights, address concerns, and incorporate stakeholder perspectives into our decision-making processes.
- 3. Transparency and Communication:** We prioritize transparency in our communication with stakeholders, providing them with accurate and timely information about our activities, performance, and impacts. We actively seek to foster open and honest dialogue to build trust and mutual understanding.
- 4. Continuous Improvement:** We are committed to continuously improving our stakeholder engagement practices. We regularly evaluate and review our approaches, taking into account stakeholder feedback and evolving best practices.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group	Channels of communications	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investor/ Shareholders	No	Yearly General Assembly, yearly financial statements, quarterly performance updates, press releases, corporate website, electronic correspondence, Stock Exchange (SE) notifications, in-person meetings/ teleconferences.	Ongoing	Analysis of stock prices, dividend payouts, potential risks and challenges, competitive positioning, and financial robustness, growth prospects.
Government	No	Engagements with local/state/ national government officials and ministries, participation in conferences, dissemination of press releases.	Ongoing	Advocacy for policies, disclosure of business information.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group	Channels of communications	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Value Chain Partner	No	Discussions, electronic correspondence, gatherings, communication, and collaborative meetings.	Ongoing	Achievement and sustainability, establishing brand presence, fostering transparent dialogue.
Employees & Workers	No	Intranet platform, electronic communication, survey software, town hall sessions, and in-person meetings.	Ongoing	Training and development, opportunities for professional growth, well-being initiatives, recognition of employees, and maintaining work-life balance.
Local Communities	No	Gatherings, involvement facilitated by the corporate social responsibility implementation division.	Ongoing	Dialogue on community development aspects, raising awareness, ensuring safety and security, addressing grievances.

NOTE: Although we have indicated ‘no’ above, acknowledging that these stakeholders are not entirely vulnerable or marginalized, we are actively committed to uplifting the segments of these groups through various CSR programs such as school workshops, rejuvenation of ponds, etc.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topic or if consultation is delegated, how is feedback from such consultations provided to the Board.

UFlex is firmly dedicated to embedding sustainable practices throughout its value chain, underpinned by a governance framework that prioritizes ethics, integrity, and transparency. Our sustainability strategy and action plan integrate economic, environmental, and social factors to drive responsible growth.

Central to our approach is an inclusive stakeholder engagement process, where we actively seek feedback through regular interactions to ensure alignment with stakeholder interests and proactively address emerging concerns.

Stakeholders are broadly defined as those affected by or influencing our operations. External stakeholders focus on the company’s products, services, and impact, while internal stakeholders emphasize health, well-being, and a positive work culture.

The Board of Directors plays an integral role in overseeing ESG initiatives, with performance assessments conducted through committees, notably the Stakeholder Engagement and Risk Management Committees. These committees work collaboratively to ensure a continuous feedback loop, keeping senior leadership and the Board well-informed and accountable in decision-making on economic, environmental, and social matters.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Stakeholder consultation is a pivotal aspect of how we address environmental and social issues within the company. Our comprehensive stakeholder engagement process actively seeks input from a wide range of stakeholders, ensuring that their insights directly inform our policies and actions. These valuable perspectives are thoroughly considered, enabling us to align our decisions with sustainable practices and ethical business conduct.

To further refine our approach, we conduct regular materiality exercises to identify and prioritize stakeholder concerns. These are translated into concrete targets, supported by actionable initiatives. Our governance structure, which integrates oversight from the Board to the corporate and unit levels, ensures the effective execution of these initiatives.

We ensure transparency by communicating the results of stakeholder consultations and the actions taken in response through our Annual Integrated Report, reinforcing our commitment to sustainability, integrity, and responsible business practices.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Through consistent implementation of the Company's CSR initiatives across various districts in India, UFlex continually engages with vulnerable and marginalized stakeholder groups. Through these initiatives, UFlex directly works towards the upliftment of such stakeholder groups.

Certain beneficiaries within local communities may include vulnerable or marginalized groups. While the broader stakeholder category is not classified entirely as vulnerable, UFlex addresses specific vulnerable segments through CSR initiatives in education, health, environment and community development

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

	2025-26			2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent Employees	3355	404	12%	3185	1127	35%
Other than permanent	77	0	0%	57	0	0%
Total employees	3432	404	12%	3242	1127	34%
Workers						
Permanent workers	4417	505	11%	4434	448	10%
Other than permanent	3234	0	0%	2621	0	0%
Total workers	7651	505	7%	7055	448	6%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	2025-26					2024-25				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent Employees	3355	0	0%	3355	100%	3185	0	0%	3185	100%
Male	3150	0	0%	3150	100%	2990	0	0%	2990	100%
Female	205	0	0%	205	100%	195	0	0%	195	100%
Other than Permanent Employees	77	0	0%	77	100%	57	0	0%	57	100%
Male	76	0	0%	76	100%	55	0	0%	55	100%
Female	1	0	0%	1	100%	2	0	0%	2	100%
Workers										
Permanent Workers	4417	265	6%	4152	94%	4434	240	5%	4194	95%
Male	4406	265	6%	4141	94%	4418	240	5%	4178	95%
Female	11	0	0%	11	100%	16	0	0%	16	100%
Other than Permanent Workers	3234	3101	96%	133	4%	2621	2575	98%	46	2%
Male	3200	3101	97%	99	3%	2581	2535	98%	46	2%
Female	34	0	0%	34	100%	40	40	100%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD)	5	1350000	1	600000
Key Managerial Personnel (KMP)	3	37734366	-	-
Employees other than BOD and KMP	3150	800683	205	664143
Workers	4406	334045	11	229413

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	2025-26	2024-25
Gross wages paid to females as % of total wages	3.65%	3.63%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, Human rights issues are systematically addressed at every organizational level within our company. Our dedicated team of trained professionals is equipped to handle these concerns, ensuring a thorough and effective redressal process. If a resolution is not achieved by the Plant HR, the matter is promptly escalated to the corporate HR for further investigation and resolution. We are committed to upholding human rights standards and fostering a culture of accountability throughout our organization. We also uphold a policy encouraging respect and promotion of human rights.

UFlex is also committed to fostering a work environment free from sexual harassment. As mandated by the POSH Act (Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013), we have established an Internal Complaints Committee (ICC) to address any such concerns raised by our employees.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

UFlex is committed to protecting and promoting human rights across its value chain. We maintain clear and confidential channels through which employees, suppliers, contractors, and community members can report any grievances related to human rights violations. Every concern is handled with urgency, transparency, and fairness, ensuring timely investigations and appropriate corrective measures.

Each facility is supported by a designated HR representative responsible for addressing such matters, while our company-wide Whistle Blower Policy empowers individuals to report ethical breaches or misconduct without fear of retaliation. Additionally, we conduct ongoing human rights awareness through dedicated training modules, helping embed respect, dignity, and accountability into our workplace culture.

6. Number of Complaints on the following made by employees and workers in the previous financial year

	2025-26			2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

	2025-26	2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0%	0%
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

UFlex is committed to ensuring the confidentiality of individuals who report concerns in good faith and strictly prohibits any form of retaliation against them.

We maintain a zero-tolerance policy towards sexual harassment and have established a centralized Internal Complaints Committee (ICC) under the Prevention of Sexual Harassment (POSH) Act to handle complaints raised by employees. Each complaint is promptly forwarded to this committee for thorough and impartial investigation. The ICC, which includes an external legal member to ensure fairness, takes appropriate action, such as disciplinary measures or resolutions. This committee plays a critical role in fostering a respectful workplace, empowering employees to speak out against sexual harassment and discouraging such behavior. The clear internal mechanism provided by the ICC ensures the timely resolution of complaints and minimizes distress for the complainant.

In line with our Whistle Blower policy, retaliation is not tolerated at UFlex. No individual may face adverse actions for reporting, complaining about, or assisting in the investigation of a potential violation of laws or the Company's Code of Conduct and Ethics. We take any instances of retaliation seriously and will take appropriate disciplinary actions, including possible termination of employment, against those responsible. Individuals engaging in retaliation may also face civil, criminal, or administrative penalties.

As part of our commitment to maintaining an ethical work environment, all new employees receive a session on the Company's Code of Conduct and Whistle Blower policy during their induction. Additionally, the HR department regularly conducts awareness sessions on the Prevention of Sexual Harassment and Human Rights to sensitize the workforce across the Company.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

At UFlex, the commitment to upholding human rights is ingrained within our code of conduct for internal employees. Additionally, for our value chain partners, adherence to human rights standards is an important component of the contractual agreements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not applicable

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Though there have been no complaints with regard to human rights violation, UFlex undertakes to:

1. Comply with applicable legislation in force, promote diversity, inclusion and equal opportunities, protect against sexual and gender-based harassment.

2. Ensure safety in the workplace and prevent occupational risks, foster professional development and training to promote equal opportunities.
3. Promote respect for and compliance with human rights by participating in initiatives and projects promoted by public and/or private bodies, Contribute, directly and indirectly, to social development and the Sustainable Development Goals

2. Details of the scope and coverage of any Human rights due diligence conducted.

UFlex takes its commitment to human rights seriously and conducts comprehensive due diligence across various aspects of its operations. Here's an outline of the scope and coverage of this commitment:

1. Labor Standards and Practices:

Compliance with Labor Laws: We regularly review and ensure adherence to all applicable labour laws across our locations. This includes minimum wage, working hours, overtime regulations, and leave entitlements as per ILO (International Labour Organizations) standards.

Non-discrimination in Hiring: UFlex prohibits any bias based on gender, physical disability, or any other protected characteristic during the recruitment process. We strive to create a diverse and inclusive workforce.

Elimination of Child Labor: UFlex has a zero-tolerance policy towards child labour. We verify employee ages through proper documentation and actively participate in initiatives to combat child labour practices.

2. Workplace Environment:

Prevention of Sexual Harassment: UFlex has a robust Internal Complaints Committee (ICC) established under the POSH Act, providing a safe space for employees to report sexual harassment. We offer training programs to raise awareness and foster a culture of respect.

Grievance Redressal Mechanism: We have a well-defined grievance redressal process to address employee concerns effectively. This ensures all voices are heard, and issues are resolved promptly and fairly.

Health & Safety at Work: UFlex prioritizes employee well-being with a comprehensive health and safety program. We conduct risk assessments, implement safety protocols, and provide training to minimize workplace hazards and injuries.

Whistleblower Protection: UFlex has a clear whistleblower policy that encourages employees to report any suspected wrongdoing or unethical behaviour without fear of retaliation. We provide anonymous reporting channels to protect whistleblowers.

3. Supply Chain Management:

Supplier Screening: UFlex integrates human rights considerations into supplier selection. We conduct screening procedures to assess potential suppliers' adherence to labour standards and human rights principles. This helps ensure ethical practices throughout our supply chain.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our premises/offices are accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	69.81%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

While no significant risks or concerns were found in our assessments, we are actively enhancing our methods for evaluating the value chain.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	1,39,908 GJ	71,509 GJ
Total fuel consumption (B)	4,58,847 GJ	4,38,351 GJ
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	5,98,755 GJ	5,09,859 GJ
From non-renewable sources		
Total electricity consumption (D)	9,88,423 GJ	10,93,159 GJ
Total fuel consumption (E)	6,43,854 GJ	4,98,878 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	16,32,277 GJ	15,92,037 GJ
Total energy consumed (A+B+C+D+E+F)	22,31,032 GJ	21,01,896 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00002868 GJ/rupee of turnover	0.000026914233 GJ/rupee of turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0005857 GJ/rupee of turnover	0.000001317388 GJ/rupee of turnover

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? Yes/No

No, we do not have any facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water withdrawal	0	0
(ii) Groundwater withdrawal	7,77,174	6,69,610
(iii) Third party water withdrawal	2,37,365	2,68,210
(iv) Seawater / desalinated water withdrawal	0	0
(v) Other withdrawal	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,14,539	9,37,820
Total volume of water consumption (in kilolitres)	9,47,032	8,67,070
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00001218 KL/rupee of turnover	0.0000111026 KL/rupee of turnover
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0002487 KL/rupee of turnover	0.0000005434 kL/ rupee of turnover

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

4. Provide the following details related to water discharged (in kilolitres):

	FY 2025-26	FY 2024-25
(i) To Surface water	67,507	70,750.58
- No treatment	-	0
- With Secondary treatment	-	0
- With Tertiary treatment	67,507	70,750.58
(ii) To Groundwater	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With Secondary treatment	-	-
- With Tertiary treatment	-	-
Total water discharged	67,507	70,750.58

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, In Our manufacturing facilities are equipped with advanced wastewater treatment systems, including Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP). The treated water is utilized for non-potable purposes such as toilet flushing and gardening, contributing to efficient resource usage. In addition to ETP and STP, eight out of twelve facilities feature Zero Liquid Discharge (ZLD) systems, ensuring that no wastewater is released into the environment.

We have also integrated Membrane Bioreactor (MBR) and Reverse Osmosis (RO) plants to enhance water treatment. MBRs produce cleaner water with a smaller footprint and higher efficiency, enabling greater water reuse and reducing dependence on freshwater sources. The RO permeate is used to generate demineralized (DM) water required for our processes. The RO reject water undergoes evaporation in a Multiple Effect Evaporator (MEE), followed by further treatment in an Agitated Thin Film Dryer (ATFD), which recovers solids. These solids are disposed of as hazardous waste through authorized vendors, ensuring safe and compliant waste management.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify FY unit	FY 2025-26	FY 2024-25
NOx	Tons	31.44	23.30
SOx	Tons	22.49	42.59
Particulate matter (PM)	Tons	8.83	130.18

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	2025-26	2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT CO ₂ e	54,378	46,089.27
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT CO ₂ e	1,94,950	2,20,758.27
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO ₂ e/ crore rupee of turnover	0.000003205	0.00000341691
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT CO ₂ e/ crore rupee of turnover	0.00006546	0.00000016725

NOTE: Biogenic emission for FY 2025-26 is 29970 tCO₂e.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

At UFlex, energy efficiency and greenhouse gas (GHG) reduction remain integral to our operational approach. During FY 2025-26, the Dharwad plant recorded a 56% increase in renewable energy consumption compared to the previous year, while the share of renewable energy in overall electricity consumption across India operations increased from 6% to 11%. Further, by the end of FY 2025-26, the Dharwad plant achieved more than 95% renewable energy share in its total electricity consumption. Additionally, the Panipat plant achieved a 17% increase in biomass consumption during the reporting year, reinforcing the Company's focus on cleaner fuel adoption and lower-carbon operations. Various energy efficiency initiatives, including the installation of Variable Frequency Drives (VFDs), also continued across operations to further enhance energy performance and reduce GHG emissions.

Provide details related to waste management by the entity, in the following format:

Parameter	2025-26	2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	19,251.69	13,352.12
E-waste (B)	21.83	14.63
Bio-medical waste (C)	0.47	0.01
Construction and demolition waste (D)	375.82	193.92
Battery waste (E)	12.49	14.15
Radioactive waste (F)	0	0
Other Hazardous Waste (G)	2,430.63	1,855.99
Other Non-hazardous Waste (H)	17,123	17,798.73
Total (A+B + C + D + E + F + G + H)	39,216	33,229.55
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000005042 MT/ rupee of turnover	4.25486E-07 MT/ rupee of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00001030 MT/ rupee of turnover	2.08265E-08 MT/ rupee of turnover
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	30734	27,141
(ii) Re-used	216	3,048.60
(iii) Other recovery operations	1753	614.69
Total	32704	30804.22

For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
(i) Incineration	2007	1,592
(ii) Landfilling	479	240.33
(iii) Other disposal operations	3736	331.05
Total	6222	2163.43

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

At UFlex, waste management is a core component of our sustainability strategy. We follow a comprehensive SOP, aligned with ISO 14001:2015, covering hazardous waste (HW), e-waste, plastic, solid waste, and battery waste. Our approach emphasizes reduction, reuse, recycling, resource recovery, and scientific disposal, strictly in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

Key waste reduction initiatives include:

- In-house recycling units for plastic waste, supporting our Zero Waste to Landfill goal
- Waste-to-Energy disposal for hologram production waste (multi-layer plastic) via UPPCB-approved facilities
- Recycling policy for Roto gravure cylinders
- Employee training programs to ensure SOP adherence and continual improvement

These practices underscore UFlex's commitment to sustainable operations, reduced environmental impact, and full regulatory compliance.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format

Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA	NA	NA	NA	NA	NA

Note:

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, all the facilities are in compliance with the applicable environmental regulations.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

LEADERSHIP INDICATORS

1. Foreach facility/ plant located in areas of water stress, provide the following information.

(i) Name of the area	(ii) Nature of operations
Noida, Uttar Pradesh	Manufacturing of Flexible Packaging solutions and machinery, cylinders, holography, Recycling and chemicals

	Unit	2025-26	2024-25
(i) Surface water withdrawal	kL	0	0
(ii) Groundwater withdrawal	kL	6,77,027	4,32,045
(iii) Third party water withdrawal	kL	2,37,365	11,967
(iv) Seawater/desalinated water withdrawal	kL	0	0
(v) Other withdrawal	kL	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kL	9,14,392	4,44,012
Total volume of water consumption (in kilolitres)	kL	8,46,885	4,12,316

Foreach facility/ plant located in areas of water stress, provide the water withdrawal and consumption

	Unit	2025-26	2024-25
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	kL/rupee of turnover	0.00001089	5.27959E-06

For each facility / plant located in areas of water stress, provide the water discharge by destination and level of treatment

	Unit	2025-26	2024-25
(i) To Surface water	kL	67,507	31,696
- No treatment	kL	-	-
- With treatment – (Tertiary treatment)	kL	67,507	31,696
(ii) To Groundwater	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
(iii) To Seawater	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
(iv) Sent to third parties	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
(v) Others	kL	-	-
- No treatment	kL	-	-
- With treatment	kL	-	-
Total water discharged	kL	67,507	31,696

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	2025-26	2024-25
Total Scope 3 emissions	MT CO ₂ e	9,48,396	5,65,089
Total Scope 3 emissions per rupee of turnover	MT CO ₂ e/rupee of turnover	0.00001219	0.00000731531

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Reasonable assurance

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along- with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format.

Product Innovation

In line with its commitment to sustainable product innovation and circular economy principles, UFlex continues to develop advanced packaging solutions with improved recyclability, recycled content integration, and reduced environmental footprint. During FY 2025–26, the Company introduced innovative solutions such as FSSAI-compliant single-pellet rPET resin for food-grade packaging, sustainable PCR-based packaging films, patented waterborne heat seal coatings, and advanced recycling technologies for post-consumer plastic and aseptic packaging waste. These initiatives support resource efficiency, reduction in virgin material consumption, enhanced recyclability, and compliance with evolving sustainability and regulatory requirements.

Eco-Friendly Product Portfolio

In FY 2025–26, UFlex Limited, through its Chemicals Business, produced and sold 12,015 MT of eco-friendly products. These sustainable product offerings reflect the Company's commitment to developing environmentally responsible alternatives and reducing the overall environmental footprint across its product portfolio.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes. UFlex Limited has established a comprehensive Business Continuity and Disaster Management framework to ensure operational resilience and effective response to emergencies and business disruptions. The framework is aligned with internationally recognized standards, including ISO 31000:2018 and ISO 22301, and covers identification, assessment, and mitigation of key business, operational, financial, legal, climate-related, and market risks through a structured risk management approach.

The Company's emergency preparedness plans address various potential scenarios such as fire, floods, earthquakes, explosions, toxic gas leakage, pandemics, and other unforeseen events. UFlex has deployed emergency response infrastructure across its facilities, including trained emergency response teams, fire-fighting systems, first-aid facilities, PPE, rescue equipment, occupational health centers, and ambulance support. The Company also maintains IT backup systems and data recovery protocols to strengthen digital resilience and business continuity.

Periodic mock drills, fire drills, training programs, and reviews are conducted to evaluate preparedness and improve response effectiveness. The framework is overseen by senior management and reviewed periodically to ensure continual improvement and alignment with the Company's governance and risk management practices.

The policy can be accessed at https://www.uflexltd.com/pdf/Policies/BRSP/2023/UFlex_BCDM.pdf.

6. Disclose any significant adverse impact to the environment, arising from the value chain of entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No significant adverse environmental impacts have been arising from the value chain.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts

69.81%

PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN AMANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations

Eight

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations	link of the document (If available)
1.	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National	-
2.	PHD Chamber of Commerce and Industry (PHDCCI)	National	-
3.	Federation of Indian Chambers of Commerce & Industry (FICCI)	National	-
4.	Confederation of Indian Industry (CII)	National	-
5.	Organization of Pharmaceutical Producers of India (OPPI)	National	-
6.	Indian Flexible Packaging & Folding Carton Manufacturers Association (IFCA)	National	-
7.	All India Printing Ink Manufacturers Association (AIPIMA)	National	-
8.	Alliance to End Plastic Waste (AEPW)	International	-

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

Public policy advocated	Method resorted for such advocacy	Whether information available in public domain?	Frequency of Review by Board	Web Link, if available
Study report on recyclability of paper foil base multi layered rigid aseptic packaging	Collection, analysis of data, summarizing and presenting it to ministry	Yes	As and when require	-
Quantitative & qualitative determination of recycled PE content post consumer recycled blend of flexible film for food packaging application	Collection, analysis of data, summarizing and presenting it to ministry.	Yes	As and when require	-

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community

UFlex considers the community a key stakeholder and is committed to their welfare through focused CSR initiatives, guided by our CSR policy. We engage regularly with community leaders and members, both directly and via NGO partners, to identify and address local needs through education, healthcare, livelihood, and environmental initiatives.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

	2025-26	2024-25
% of materials sourced from MSMEs/ small producers	6.50%	5.63%
% of materials sourced directly from India	79.60%	75.20%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or worker employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

	2025-26	2024-25
Rural	0	0
Semi-urban	0	0
Urban	98.96%	100%
Metropolitan	1.04	0

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

S. No.	State	Aspirational District	Amount Spent
1	Uttar Pradesh	Sonbhadra	70,00,000

3. a. Do you have a preferential procurement policy where you give preference to purchase from supplier's comprising marginalized/vulnerable groups?

UFlex Limited is committed to promoting diversity, inclusion, equal opportunity, and social equity across its operations and value chain. The Company strives to create an inclusive workplace environment and encourages fair participation of individuals from diverse and underrepresented communities in employment and business opportunities.

UFlex follows principles of merit, competency, transparency, and equal opportunity in its recruitment, workforce engagement, and business practices. The Company also seeks to foster inclusive growth by supporting ethical business partnerships and encouraging responsible practices across its value chain while maintaining standards of quality, cost competitiveness, and operational excellence

b. From which marginalized/vulnerable groups do you procure?

Not Applicable

c. What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Intellectual Property based on traditional knowledge	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
The Company does not own or acquire any intellectual property based on traditional knowledge during the reporting period. Accordingly, benefit sharing related to such intellectual properties is not applicable.			

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable as per statement above

6. Details of beneficiaries of CSR Projects

CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Setting up School for promoting Education	2400	-
Setting up open Air Gyms	21250	-
AbhKids Education & vocational skill development program	207	-
Distribution of improved cookstove	15600	15600
Animal welfare	-	-

PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

UFlex's Customer Complaint Handling Process:

UFlex's prioritizes customer complaints with a structured, transparent, and solution-oriented approach across all business verticals. Complaints are received through multiple channels (calls, emails, WhatsApp, SMS, fax, in-person) and logged in designated systems. An acknowledgment is provided within 24 hours, followed by analysis and necessary corrective actions.

In technical cases, details are recorded in a Customer Complaint Ledger or Complaint Management System (CCMS) aligned with ISO 22000:2018, with actions initiated within 48 hours. The process includes root cause analysis, visit reports, corrective measures, and final resolution communication to the customer, ensuring timely and effective closure.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	As UFlex Limited manufactures customised and application-specific packaging solutions for its customers, the inclusion of product-related information such as environmental and social aspects, safe handling practices, responsible usage, recycling, and disposal guidance is primarily determined by customers based on the nature, application, and regulatory requirements of their respective products. UFlex supports customers by providing relevant technical specifications and product-related information, wherever applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	2025-26			2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	1628	21	Pending complaints were received at the end of reporting year	608	2	2 nos. of pending complaints were received at the end of FY

4. Details of instances of product recalls on account of safety issues:

	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes.

At UFlex, we have established a comprehensive framework and policy on cyber security and data privacy risks. This framework serves as a guiding principle for our organization's approach to protecting sensitive information, ensuring data privacy, and mitigating cyber threats.

Our cyber security framework addresses various aspects of information security, including data collection, data sharing, access controls, network security, and incident response. It encompasses industry best practices and compliance requirements to create a secure digital environment for our stakeholders.

The policy associated with our cyber security framework outlines our commitment to safeguarding information assets and protecting the privacy of our stakeholders. It establishes clear guidelines and responsibilities for employees, contractors, and partners in handling sensitive information. To ensure the effectiveness of our cyber security measures, we regularly assess and update our systems, processes, and technologies. We invest in robust infrastructure, implement strong access controls, and employ advanced threat detection and prevention mechanisms.

Employee training and awareness play a crucial role in our cyber security efforts. We provide comprehensive training programs to educate our workforce about their roles and responsibilities in maintaining a secure digital environment. This includes training on best practices for data privacy, safe use of technology, and recognizing and reporting potential cyber threats.

By implementing this comprehensive framework and policy, we demonstrate our commitment to proactively addressing cyber security risks and safeguarding the integrity, confidentiality, and availability of information assets. We continually monitor and enhance our cyber security measures to adapt to evolving threats and protect the interests of our stakeholders.

UFlex remains dedicated to maintaining a secure digital environment, protecting sensitive information, and upholding the highest standards of cyber security and data privacy. We understand the critical importance of safeguarding information assets and remain vigilant in the face of emerging cyber threats.

Policy Weblink: <https://www.uflexltd.com/policies.php>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls, penalty/action taken by regulatory authorities on safety of products / services.

During the reporting period, UFlex did not receive any consumer complaints related to data privacy, advertising, cyber-security, delivery of essential services, restrictive trade practices, or unfair trade practices. This positive track record reflects our commitment to maintaining high standards and meeting consumer expectations.

We aim to increase security awareness by disseminating security information and delivering training on various issues to our employees. For example: To avoid the theft of personal and sensitive information, the phishing detection and e-mail security solutions are in place.

At UFlex, we prioritize the protection of customer data privacy and strictly adhere to applicable data protection regulations. We are committed to transparent advertising practices, providing accurate and reliable information to our customers.

Cyber-security is a top priority for us, and we have robust measures in place to safeguard customer data and prevent any unauthorized access or breaches. Our dedicated team continuously monitors and updates our cyber-security protocols to ensure the highest level of protection. By prioritizing data privacy, transparent advertising, robust cyber-security, reliable service delivery, fair trade practices, and avoiding restrictive trade practices, UFlex aims to build trust with our consumers and ensure their satisfaction.

We remain dedicated to upholding these principles, continuously improving our practices, and responding promptly and effectively to any consumer concerns that may arise. At UFlex, we strive to meet and exceed customer expectations, maintaining high standards of integrity and customer satisfaction.

Some preventive steps that we have taken to ensure data privacy and cyber security to our customers:

1. DMARC Email Server Security solution for Phishing email protection
2. USB access restricted in end user PC
3. Sending regular Security awareness Mailers to educate the employees
4. Created Cyber Security training module in LMS
5. Conducted Vulnerability assessment of Data centre devices
6. Web Application risk discovery tool established to take remediation action

7. Provide the following information relating to data breaches

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	NA

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed

Information relating to the products, solutions, and services offered by UFlex Limited can be accessed through the Company's official website, product brochures, technical datasheets, customer communication channels, exhibitions, and direct engagement with sales and customer support teams.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services

UFlex provides customised and integrated packaging solutions designed to meet the specific requirements of its industrial and institutional customers. To promote safe and responsible usage of products, the Company shares relevant technical information, product specifications, safety instructions, and handling guidelines with customers through product literature, technical documents, and direct customer interactions.

For products involving chemical applications, Material Safety Data Sheets (MSDS) and hazard communication labels are provided to customers, detailing product composition, safe handling practices, storage conditions, and precautionary measures. The Company also supports customers through technical assistance and periodic engagement by customer relationship and technical service teams.

UFlex maintains internationally recognized certifications, including ISO 22000 and BRCGS standards, to strengthen food safety and quality management practices. In addition, the Company provides information relating to regulatory compliance requirements, including recyclability declarations, Extended Producer Responsibility (EPR) compliance, and other applicable certifications, wherever relevant.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services

The Company has established communication protocols and escalation mechanisms to ensure timely dissemination of information relating to any disruption or discontinuation of products or services. In the event of operational interruptions arising from natural calamities, regulatory developments, supply chain constraints, or other unforeseen circumstances, customers are informed through appropriate communication channels, including emails, telephone communication, and direct coordination by account management teams.

UFlex also maintains business continuity and risk management processes to minimize disruptions and ensure continuity of operations and customer service to the extent feasible.

4. Does the entity display product information on the product over and above what is mandated as per local laws?

Yes. UFlex complies with all applicable product marking and labelling requirements prescribed under relevant laws and regulations, including the Plastic Waste Management (PWM) Rules and other applicable regulatory frameworks. The Company ensures that mandatory details, such as registration numbers and statutory declarations, are displayed on products wherever applicable.

As UFlex primarily manufactures customised packaging materials based on customer specifications and end-use requirements, product-specific consumer information is generally determined by customers in line with the nature of their products and applicable regulations. However, wherever relevant and applicable, the Company supports customers by providing technical, safety, recyclability, and regulatory information related to the packaging solutions manufactured by it.

5. Did the entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity, or the entity as a whole?

Yes. UFlex periodically engages with customers through feedback mechanisms, customer interactions, audits, and relationship management processes to assess customer satisfaction, improve service quality, and strengthen long-term customer relationships.