

**Date:** July 31, 2025

To,	To,
National Stock Exchange of India Ltd.,	BSE Limited
Address: Exchange Plaza, C-1, Block G, Bandra Kurla	Address: Phiroze Jeejeebhoy Towers
Complex, Bandra (E), Mumbai-400051, Maharashtra,	Dalal Street Mumbai- 400001,
India.	Maharashtra, India.
NSE Scrip Symbol: OLAELEC	BSE Scrip Code: 544225

**SUBJECT: SUBMISSION OF BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT ("BRSR") FOR THE FINANCIAL YEAR 2024-25 OF OLA ELECTRIC MOBILITY LIMITED ("THE COMPANY").**

Dear Sir/ Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), we are submitting herewith the Business Responsibility and Sustainability Report for FY 2024-25.

The BRSR also forms an integral part of the Annual Report for the financial year 2024-25, which has been submitted to the stock exchanges vide our intimation dated July 31, 2025. Further, in terms of Regulation 46 of the SEBI Listing Regulations, the said Annual Report will also be available on the website of the Company at <https://www.olaelectric.com/investor-relations/financials>.

This intimation will also be made available on the website of the Company and can be accessed using the below link: <https://www.olaelectric.com/investor-relations/announcements>.

We request you to take the same on record.

**Thanking You,  
Yours faithfully,  
For and on behalf of OLA ELECTRIC MOBILITY LIMITED**

**Harish Abichandani  
Chief Financial Officer  
Place: Bengaluru  
Enclosed: a/a**

# **BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**

## For Financial Year 2024-25

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2024-25

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

<b>1</b>	<b>Corporate Identity Number (CIN) of the Company</b>	L74999KA2017PLC099619
<b>2</b>	<b>Name of the Company</b>	Ola Electric Mobility Limited (formerly known as Ola Electric Mobility Private Limited)
<b>3</b>	<b>Year of Incorporation</b>	2017
<b>4</b>	<b>Registered office address</b>	Wing C, Prestige RMZ Startech, Hosur Road, Municipal Ward No. 67, Municipal No. 140, Koramangala VI Bk, Bangalore, Bangalore South, Karnataka, 560095
<b>5</b>	<b>Corporate office address</b>	Hosur Road, Municipal Ward No.67, Wing C Star Tech, Municipal No. 140 Industrial Layout Koramangala Bengaluru 560 095 Karnataka, India
<b>6</b>	<b>E-mail id</b>	companysecretary@olaelectric.com
<b>7</b>	<b>Telephone</b>	+91 80 3544 0050
<b>8</b>	<b>Website</b>	www.olaelectric.com
<b>9</b>	<b>Financial year for which reporting is being done</b>	FY 2024-2025
<b>10</b>	<b>Name of the Stock Exchange(s) where shares are listed</b>	National Stock Exchange and Bombay Stock Exchange
<b>11</b>	<b>Paid-up capital</b>	INR 44,10,82,98,850
<b>12</b>	<b>Name and contact details of the person who may be contacted in case of any queries on the BRSR report</b>	Harish Abichandani Tel: +91 80 3544 0050 E-mail: companysecretary@olaelectric.com
<b>13</b>	<b>Reporting Boundary</b>	Consolidated basis
<b>14</b>	<b>Name of assurance provider</b>	None
<b>15</b>	<b>Type of assurance obtained</b>	None

### II. Products/services

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

S. No	Description of main activity	Description of business activity	% Of turnover
1	Sales of Scooter Vehicles	Scooter Sales	100

## 17. Products/services sold by the entity (accounting for 90% of the entity's turnover):

S.No	Product/Service	NIC Code	% Of total turnover contributed
1	Manufacturing of Electric Scooters	29109	100

## III. Operations

## 18. Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	2	2	4
International*	0	3	3

\*Note: OEM's international offices (3) are for R&D and sales & technology development. We do not serve any international markets

## 19. Markets served by the entity

## Number of locations

Locations	Number
National (No. of states)	30
International (No. of countries)	0

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

0%

## c.A brief on types of customers

Ola Electric caters to a diverse customer base with its innovative electric two-wheelers. This includes individual consumers (B2C) driven by motivations such as tech adoption, eco-consciousness, the need for efficient daily commuting, urban mobility, and long-term cost savings. The company also serves commercial operators (B2B) for applications like last-mile delivery, ride-sharing, and corporate fleets, all seeking sustainable and cost-effective solutions.

## IV. Employees

## 20. Details at the end of Financial Year:

## a. Employees and workers (Including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	3231	3024	94	207	6
2	Other than Permanent (E)	8097	7851	97	246	3
3	Total employees (D+E)	11328	10875	96	453	4
<b>WORKERS</b>						
4	Permanent (F)	806	0	0	806	100
5	Other than Permanent (G)	1593	314	20	1279	80
6	Total workers (F+G)	2399	314	13	2085	87

## b. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	2	2	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D+E)	2	2	100	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F+G)	0	0	0	0	0

## 21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	17
Key Management Personnel*	3	0	0

\*Note: KMP includes the MD, CFO and CS of the company.

## 22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	62%	35%	54%	60%	31%	50%	77%	43%	61%
Permanent Workers	0%	29%	29%	0%	25%	25%	0%	19%	19%

## V. Holding, subsidiary and associate companies (including joint ventures)

## 23. (a) Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of Holding/ Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ola Electric Technologies Private Limited	Wholly owned Subsidiary	100%	Yes
2	Ola Cell Technologies Private Limited	Wholly owned Subsidiary	100%	Yes
3	Ola Electric Charging Private Limited	Wholly owned Subsidiary	100%	Yes
4	Ola Electric Mobility Inc. (USA)	Wholly owned Subsidiary	100%	No
5	Ola Electric Mobility B.V. (Netherlands)	Wholly owned Subsidiary	100%	No
6	Etergo B.V. (Netherlands)	Step down Wholly owned Subsidiary	100%	No
7	Etergo Operations B.V. (Netherlands)	Step down Wholly owned Subsidiary	100%	No
8	EIA Trading (Shanghai) Co. Ltd. (China)	Step down Wholly owned Subsidiary	100%	No
9	Ola Electric UK Private Limited	Step down Wholly owned Subsidiary	100%	No
10	Ola Electric Technologies B.V	Step down Wholly owned Subsidiary	100%	No

## VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: No, CSR is not applicable. Based on the profitability criteria outlined in Section 135 of the Companies Act, 2013, OEM does not currently fall within the purview of mandatory CSR spending requirements.
- ii. Turnover (in INR) 4,932 crores
- iii. Net worth (in INR) 5,143 crores

## 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 (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
		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	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	NA	NA	-
Shareholders	Yes	608	0	Resolved	0	0	-
Employees and workers	Yes	50	2	Pending concerns resolved in 2025-26	7	0	Resolved
Customers*	Yes	11884	486	Pending concerns resolved in 25-26	8473	284	Pending concerns resolved in 24-25
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	NA	NA	NA	-	NA	NA	-

\*Note: The customers complaints including the resolved complaints, are updated based on the details available on the National Consumer Helpline (NCH) portal.

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, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Responsible Supply Chain	Risk and opportunity	<p>As a vertically integrated EV manufacturer with ambitious production targets, our supply chain is extensive and complex. It involves sourcing a wide array of components, from high-value battery cells (which often contain minerals, like cobalt and lithium, with environmental and social risks) to semiconductors, plastics, metals, and electronic components.</p> <p><b>1. Resource Scarcity &amp; Geopolitical Risk:</b> Dependence on specific regions for critical minerals can lead to supply disruptions and price volatility.</p> <p><b>2. Human Rights &amp; Labor Practices:</b> Risks of child labour, forced labour, and unsafe working conditions, particularly in raw material extraction and lower tiers of the chain.</p> <p><b>3. Environmental Impact:</b> High carbon footprint from manufacturing and transportation of components, water usage in processing, and hazardous waste generation.</p> <p><b>4. Brand Reputation:</b> Any lapse in responsible sourcing can severely damage our progressive, tech-driven brand image.</p>	<p><b>1. Supplier Due Diligence and Audits:</b> Beyond initial checks, OEM have implemented regular, risk-based audits (third-party and internal) of direct and critical indirect suppliers, focusing on environmental performance, labour practices (e.g., working hours, wages, freedom of association), and human rights.</p> <p><b>2. Supplier Code of Conduct and Capacity Building:</b> OEM has set the expectations with the suppliers to ensure the code of conduct is adhered with. As part of the onboarding process, due diligence is performed to ensure the suppliers are compliant to the code.</p> <p><b>3. Supply Chain Diversification and Localization:</b> OEM strategically have diversified the sourcing across regions and suppliers in a calculated manner to reduce geopolitical and concentration risks. The company have also actively promoted localization of component manufacturing within India to shorten supply lines, reduce transit emissions, and foster local economic development. This would contribute to economic flexibility and indirect emission reduction.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p><b>4.Traceability and Transparency:</b> OEM understands the need to develop a robust system (e.g., blockchain-enabled) to track the origin of key raw materials, especially those with high ESG risks (e.g., cobalt, lithium, nickel).</p> <p><b>5.Circular Economy Integration:</b> OEM understands the need to collaborate with suppliers on designing components for recyclability and exploring the use of recycled content in new parts. OEM is considering engaging in R&amp;D to find sustainable alternatives for high-impact materials.</p>	
2	Climate Change	Risk and opportunity	<p>As a company whose core business is to accelerate the transition to electric mobility, climate change is both a significant opportunity and a responsibility of OEM.</p> <p><b>1.Operational Emissions:</b> Manufacturing facilities, R&amp;D centres, and logistics contribute to Scope 1 and 2 emissions.</p> <p><b>2.Value Chain Emissions (Scope 3):</b> This is the largest impact area for OEM, including emissions from raw material extraction, component manufacturing, transportation, and end-of-life vehicle disposal.</p> <p><b>3.Product Use Emissions:</b> While EVs have zero-tailpipe emission, the source of electricity used for charging significantly impacts their overall carbon footprint.</p>	<p><b>1.Achieving Net-Zero Manufacturing Operations:</b> OEM is considering investing heavily in renewable energy procurement (e.g., rooftop solar at FutureFactory, power purchase agreements for off-site renewable energy). OEM is also considering implementing energy efficiency measures across all facilities (e.g., smart lighting, optimized HVAC, energy-efficient machinery).</p> <p><b>2.Decarbonizing the Value Chain (Scope 3 Focus):</b> OEM understands the importance of collaboration with suppliers to set emissions reduction targets and track their carbon footprint. Hence, OEM prioritizes suppliers using renewable energy or with strong decarbonization plans. OEM also intends to optimize logistics for reduced fuel consumption.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p><b>3. Product Design for Carbon Footprint Reduction:</b> OEM is also focussing on lightweighting vehicles, optimizing battery efficiency, and designing for modularity and reparability to extend product life and reduce material consumption.</p> <p><b>4. Climate Risk Assessment and Adaptation:</b> OEM is also reviewing physical climate risks (e.g., extreme weather impacting facilities or supply chain) and transition risks (e.g., carbon pricing, stricter regulations) and developing adaptation strategies.</p>	
3	Waste management	Risk and opportunity	<p>EV manufacturing is resource-intensive and generates various waste streams. Batteries pose unique challenges at their end-of-life due to hazardous materials and potential for valuable resource recovery.</p> <p><b>1. Waste Generation:</b> Scrap metal, plastics, electronic waste (e-waste), battery waste, and packaging waste from the GigaFactory &amp; the FutureFactory.</p> <p><b>2. Battery End-of-Life:</b> Management of spent lithium-ion batteries, which contain hazardous materials but also valuable minerals (lithium, cobalt, nickel, manganese) that can be recovered.</p>	<p><b>1. All-inclusive Waste Segregation and Recycling Programs:</b> OEM has implemented stringent waste segregation at source across all manufacturing units and offices (e.g., plastics, metals, e-waste, hazardous waste). OEM has partnered with authorized and certified recyclers for proper disposal.</p> <p><b>2. Robust Battery Recycling and Second-Life Strategy:</b> OEM has developed and partnered for a robust battery take-back and recycling program aligned with India's Battery Waste Management Rules. OEM is also exploring second-life applications for EV batteries (e.g., stationary energy storage) before full recycling, extending their economic and environmental value.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p><b>3. Adherence to regulatory mandates:</b> For producers to take responsibility for the end-of-life management of their products, especially batteries and e-waste.</p> <p><b>4. Environmental Impact:</b> Improper disposal can lead to soil and water contamination, and unregulated greenhouse gas emissions.</p>	<p><b>3. Waste Reduction and Resource Efficiency in Design:</b> OEM is also exploring "design for recycling" and "design for disassembly" principles into product development. OEM have also taken initiatives to minimize manufacturing scrap and re-using recycled content in new vehicle components where feasible.</p> <p><b>4. Hazardous Waste Management with Zero Liquid Discharge (ZLD):</b> OEM has implemented safe handling, storage, and disposal procedures for all hazardous waste. OEM has implemented ZLD systems in manufacturing processes to minimize water discharge and contamination. Additionally, OEM have also ensured compliance with environmental regulations and responsible waste management statutory norms.</p> <p><b>5. Extended Producer Responsibility (EPR) Compliance:</b> OEM is meeting and exceeding EPR obligations for batteries, and e-waste, including financial and operational responsibilities for collection and recycling.</p>	

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Technology & Innovation	Risk and opportunity	<p>At its core, OEM is a technology company. Continuous innovation is the lifeblood of its competitive advantage in the rapidly evolving EV landscape.</p> <p><b>1. Performance &amp; Range:</b> Customers demand higher performance, longer range, and faster charging, which are driven by battery technology, motor efficiency, and software.</p> <p><b>2. Cost Reduction:</b> Innovation in manufacturing processes, battery chemistry, and materials is critical to bring down the total cost of ownership for EVs, making them accessible to a broader market.</p> <p><b>3. Safety &amp; Reliability:</b> Advanced technology is essential for enhancing vehicle safety, reliability, and cybersecurity.</p> <p><b>4. New Services &amp; Features:</b> Connected vehicle technology enables new services like predictive maintenance, telematics-based insurance, and over-the-air updates.</p> <p><b>5. Market Leadership:</b> Staying ahead of competitors requires consistent R&amp;D and integration of cutting-edge solutions.</p>	<p><b>1. Investment in R&amp;D and Core Technologies:</b> OEM have also allocated considerable capital and human resources to in-house R&amp;D, focusing on next-generation battery technology (e.g., solid-state, LFP advancements), motor efficiency, power electronics, and advanced software/AI for vehicle intelligence.</p> <p><b>2. Strategic Partnerships and Collaborations:</b> OEM is also exploring forging partnerships with leading research institutions, universities, and specialized technology companies (e.g., for AI, charging solutions) to accelerate innovation and access specialized expertise.</p> <p><b>3. Fostering an Innovation Culture:</b> OEM has created an internal culture that encourages experimentation, risk-taking, and continuous learning.</p> <p><b>4. Intellectual Property (IP) Management and Protection:</b> OEM is also developing an IP strategy to patent key innovations and protect proprietary technology. This includes trade secrets, trademarks, and design registrations.</p> <p><b>5. Product Development and Iteration:</b> OEM have adopted agile methodologies for software and hardware development, allowing for rapid prototyping, testing, and iteration based on market feedback and technological advancements.</p>	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Cybersecurity and data privacy	Opportunity	<p>As a tech-first company integrating connectivity into its vehicles (e.g., IoT, GPS, telematics) and operating digital platforms for sales and service, data privacy and cybersecurity are critical.</p> <p><b>1. Sensitive Customer Data:</b> Collection of personal information, driving patterns, location data, and payment details.</p> <p><b>2. Vehicle System Vulnerabilities:</b> Risk of remote hacking, compromising vehicle control, or data exfiltration, leading to safety hazards and reputational damage.</p> <p><b>3. Regulatory Compliance:</b> Strict data protection laws (e.g., India's Digital Personal Data Protection Act, global GDPR equivalents for potential international operations).</p> <p><b>4. Brand Trust:</b> Any breach can severely damage customer trust in OEM's technology and brand integrity.</p>	<p><b>1. Comprehensive Data Privacy Framework:</b> OEM has developed and enacted a robust Data Privacy Policy aligned with global best practices and Indian regulations. OEM has implemented principles of data minimization (collect only what is necessary), purpose limitation, storage limitation, and accuracy, and ensure consent mechanisms for data collection.</p> <p><b>2. Advanced Cybersecurity Architecture for Vehicles and IT Systems:</b> The company has implemented multi-layered security measures for vehicle software (firmware, infotainment), cloud infrastructure, and enterprise IT systems. This includes encryption, intrusion detection systems (IDS), firewalls, regular vulnerability assessments, and penetration testing.</p> <p><b>3. Employee Training and Awareness:</b> OEM conducts regular, mandatory training for all employees on data privacy best practices, cybersecurity threats (e.g., phishing), and incident response protocols.</p> <p><b>4. Incident Response and Business Continuity Planning:</b> OEM has developed a clear incident response plan for data breaches or cyberattacks, including communication protocols, forensic analysis, and recovery steps to ensure business continuity plans and minimize disruption.</p>	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Market / Product Competition	Opportunity	<p>The Indian EV market is intensely competitive, with established ICE players transitioning to EVs, new pure-play EV startups, and potential entry of global giants.</p> <p><b>1.Rapidly Evolving Landscape:</b> Technology changes quickly, new models are launched frequently, and consumer preferences are still forming.</p> <p><b>2.Pricing Pressure:</b> High competition can lead to pricing wars, impacting margins.</p> <p><b>3.Product Differentiation:</b> Differentiating OEM's offerings based on features, design, performance, and ecosystem is crucial.</p> <p><b>4.Brand Loyalty:</b> Building strong brand loyalty in a new market requires steady innovation and customer satisfaction.</p>	<p><b>1. Continuous Product Innovation and Differentiation:</b> The company has an in-house R&amp;D center to develop and launch new models with advanced features, improved performance, range, and unique design aesthetics with a heavy focus on software-defined vehicles, smart connectivity, and personalized user experiences.</p> <p><b>2.Strategic Pricing and Value Proposition:</b> OEM has developed dynamic pricing strategies that balances market competitiveness with profitability. This emphasizes the total cost of ownership (TCO) advantage of EVs (lower running costs) to highlight value.</p> <p><b>3.Robust Brand Building and Marketing:</b> OEM has developed marketing campaigns that highlight OEM's technological prowess, sustainability mission, and customer-centric approach. OEM is also considered leveraging digital channels and experiential marketing effectively to enhance brand reputation and market presence.</p> <p><b>4.Ecosystem Development and Partnerships:</b> OEM has also taken steps by building a holistic EV ecosystem, including charging infrastructure (OEM Charging Network), software services and owned sales and service centers..</p> <p><b>5.Aggressive Market Expansion and Customer Acquisition:</b> OEM has expanded sales and service network rapidly across Tier 1, 2, and 3 cities</p>	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURE**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

**POLICY AND MANAGEMENT PROCESSES**

<b>Principle P1: Ethics &amp; Transparency</b>	<b>Principle P2: Product Responsibility</b>	<b>Principle P3: Human Resource</b>
<ul style="list-style-type: none"> <li>Code of Conduct for all members of the Board and Senior Management</li> <li>Anti-Corruption and Anti-Bribery</li> <li>Code of Conduct and Ethics Policy</li> <li>Policy for evaluation of performance of Board of Directors</li> <li>Risk Management Policy</li> <li>Employee Trading Code</li> <li>Nomination and Remuneration Policy</li> <li>Price Sensitive Information Disclosure Policy</li> <li>Whistleblower Policy</li> <li>Policy for Archival of Website Disclosures</li> <li>Policy on Materiality of Related Party Transactions</li> <li>Familiarization Programme for Independent Directors Policy</li> <li>Policy for Determining Material Subsidiaries</li> <li>Policy for Determination of Materiality</li> <li>Environmental, Social, and Governance (ESG) Policy</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Employees Equity Linked Incentive Plan, 2019</li> <li>Environmental, Social, and Governance (ESG) Policy</li> </ul>
<b>Principle P4: Responsiveness to Stakeholders</b>	<b>Principle P5: Respect for Human Rights</b>	<b>Principle P6: Efforts to restore the Environment</b>
<ul style="list-style-type: none"> <li>Dividend Distribution Policy</li> <li>Corporate Social Responsibility (CSR Policy)</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Environmental, Social, and Governance (ESG) Policy</li> </ul>	<ul style="list-style-type: none"> <li>Corporate Social Responsibility Policy</li> <li>Environmental, Social, and Governance (ESG) Policy</li> </ul>
<b>Principle P7: Public Advocacy Policy</b>	<b>Principle P8: Inclusive Growth</b>	<b>Principle P9: Customer Engagement</b>
<ul style="list-style-type: none"> <li>Environmental, Social, and Governance (ESG) Policy</li> </ul>	<ul style="list-style-type: none"> <li>Environmental, Social, and Governance (ESG) Policy</li> </ul>	<ul style="list-style-type: none"> <li>Environmental, Social, and Governance (ESG) Policy</li> </ul>

Disclosure Question	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. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.olaelectric.com/investor-relations/policies">https://www.olaelectric.com/investor-relations/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	No	Yes	No	Yes	No	No	No
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, TrusteA) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>ISO 9001:2015 (Quality Management System)</li> <li>Compliance with Central Motor Vehicle Rules, 1989.</li> <li>Providers: Automotive Research Association of India (ARAI) and International Centre for Automotive Technology (ICAT)</li> <li>ISO 9001:2015 (Quality Management System)</li> <li>ISO 27001 (Information Security Management Systems) certification</li> </ul>								
Disclosure Question	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.					6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.			
P1 Ethics & Transparency	Ola Electric is committed to transparent and ethical conduct, as evidenced by its successful public listing and robust internal control framework. The Company's Whistle Blower Policy ensures a mechanism for reporting unethical behavior and fraud.					Successfully completed Initial Public Offering (IPO) in August 2024. All complaints reported under the Vigil Mechanism were investigated and resolved in a timely manner, with appropriate disciplinary actions taken.			
P2 Product Responsibility	The Company aims to lead the E2W segment by delivering industry-leading products underpinned by deep technological innovation, focusing on performance, efficiency, and cost reduction. Also expanded into electric motorcycles.					Launched Gen 3 platform which achieved higher peak power and greater range, while reducing the cost reduction. Cumulative sales of approximately 9.7 lakh E2W units since inception, with over 3.4 lakh units sold in FY25 alone.			

Disclosure Question		5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
P3	Human Resources	Ola Electric is focused on building a strong and capable workforce to support its rapid expansion and technological advancements.	The Company's significant operational expansion and continued investments in Research & Development demonstrate its commitment to building and developing a skilled workforce necessary for its growth and technological leadership.
P4	Responsiveness to Stakeholders	The Company is expanding its distribution and service network to enhance customer touchpoints and optimize delivery timelines.	Scaled physical presence to over 4,000 customer touchpoints, establishing India's largest EV distribution network. Completed Network Transformation initiative.
P5	Respect for Human Rights	Ola Electric maintains a zero-tolerance policy for sexual harassment at the workplace and has adopted a gender-neutral POSH policy.	Details of complaints received and disposed of during FY 2024-25 are reported in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
P6	Efforts to restore the Environment	Ola Electric is committed to accelerating India's transition to electric mobility and strengthening vertical integration and supply chain resilience through indigenous cell manufacturing.	Completed commissioning of state-of-the-art Gigafactory and commenced production of indigenously developed Bharat Cell.
P7	Public Policy Advocacy	-	-
P8	Inclusive Growth	Ola Electric's mission to accelerate India's transition to electric mobility inherently contributes to inclusive growth by providing sustainable transportation solutions.	Strong penetration into Tier-3 cities and rural markets through distribution network expansion.
P9	Customer Engagement	The Company focuses on enhancing customer experience through product innovation and expanding service operations.	Achieved significant improvements in product performance and efficiency with the Gen 3 platform. Expanded distribution network to improve customer reach and service.

## GOVERNANCE, LEADERSHIP AND OVERSIGHT

OEM's guiding principle is to accelerate the world's transition to sustainable mobility, a principle that underpins our entire operational strategy. As a rapidly growing leader in the electrical vehicle industry, our primary challenge is to scale our production responsibly while pioneering a new standard for sustainable manufacturing.

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).**

A cornerstone of our commitment is the OLA FutureFactory. We are actively working to power this state-of-the-art facility significantly with renewable energy, minimizing the carbon footprint of every vehicle we assemble. Our focus extends beyond the manufacturing to the heart of our products – the battery ecosystem. We are dedicated to building a circular economy by establishing a robust framework for battery recycling and second-life applications, which complements our efforts in responsible material sourcing.

Our strategy is to achieve tangible short-term targets in manufacturing efficiency, renewable energy adoption, and circularity.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy**

The final authority responsibility for the implementation and oversight of our Business Responsibility & Sustainability Policy rests with the Board of Directors, led by the Chairman and Managing Director.

**9. Does the entity have a specified committee of the board/Director responsible for decision making on sustainability related issues?**

If Yes, Provide details.

OEM has no such specified committee

**10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	Board or Committee of the Board									Annually								

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances

Board or Committee of the Board

Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
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No

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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)

NA

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 programmes on any of the principles during the financial

Segment	Total number of training and awareness programmes held*	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	2	SEBI (prohibition of Insider Trading) Regulations Best Practices in Related Party Transaction (RPT) Governance	100
Key Managerial Personnel (KMP)	2	SEBI (prohibition of Insider Trading) Regulations SEBI (Listing Obligations and Disclosure Requirements)	100
Employees other than BoD and KMPs	2	SEBI (prohibition of Insider Trading) Regulations SEBI (Listing Obligations and Disclosure Requirements)	100
Workers	155	Safety, Cyber Crime Awareness, POSH, Technical Training	100

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institution	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Penalty/ Fine	1	NA	Nil	NA	No
Settlement	1	NA	Nil	NA	No
Compounding fee	1	NA	Nil	NA	No
Non-Monetary					
NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institution	Brief of the Case	Has an appeal been preferred? (Yes/No)		
Imprisonment	1	NA	NA	NA	No
Punishment	1	NA	NA	NA	No

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.

Case Details	Name of regulatory/ enforcement agencies/ judicial institutions
Nil	NA

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, OEM has an Anti-Corruption and Anti-Bribery Policy.

OEM conducts all business activities with honesty and ethical integrity. Adopting a zero-tolerance approach to bribery and corruption, we commit to acting professionally, fairly, and with integrity in all business dealings and relationships globally. Additionally, our systems are in place to counter bribery, and our associates are strictly prohibited from engaging in any form of bribery, whether direct or indirect, including through third parties. Our associates are required to report any suspected or actual bribery to the Board of Directors at disclosure@olaelectric.com. Recognizing the serious criminal implications of bribery, which can result in severe fines, imprisonment, exclusion from public contracts, and reputational damage, our Anti-Bribery Anti-Corruption Policy mentions that it is in compliance with anti-bribery laws, provides guidance on addressing bribery and corruption, and upholds the highest standards of professional conduct. Additionally, we conduct periodic risk assessments to identify and mitigate bribery and corruption risks.

Weblink - (<https://www.olaelectric.com/investor-relations/policies>)

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints about conflict of interest.

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	NA

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.

NA

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

No. of days of accounts payables	FY 2024-25	FY 2023-24
	81 Days	67 Days

9. Open-ness of business\*

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of sales*	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	1.31%	4.91%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

\*Note: OEM has not engaged in any purchase transactions with trading houses during FY2025. Furthermore, all sales and purchase transactions for FY2025 were made directly by OEM, with no transactions conducted through dealers or distributors.

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

**Essential Indicators**

- 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.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	100	100	<p>Environmental Impact:</p> <ol style="list-style-type: none"> <li>Accelerating EV Transition: The significant capital expenditure in factory buildings, cell assembly &amp; formation, and battery lines directly supports the large-scale manufacturing of electric vehicles. This is the most crucial environmental contribution, as EVs emit zero tailpipe emissions, directly combatting air pollution and reducing reliance on fossil fuels in the transportation sector.</li> <li>Battery Technology Advancement: Investments in “Cell” (under development) signal a focus on improving core battery technology. This can lead to more energy-dense, longer-lasting, and potentially more sustainable (e.g., using less rare earth minerals, improving recyclability) battery solutions, reducing the overall environmental footprint of EVs.</li> <li>Product Efficiency &amp; Design: R&amp;D into new generations of products (e.g., S1 X Gen 2/3, S1 Air Gen 2, Electric Motorcycle, 2W) and software like “Move OS” likely aims for enhanced energy efficiency, extended range, and optimized performance, leading to lower energy consumption over the vehicle’s lifecycle.</li> <li>Sustainable Manufacturing Potential: Investments in modern “Factory building” and “Utilities Capex” provide the foundation for implementing energy-efficient processes, renewable energy integration, and waste reduction strategies in their manufacturing operations.</li> </ol>
Capex	100	100	<p>Social Impact:</p> <ol style="list-style-type: none"> <li>Product Safety &amp; Quality: Investments in “SS Lab,” “Lab Equipment (QM),” “In-house ABS,” and “Tester Tools” are fundamental for ensuring the safety, reliability, and quality of OLA Electric’s vehicles. This directly benefits consumers and builds trust.</li> <li>Accessible Mobility: Development in “3W” and “2W” segments suggests a focus on providing diverse and accessible electric mobility solutions, which can contribute to cleaner urban environments, reduced noise pollution, and potentially improved public health.</li> <li>Innovation &amp; Economic Contribution: Investments in cutting-edge software and hardware (e.g., in-house MCU, in-house motor) foster technological advancement, which can lead to job creation, skill development, and overall economic growth within the green economy sector.</li> <li>User Experience &amp; Connectivity: Enhancements in “Move OS” and “Ola app features” contribute to a seamless and user-friendly experience, promoting wider EV adoption and potentially integrating features that support safer or more efficient driving.</li> </ol>

Note: Being an EV focused company, 100% R&D and Capital Expenditure investments relate to investments in specific technologies to improve the environmental and social impacts of products and processes.

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

OEM has taken proactive steps to move towards sustainable sourcing through various initiatives such as returnable packaging, plastic recycling, waste management. These packaging initiatives are covered procedurally as part of the sourcing contract.

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

NA

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Type of Waste	Name of Policy/ Process	Policy/ Process Description
Plastics (including packaging)		<p>At OEM, we are deeply committed to ensuring the environmentally sound management of our products and packaging throughout their lifecycle, including their end-of-life. Our processes are designed to facilitate maximum material recovery through authorized reuse, recycling, and safe disposal through our vendor partners. We operate in full compliance with all legal requirements as specified by our operating permits, consents, and authorizations in India. Moving forward, our efforts are more focused to achieve the ambitious status of 'Zero Waste to Landfill' across our operations.</p> <p>Our primary role in end-of-life management to ensure proper segregation, collection, and channelization of waste materials to specialized government-authorized vendors. We do not directly perform the physical acts of reuse, recycling, or complex disposal; instead, we collaborate with a network of certified recyclers and re-processors who undertake these specialized activities.</p> <p>Processes for Specific Waste Streams:</p> <p>(a) Plastics (including packaging):</p> <ul style="list-style-type: none"> <li>Manufacturing Facility Practices: In our manufacturing facility, we ensure robust management of plastic waste. Waste is meticulously segregated as per material type at the source.</li> <li>Channelization &amp; Destination: These segregated plastic materials are sold to authorized recyclers for conversion and utilization. This includes plastic components from our manufacturing process and packaging materials used internally.</li> <li>Product Packaging (End-Consumer): For the plastic packaging of our products and spare parts supplied to consumers and service centres, we aim to minimize plastic usage and maximize recyclability.</li> <li>We are not Brand Image producer and hence EPR is not applicable:</li> <li>Ensuring Recycling: We partner with authorized PWPs who ensure that the collected plastic packaging waste is recycled into new materials.</li> </ul> <p>(b) E-waste (Electronic Waste):</p> <ul style="list-style-type: none"> <li>Our Scope of E-waste: E-wastes from our operations are limited to devices, their components, and IT assets which are discarded after their useful life or due to obsolescence. This includes internal IT equipment, testing devices, and electronic components from our products (excluding main traction batteries, which are handled separately under battery waste rules).</li> </ul>
E-waste		

Type of Waste	Name of Policy/ Process	Policy/ Process Description
Hazardous waste	<ul style="list-style-type: none"> <li>Centralized Recall &amp; Disposal (COCO Model): Given our Company Owned, Company Operated (COCO) model for our stores across the country, all replacements or e-wastes generated at these retail points are systematically recalled from the stores across the country to a centralized location at our Pochampalli factory.</li> <li>Channelization &amp; Destination: From this centralized facility in Pochampalli, this designated e-waste is disposed only to Government authorized recyclers in strict compliance with the E-Waste (Management) Rules, 2022. We ensure proper tracking and documentation for all e-waste streams from collection to final recycling.</li> </ul> <p>(c) Hazardous Waste (including Li-Ion Batteries):</p> <ul style="list-style-type: none"> <li>Manufacturing Facility Practices: In our manufacturing facility, hazardous and other waste generated, from production, are meticulously handled. Special efforts are taken to divert hazardous waste from getting into landfill/incineration by deriving value from the same.</li> </ul>	
Other waste	<ul style="list-style-type: none"> <li>Warranty Failed Li-Ion Batteries: Warranty-failed Li-Ion batteries from our service network are a critical hazardous waste stream. These batteries are reclaimed from the Service network and disposed of via government authorized battery recycler.</li> <li>End-of-Life Traction Batteries: For main traction batteries from our electric vehicles at their end-of-life (post-warranty or post-first-life applications), we adhere to the Battery Waste Management Rules, 2022.</li> <li>Compliance: Ensuring strict compliance with all transportation and handling regulations for hazardous waste as per Indian environmental laws (e.g., Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016).</li> </ul> <p>Overall Waste Management Framework:</p> <ul style="list-style-type: none"> <li>Compliance: We ensure that the management of all wastes is done in full compliance with the legal requirements as specified by the operating permits, consents, and authorizations from relevant regulatory bodies such as the Central Pollution Control Board (CPCB) and Tamil Nadu State Pollution Control Board (TNPCB).</li> <li>Continuous Improvement: We continuously evaluate and improve our waste management practices, collaborating closely with our authorized vendor network to enhance efficiency, reduce environmental impact, and contribute to a more sustainable future.</li> </ul>	
<b>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.</b>		
<ul style="list-style-type: none"> <li>Yes, Extended Producer Responsibility (EPR) is applicable to OEM's activities. We are actively working to ensure our waste collection plans are compliant with the EPR framework submitted to the relevant Pollution Control Boards (PCBs). For instance, for OLA FutureFactory, the steps taken to address our EPR obligations are as follows: Battery Waste: Registration Certificate for Producers under Rule 4 of Battery Waste Management Rules, 2012 vide certificate number - 72318815663397482841 (dated: 11.05.2023) valid for the period till 10.05.2028.</li> <li>E-Waste: Registration Certificate of Producer under Rules 4 and 6 of E-Waste (Management) Rules, 2022 vide EPR Registration of Certificate Number - B-29016(3853)(EPR)/23/WM-III (dated: 10.09.2023) and valid for the period till 09.09.2028</li> </ul>		

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

**Essential Indicators**

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

Category	Total (A)	% Of employees covered by									
		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	3024	3024	100	3024	100	0	0	3024	100	3024	100
Female	207	207	100	207	100	207	100	0	0	207	100
Total	3231	3231	100	3231	100	207	100	3024	100	3231	100

**OTHER THAN PERMANENT EMPLOYEES**

Male	NA	NA	-								
Female	NA	NA	-								
Total	0	0	-	0	-	0	-	0	-	0	-

\*Note: OEM offers health, accident, parental benefits, and day care only to Permanent Employees.

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

Category	Total (A)	% Of employees covered by									
		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	0	NA	-	NA	-	NA	-	NA	-	NA	-
Female	806	NA	-	NA	-	806	100%	NA	-	NA	-
Total	806	0	-	0	-	806	100%	0	-	0	-

**OTHER THAN PERMANENT EMPLOYEES\***

Male	314	NA	-	NA	-	NA	-	314	100%	NA	-
Female	1279	NA	-	NA	-	1279	100%	NA	-	NA	-
Total	1593	0	-	0	-	1279	100%	314	100%	0	-

\*Note: All our workers are contractual workers hired by third party vendors and well-being of these workers is ensured by said third party vendors. However, OEM makes sure that such third-party vendors adhere to OEM's standards of well-being.

- c. Spend on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.82%	0.72%

2. Details of retirement benefits for the current and previous financial year

	FY 2024-25			FY 2023-24		
Benefits	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/ N.A.)
PF	95.2	0*	Y	99.5	0	Y
Gratuity	1.5	0*	NA	1.4	0	NA
ESI	19.1	0*	Y	23.1	0	Y
Others- Please Specify	0	0*	NA	0	0	NA

Note: The PF, ESI, etc for the contractual workers are reimbursed by the company.

### 3. Accessibility of workplaces

Are the premises/offices accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

OEM ensures its premises are accessible as per the Rights of Persons with Disabilities Act, 2016. Our Ola Campus and factories are designed to be accessible to all employees, including those with disabilities, ensuring they can navigate the workplace and perform their duties comfortably.

### 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, the Company has an Equal Opportunity policy which is available on the intranet site for information and implementation by the internal stakeholders.

### 5. Return to work and retention rates of permanent employess that took parental leave.

	Permanent employees		Permanent Workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	98%	NA	NA
Female	100%	100%	NA	NA
Total	100%	99%	NA	NA

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.

Yes,

	Remark
Permanent Employees	OEM has a well-defined mechanism for employees to redress grievances.
Other than Permanent Employees	To initiate a complaint, employees from our various entities can raise the issue by emailing the following designated address (safework@olaelectric.com). Once a complaint is received, the committee members will validate for merit and then begin the resolution process.
Permanent Workers	
Other than Permanent Workers	Furthermore, to ensure neutral and thorough handling of all complaints, the OEM has partnered with an external vendor that works in close co-ordination with our internal committee.

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

Category	FY 2024-25			FY 2023-24		
	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)
<b>Total Permanent Employees</b>						
Male			NA			NA
Female						

**Total Permanent Workers**

Male	NA	NA
Female		

## 8. Details of training given to employees and workers

Category	Total (A)	FY 2024-25				Total (D)	FY 2023-24				
		On Health & Safety Measures		On Skill Upgradation			On Health & Safety Measures		On Skill Upgradation		
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)	
<b>EMPLOYEES</b>											
Male	165	110	67	55	33	139	74	53	65	47	
Female	120	55	46	65	54	133	88	66	45	34	
Total	285	165	58	120	42	272	162	60	110	40	
<b>WORKERS</b>											
Male	970	750	77	220	23	465	280	60	185	40	
Female	3220	1545	48	1675	52	3600	1800	50	1800	50	
Total	4190	2295	55	1895	45	4065	2080	51	1985	49	

## 9. Details of performance and career development reviews of employees and workers

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	3682	0	0	2641	1633	62
Female	1254	0	0	221	131	59
Total	4936	0	0	2862	1764	62
<b>Workers*</b>						
Male	NA	NA	-	NA	NA	-
Female	NA	NA	-	NA	NA	-
Total	-	-	-	-	-	-

\*Note: All OEM personnel classified as ‘workers’ are contractual staff engaged through third-party vendors. These vendors are responsible for the performance management and career development of the workers. OEM ensures that all such third-party vendors adhere to our established standards for performance and career development reviews.

**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 such system?

Yes. OEM has implemented an Occupational Health and Safety (OHS) Management System. Our OHS Management System is designed to proactively manage risks and ensure a safe working environment for all employees and contractors.

The coverage of the OHS Management System includes the following key components, namely:

- OHS Policy: A formal policy outlining our commitment to health and safety which is distributed to all relevant stakeholders.
- Hazard Identification & Risk Assessment (HIRA): We have formalized EHS guidelines and procedures to proactively identify workplace hazards, assess associated risks, and implement effective control measures to reduce risks to a level that is as low as reasonably practicable
- Incident Reporting & Investigation: We have formalized systematic processes for the reporting, investigation, and analysis of all work-related incidents, injuries, and near-misses to prevent recurrence.

Additionally, we have also instituted operational control procedures, such as:

- Factory Layout: We have formalized EHS Guidelines on Factory Layout that inform occupants of the premises about the safe design and layout of factory floors, equipment, and workstations.
- Work Permit System: We have formalized a robust Standard Operating Procedure (SOP) governing high-risk activities to ensure necessary safety precautions are in place prior to the commencement of work and operations.

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

OEM's workplaces are equipped with Hazard Identification and Risk Assessment (HIRA) systems, and we have protocols in place for reporting and analyzing near-miss incidents and conducting post-impact assessments. We regularly conduct health and safety audits, run safety campaigns, and carry out periodic occupational health surveillance to ensure a safe working environment.

At OLA Electric Mobility, we utilize a structured and multi-layered approach to identify and assess work-related hazards for both routine and non-routine activities. Our core approach is a combination of scheduled assessments and task-specific analysis.

At OEM, identification for Routine Activities include the following processes, namely:

- Hazard Identification & Risk Assessment (HIRA): A thorough HIRA is conducted for all the routine operational activities. These assessments are documented and reviewed periodically to ensure that they are current and relevant.
- Workplace Inspections & Audits: We have instituted formal schedules for regular workplace inspections and Fire & Safety Audits. To ensure corrective actions are implemented promptly, we have designed the schedules to proactively identify unsafe conditions, equipment, and practices, and to track non-conformities

Additionally, identification for Non-Routine Activities include the following assessments, namely:

- Job Safety Analysis (JSA): For any non-routine tasks, we perform a JSA prior to the commencement of work and operations. Under this process, we break down the task into steps to identify potential hazards and establish safe work procedures.
- Work Permit System: We manage high-risk, non-routine work through a formal Work Permit System. This Permit process is designed to mandate a specific risk assessment for the task at hand, ensuring hazards are identified and controlled before authorization is given. The identification processes that we have designed for both Routine and Non-Routine Activities are supported by our SOPs, safety training programs, and health & safety campaigns to ensure that our employees are aware of known hazards and control measures.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, OEM has established robust, multi-channel processes that aid employees and workers to report hazards and to safeguard themselves from situations of imminent risk. We have designed the following processes for reporting hazards, such as:

- We encourage our employees and workers to report any unsafe conditions or potential hazards through multiple channels in order to ensure that there are no barriers to communication. These channels include reporting to their immediate supervisor, contacting the EHS Department directly, or raising the issue with a representative of the on-site Safety Committee.
- All reports are formally investigated by the safety team, which includes a review of the relevant HIRA and the implementation of appropriate corrective actions to mitigate the risk.

Furthermore, we have also instituted processes for the assistance of our employees and workers to safeguard themselves from immediate risk and harm, namely:

- We have a firm ‘Stop Work Authority’ culture to empower every employee and worker, and relevant third parties (i.e., contractors) to stop any work activity that they believe poses an immediate risk or harm to the health, safety, or wellbeing of their own, or of others, without fear of retaliation.
- As per our culture and ethos, work in such instances will not resume until a qualified supervisor and a safety representative have assessed the situation and confirmed that the hazard has either been eliminated or controlled.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes, at OEM, we provide all employees, including contractor workers, with comprehensive access to medical and healthcare services for both their occupational and non-occupational medical needs and requirements.

We operate a fully equipped Occupational Health Centre (OHC) on premises, which is accessible 24/7. The OHC is staffed with qualified medical professionals to provide immediate first aid and medical attention for any health issue, whether it is a work-related injury or a personal illness. OHC is accessible for all employees including contract workers.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.22
	Workers	0.10	0.11
Total recordable work-related injuries	Employees	1	2
	Workers	3	6
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The entity implements various proactive measures to enhance safety and health, including safety audits conducted by internal experts. Employees receive safety training on topics such as, fire safety, and process safety. The Company is dedicated to preventing accidents or incidents that could result in lost workdays, injuries, or fatalities. Proactive measures are in place to eliminate potentially hazardous workplace behaviors and conditions.

Hazard Identification and Risk Assessment (HIRA) is used to identify all types of hazards and conduct risk assessments to prevent injuries or health issues. The Company adopts the best practices related to health and safety, ensuring full compliance with health and safety regulations, including ISO 45001 standards. Industrial hygiene surveys are conducted to ensure a safer work environment.

Additionally:

- Infrastructure and equipment are designed with inbuilt safety systems like, closed operation, operation parameter cutoff system, detection system, containment, suppression system.
- Permit to Work system implemented to control contractor activity and non-routine activity.
- Periodical safety inspection is being carried out to identify unsafe act and conditions.
- HIRA conducted for the routine activities and controls are adequately placed.
- EHS training calendar prepared and conducted for the production and other employees.
- The workplace inspection schedule is in place to identify the hazards and eliminate the risk in timely manner.
- To mitigate the health risk, we are conducting periodical medical health checks to all employees including contract workers.
- The health camps are being organized for the wellbeing of our employees.

**13. Number of complaints on working conditions and health and safety made by employees and workers:**

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil		Nil	Nil	NA

**14. Assessments for the year**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
--	--

Health and safety practices

100\*

Working Conditions

\*Note: Assessments do not include stores operated by OEM

Assessments of all manufacturing facilities, the corporate office, and the BIC R&D facility have been conducted internally according to a defined schedule

**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 and safety practices and working conditions.**

No actions.

**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.

The Company continuously expands its proactive engagement with all the stakeholder groups. The Company prioritizes engagement as an integral part of partnership building and aims to institutionalize a structured approach through a formal process of Stakeholder Engagement. This is a detailed process of engagement with them identifying their risks, concerns, challenges, and future prospective.

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

<b>Key Stakeholders</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others</b>	<b>Frequency of engagement</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Customers (D2C Model)	No	Email, SMS, Newspapers, Advertisements, Showroom enquiries, Customer satisfaction surveys, after-sale services	Continuous	Regular engagement with customers, satisfaction assessments, and various market studies help identify principal concerns. These concerns encompass product and service excellence, prompt delivery, competitive pricing, and the fuel economy of vehicles.
Suppliers	No	Email, Meetings	Continuous	Proactive daily engagement with suppliers through meetings and email is underway to ramp up motorcycle production. This supplier development focuses on enhancing communication, coordinating schedules, managing order quantities, and securing participation for new products, thereby mitigating anticipated supply risks from geopolitical situations.
Regulatory bodies	No	Email, In-person Meetings	Need basis	We engage with regulatory bodies on a need basis through formal channels, including email and in-person meetings. The key focus of these interactions is to ensure complete adherence to statutory and regulatory requirements, and to maintain clarity and accuracy in all our reporting and filings.

<b>Key Stakeholders</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others</b>	<b>Frequency of engagement</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Shareholders / Investors	No	Email, Website, Meetings, AGMs, Analyst Calls, etc.	Quarterly and Annually	Our engagement with shareholders and investors is conducted on a quarterly and annual basis. We utilize multiple platforms such as email, our corporate website, Annual General Meetings, and analyst calls. The scope of these discussions covers OEM's strategic direction, financial and ESG performance, future objectives, and shareholder returns.
Employees	No	Email, Notice Board, Policies, Codes, and Procedures	Monthly, Quarterly, and Annually, as applicable	We communicate with our employees on a monthly, quarterly, and annual basis through email, notice boards, and the formal dissemination of policies, codes and procedures. These engagements focus on conducting performance evaluations, fostering employee engagement, managing grievance procedures, and communicating strategies for career development.
Workers	No	Notice Board, Forums, Committee Meetings, etc.	Monthly	We maintain a monthly engagement schedule with our workers through various platforms, including notice boards, internal forums, committee meetings, and dedicated sessions with the plant head. The primary focus is to address principal issues such as resolving grievances, ensuring occupational health and safety, and discussing the provisioning of additional benefits.
Communities	No	Community meetings	Continuous	The focus is on evaluating community requirements, engaging in village events, attending gram sabha meetings, and executing community programs. Chief concerns include public health and sanitation infrastructure development, employment opportunities, and educational enhancement.

**PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS****Essential Indicator**

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of Employees / Workers Covered (B)	% (B/A)	Total (C)	No. of Employees / Workers Covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0
Total employees	0	0	0	0	0	0
<b>WORKERS</b>						
Permanent	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0
Total employees	0	0	0	0	0	0

- 2. Details of minimum wages paid to employees and workers:**

Category	FY 2024-25				FY 2023-24					
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
<b>EMPLOYEES</b>										
Permanent										
Male	3024	108	4	2916	96	2837	59	2	2278	80
Female	207	21	10	186	90	1184	45	4	1139	96
Non-permanent										
Male	7851	801	10	7050	90	3198	93	3	3105	97
Female	246	83	34	163	66	158	3	2	155	98
<b>WORKERS*</b>										
Permanent										
Male	0	0	0	0	0	0	0	0	0	
Female	806	0	0	806	100	0	0	0	0	
Non-permanent										
Male	314	314	100	0	0	0	0	0	0	
Female	1279	1279	100	0	0	0	0	0	0	

\*Note: OEM has no minimum wage obligations for third-party contractual workers. Hence, no individuals are engaged under this classification.

**3. Details of remuneration/salary/wages, in the following format:**

**a. Median remuneration/ wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors (BoD)</b>	5	50,00,000	1	50,00,000
<b>KMP (other than BoD)</b>	3	6,00,00,000	-	-
<b>Employees other than BOD &amp; KMP</b>	3024	6,62,232	207	4,26,576
<b>Workers</b>	314	2,54,580	2,085	2,54,580

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	11	9

**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)**

No.

While OEM has not designated a specific focal point exclusively for addressing human rights impacts, a robust mechanism is in place. All such issues that may arise from our operations are directed to and addressed by the Whistleblower Committee.

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

The details of grievance redressal mechanism related to human rights issues are provided in Principle 3, point no. 6.

**6. Number of complaints on the following made by employees and workers:**

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	0	Closed in FY25	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced / Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-25	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	Nil
Complaints on POSH as a % of female employees / workers	0.002	Nil
Complaints on POSH upheld	3	Nil

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

To prevent adverse consequences for complainants, we employ several key mechanisms. We ensure strict confidentiality for the complainant throughout the grievance process. Any attempt to intimidate or retaliate against the complainant is treated as a serious violation of our Code of Conduct. Furthermore, all complaints are managed within a defined, time-bound framework to ensure a timely resolution.

9. Do human rights requirements form part of your business agreements and contracts?

No

10. Assessments for the year:

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/ involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No corrective actions are needed based on the risk and concern assessments referenced in Question 9 above.

**PRINCIPLE 6- BUSINESS 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 2024-25	FY 2023-24
From renewable sources (in GJ)		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources (in GJ) *		
Total electricity consumption (D)	126,397.92	59,772.15
Total fuel consumption (E)	20,559.89	17,821.66
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources in GJ (D+E+F)	146,958	77,594
Total energy consumed (A+B+C+D+E+F)	146,958	77,594
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ INR)	0.000003	0.00000155
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)** (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ INR)	0.000062	0.000032
Energy intensity in terms of physical output (GJ/ Vehicle)	0.39	0.23
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

"Note: Electricity and fuel consumption for FY 2024-25 has been calculated by considering both the Giga Factory and the Future Factory. As the Giga Factory commenced operations in FY 2024-25, Electricity and fuel consumption for FY 2023-24 has been derived solely from the Future Factory.

\*\*The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66

\*\*The revenue from operations has been adjusted on the PPP conversion factor published in 2024 by IMF for India which is 20.43.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

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? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the entity does not have any sites or facilities identified as designated consumers (DCs) under the PAT Scheme.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	5,251.94	7,661.14
(ii) Ground Water	12,404.14	12,643.23
(iii) Third Party Water	104,733.00	40,100.00
(iv) Seawater/Desalinated Water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	122,389	60,404
<b>Total volume of water consumption (in kilolitres)</b>		
Water intensity per rupee of turnover	0.0000025	0.0000121
(Total water consumption/ Revenue from operations)		
(KL/ INR)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)**	0.0000513	0.0002463
(Total water consumption / Revenue from operations adjusted for PPP)		
(KL/ INR)		
Water intensity in terms of physical output	0.32	0.18
(KL/ Vehicle)		
Water intensity (optional) –	-	-
the relevant metric may be selected by the entity		

"Note: Water consumption for FY 2024–25 has been calculated by considering both the Giga Factory and the Future Factory. As the Giga Factory commenced operations in FY 2024–25, Water consumption for FY 2023–24 has been derived solely from the Future Factory.

\*\*The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66.

\*\*The revenue from operations has been adjusted on the PPP conversion factor published in 2024 by IMF for India which is 20.43.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No.

**4. Provide the following details related to water discharged.**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
-No treatment		
-With treatment, please specify level of treatment		
(ii) To Groundwater	-	-
-No treatment		
-With treatment, please specify level of treatment		
(iii) To Seawater	-	-
-No treatment		
-With treatment, please specify level of treatment		
(iv) Sent to third parties	-	-
-No treatment		
-With treatment, please specify level of treatment		
(v) Others	-	-
-No treatment		
-With treatment, please specify level of treatment		
Total water discharged in kiloliters	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No.

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

Yes, The Company has adopted a Zero Liquid Discharge (ZLD) approach across its manufacturing operations to ensure that no water is discharged into the environment. All process water is treated, recycled, and reused within the facility.

The ZLD system incorporates advanced evaporation and drying technologies, including:

- Multiple Effect Evaporator (MEE)
- Agitated Thin Film Dryer (ATFD).

The Company follows a comprehensive water stewardship strategy based on the principles of reduce, reuse, recycle, and recharge, reinforcing its commitment to sustainable and responsible water management.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tonne	3.83	3.78
Sox	Tonne	0.18	0.18
Particulate matter (PM)	Tonne	0.08	0.08
Persistent organic pollutants (POP)	Tonne	-	-
Volatile organic compounds (VOC)	Tonne	0.11	0.11
Hazardous air pollutants (HAP)	Tonne	0.005	0.005
Others- please specify (CO)	Tonne	1.02	1.00

Note: Air emissions (other than GHG emissions) for FY 2024-25 has been calculated by considering both the Giga Factory and the Future Factory. As the Giga Factory commenced operations in FY 2024-25, Air emissions (other than GHG emissions) for FY 2023-24 has been derived solely from the Future Factory.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	1,332.31	1,260.82
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	25,525.36	12,070.65
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonnes per INR	0.0000005	0.00000027
(Total Scope 1 and Scope 2 emissions/ Revenue from operations)			
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)**	tCO2e / INR	0.0000113	0.00000544
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e / Vehicle	0.07	0.04
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	--	-	-

\*\*Note: Scope 1 and Scope 2 emissions for FY 2024-25 has been calculated by considering both the Giga Factory and the Future Factory. As the Giga Factory commenced operations in FY 2024-25, Scope 1 and Scope 2 emissions for FY 2023-24 has been derived solely from the Future Factory.

\*\*The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66.

\*The revenue from operations has been adjusted on the PPP conversion factor published in 2024 by IMF for India which is 20.43.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No.

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

No

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

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-Waste (B)	0	0.215
Bio-Medical Waste (C)	0.034214	0.03548
Construction and demolition waste (D)	-	-
Battery For (E)	1171.08	327.92
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. Used Oil(G)	647.71	465.96
Other Non-hazardous waste generated (H). Please specify, if any. (Paper, Carboard & general waste)	1633.84	1414.94
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>3,452.66</b>	<b>2,209.07</b>
Waste intensity per rupee of turnover	0.000000070	0.000000044
(Total waste generated / Revenue from operations)		
(MT/ INR)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.00000145	0.000000901
(Total waste generated / Revenue from operations adjusted for PPP)		
(MT/ INR)		
Waste intensity in terms of physical output	0.009	0.006
(MT/ Vehicle)		
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	2965.22	1904.88
(ii)Re-used	-	-
(iii)Other recovery operations (safely disposed)	-	-
<b>Total</b>	<b>2965.22</b>	<b>1904.88</b>

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
Incineration	0.03	0.04
Landfilling	-	-
Other disposal operations	487.41	304.16
<b>Total</b>	<b>487.44</b>	<b>304.20</b>

\*Note: Waste generated for FY 2024-25 has been calculated by considering both the Giga Factory and the Future Factory. As the Giga Factory commenced operations in FY 2024-25, Waste generated for FY 2023-24 has been derived solely from the Future Factory.

\*\*The revenue from operations has been adjusted on the PPP conversion factor published in 2025 by IMF for India which is 20.66.

\*\*The revenue from operations has been adjusted on the PPP conversion factor published in 2024 by IMF for India which is 20.43.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

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.

The Company has established comprehensive Standard Operating Procedures (SOPs) and systems for the effective handling of waste, including its generation, segregation, recycling, and disposal. All waste management activities are carried out in compliance with applicable environmental regulations and standards.

To manage hazardous waste, the Company has implemented a dedicated system aligned with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2006. This includes proper storage, labelling, and disposal through authorized vendors to ensure safe and compliant handling.

In addition, the Company adheres to the E-Waste (Management) Rules, 2016, ensuring that electronic waste is collected, stored, and disposed of responsibly through certified recyclers.

Battery waste is managed in accordance with regulatory guidelines and is sent to authorized vendors for safe recycling and disposal, minimizing environmental impact.

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.

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)  If no, the reasons thereof and corrective action taken, if any.
			OEM does not have any of its manufacturing facilities in ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2024-25.

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web Links
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Not Applicable

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.

Yes

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
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Not Applicable

**PRINCIPLE 7- BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

Engaging in public and regulatory policy should be done responsibly and transparently. By advocating for policies that benefit society, businesses can contribute positively to the regulatory landscape and build trust with the public and policymakers. We understand the power of public policy to shape the world around us, and we are committed to advocating for policies that create a positive societal impact.

Essential Indicator

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

One

1. 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.

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Chambers of Industry and Commerce (CII)	National

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 the Authority	Brief of the case	Corrective Action Taken
Not Applicable		

**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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

OEM is committed to solving critical community health challenges, including access to healthcare, early screening, reducing high-risk pregnancies (HRPs), tackling anaemia, non-communicable diseases, and improving nutrition. Through our wing of Ola Foundation, the Field Associates are playing a pivotal role in establishing strong community processes and robust linkages between the community and the public health system in Krishnagiri district to achieve lasting change.

- Supporting Frontline Health Workers (FLWs): Field Associates strengthen the capacity of ASHAs, ANMs, and Anganwadi Workers through close collaboration. They assist in organizing health camps, identifying high-risk cases, and ensuring timely referrals. They also guide FLWs in tracking and utilizing health data to improve outcomes.
- Driving Community Engagement and Demand-Side Action: Beyond supporting service delivery, Field Associates raise awareness and empower communities. They lead sessions on nutrition, anaemia, non-communicable diseases, menstrual hygiene, and maternal health through Village Health and Sanitation and Nutrition days. Patient support groups, Self-Help Groups (SHGs), and community groups. This promotes healthier behaviours and increases demand for public health services. In addition, MotoAarogyam is one of our initiatives that believes in revolutionising healthcare access for underserved communities by integrating cutting-edge health monitoring technology into OLA electric scooters. With a portable, user-friendly kit attached to an eco-friendly scooter, aiming to bridge the healthcare gap, empower individuals to take control of their health and ultimately improve the quality of life in regions where medical resources are scarce.
- Enabling Sustainable Impact: Through close engagement with both health systems and communities, Field Associates foster a more inclusive, responsive, and sustainable approach to healthcare. They bridge the gap between policy and people, ensuring no one is left behind.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	41	35
Directly from within India	86	60

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

Location	FY 2024-25	FY 2023-24
Rural	4	4
Semi-urban	0	0
Urban	23	41
Metropolitan	1	1

**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.

We provide multiple channels for customers to lodge complaints and seek support.

i. Customer Application (C-App):

- The primary platform is a dedicated application called 'C-App'.
- Customers can use 'C-App' to submit support tickets detailing their issues.
- We track and resolve these tickets.
- Data collected through 'C-App', including the customer's order ID, specific issue, city, and nearest service center, is stored and managed within Salesforce, a customer relationship management (CRM) platform.

ii. Traditional Channels: Beyond the 'C-App', customers can also reach out through more traditional methods:

- Customer Service Numbers: Available for on-call support.
- Email: A publicly accessible email address is provided for customer inquiries.

iii. Benefits

- Multi-Channel Support: We recognize the need to provide options and offer customers a variety of ways to contact them.
- Data-Driven Approach: The use of Salesforce to manage 'C-App' data highlights our focus on collecting and analyzing customer support information to improve services and identify trends.
- Accessibility: We have provided a public email address and traditional customer service numbers in an effort to make customer support accessible to a wider audience, including those who may not use mobile apps.

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	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	1	1	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Others	-	-	NA	-	-	NA

4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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. Web link: <https://www.olaelectric.com/s1/privacy>

**ISO 27001 Certification:** Ola Electric has held ISO 27001 certification, a recognized international standard for information security management systems. This ongoing certification signifies the company's adherence to rigorous information security best practices.

**Regular Audits:** In addition to the initial certification process, Ola Electric undergoes annual internal audits to identify and address any potential vulnerabilities in its cybersecurity measures.

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

Not Applicable

7. Provide the following information relating to data breaches:

a.Number of instances of data breaches – Nil

b.Percentage of data breaches involving personally identifiable information of customer) – Nil

c.Impact, if any, of the data breaches – Nil