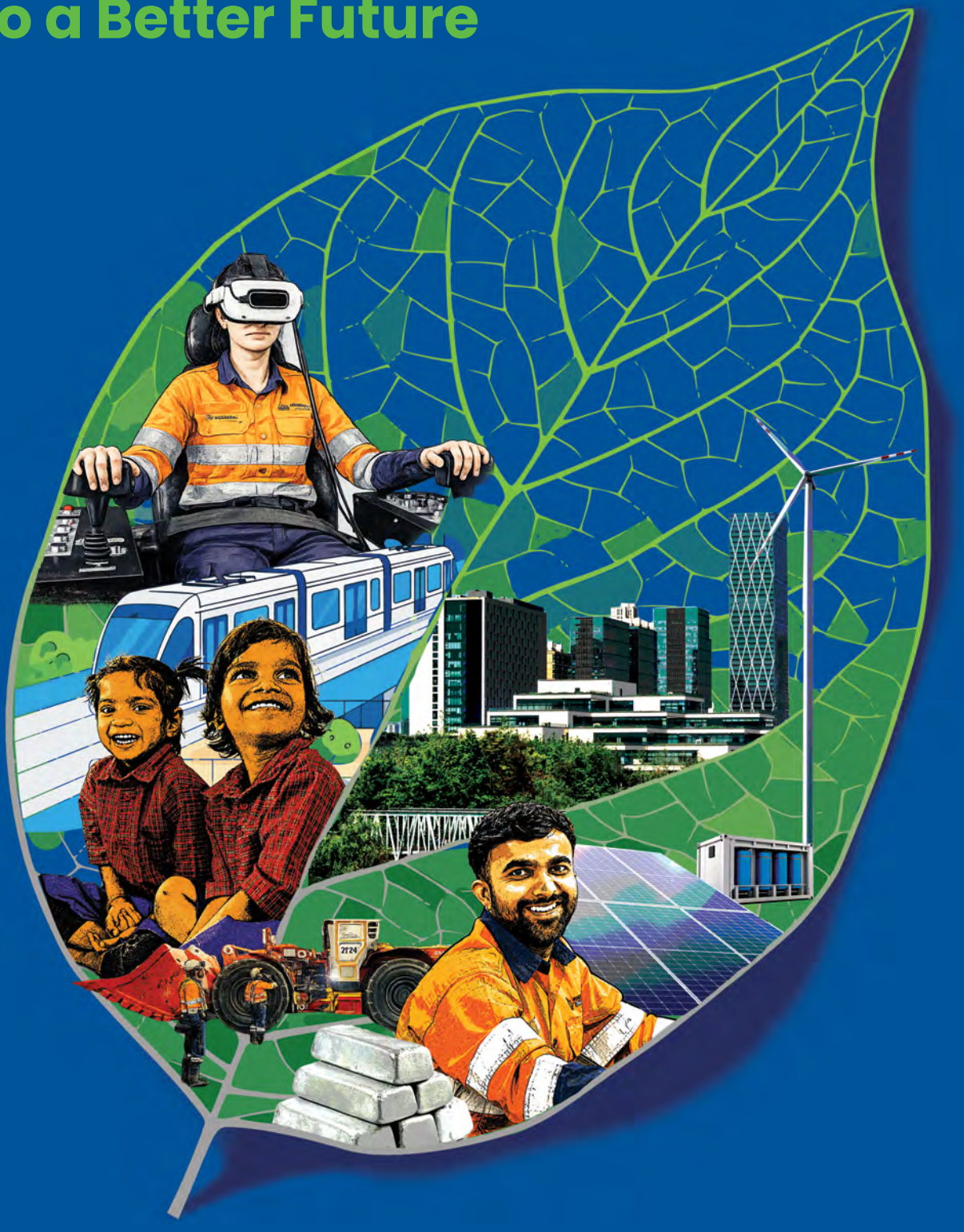
vedanta
transforming for good

HINDUSTAN ZINC
Zinc & Silver of India

Leading the Way to a Better Future



Sustainability Report FY 2025-26

The world needs more critical minerals, but responsibly



The world's demand for critical minerals is accelerating faster than at any point in history. From the energy transition and infrastructure expansion to advanced manufacturing and the digital economy, the technologies and industries shaping tomorrow all depend on these essential resources. However, the urgency will be to extract and process them in the most environmentally sustainable ways, because meeting the world's needs cannot come at the expense of the world itself.

WHAT DOES THE FUTURE OF METALS AND MINING LOOK LIKE

Rising demand for critical minerals

Global energy transition, infrastructure development, digital economy, advanced manufacturing, and India's rise cannot happen without them

Mining in a minimally invasive way

Smaller footprints, smarter methods, less disruption to the natural world

Every tonne carrying a carbon story

Lower emissions across the value chain from mine to smelter to customer

Circularity becomes the norm

Water returned, waste recovered, energy transitioned

Governance as a competitive advantage

Globally benchmarked standards, independent assurance, disclosure without gaps will define industry leaders

Deeper social impact

Growing with communities and every mine a driver of shared progress



Hindustan Zinc
rising to the moment

The next chapter of our journey is bigger, bolder, and more consequential. As we stride towards Hindustan Zinc 2.0, doubling our refined metal capacity and diversifying into a multi-metal future, we are equally scaling our sustainability commitments to answer each of these shifts. We are not just balancing growth and sustainability; we are making sustainability the foundation of growth.

Hindustan Zinc 2.0 is a step-change in responsible growth

BOLDER AMBITION

Sustainability Goals 2030 aligned with the scale and aspirations of Hindustan Zinc 2.0

HIGHER STANDARDS

ICMM membership and launch of ICMM Action Plan to meet its 40 performance expectations

BROADER IMPACT

Growing responsibly while creating lasting value for people, communities and the nation

This is the moment that will redefine responsible mining in the decade ahead, and Hindustan Zinc is determined to be an answer to that question.

We are
leading the way to a better future
For everyone we serve.

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Approach to Sustainability Reporting

GRI 2-2

This year marks the release of 11th Sustainability Report of Hindustan Zinc Limited (Hindustan Zinc). The Report offers comprehensive disclosures on our sustainability commitments, strategy, governance, and prospects. It illustrates how we manage our sustainability topics and communicates the progress we have made during the year.

This Report should be read in conjunction with Hindustan Zinc's reporting suite for FY 2025-26, to gain a holistic view of the Company's key non-financial aspects, best practices and broader impacts.

- Integrated Report
- Climate Action Report
- Taskforce on Nature-related Financial Disclosures (TNFD) Report
- Tax Transparency Report
- Hindustan Zinc's Website

ABOUT THIS REPORT

We adopt an integrated reporting approach to provide a transparent and comprehensive view of both financial and non-financial aspects, covering our operations, strategies, and performance. This Report highlights our strong commitment to sustainability, detailing our ESG initiatives and performance.

PURPOSE

Our reporting enhances transparency, accountability, and sustainability, providing clear communication to our stakeholders regarding our financial performance, strategic vision, and impact across sustainability and ESG dimensions.

This annual publication enhances comparability and completeness of the information, offering material insights into our sustainability performance (environmental and social indicators), material risks, and overall governance. This practice showcases our dedication to responsible and ethical business operations, highlights areas for improvement, and builds trust while fostering ongoing dialogue with our stakeholders.

CONTENT ORIENTATION

Our Sustainability Report addresses the most significant environmental, social and



governance (ESG) performance relevant to the metal and mining industry. The content of this Report aligns with the GRI principles, prioritises the sector-specific issues (GRI 14) and provides detailed information on our management strategies for these impacts.

REPORTING SCOPE AND BOUNDARY

This Report is an annual disclosure covering the period from April 1, 2025 to March 31, 2026. It has been prepared in line with the GRI Standards, adhering to principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability.

The disclosures under this Report are made on a consolidated basis for the Group, comprising Hindustan Zinc Limited, its subsidiaries and joint venture. All these entities are considered for the purpose of financial consolidation of the Group. However, for the purpose of Sustainability Report, the non-operational/intermittent operational/new incorporated entities/ sites have not been considered based on the management's assessment of materiality.

Furthermore, our sustainability reporting employs the following methodology:

- The financial numbers used in some of the indicators of the sustainability report are extracted from the Integrated Annual Report FY 2025-26
- While the financial numbers for certain entities include intercompany consolidation adjustments, as per the applicable financial reporting framework (net figures), the non-financial data used in some of the indicators of the Sustainability Report are given without adjustments (gross figures). Further, some of the entities/sites are considered for the purpose of said consolidated financial numbers, which may have been excluded from the Sustainability Report's boundary
- In line with the KPI requirements, the disclosure encompasses data relating to employees, contractors, and suppliers.

Hindustan Zinc has selected Rampura Agucha Mine (RAM) and the Chanderiya Lead-Zinc Smelter (CLZS) as the priority sites for ICMM Self-Assessment validation as part of our first year of ICMM-aligned voluntary assurance, following our membership in August 2025. Both sites represent critical strategic assets for Hindustan Zinc. Rampura Agucha Mine (RAM) is the world's largest zinc mining operation and delivers 57% Metal in Concentrate (MIC) – the highest among all Hindustan Zinc mining units.

Chanderiya Lead-Zinc Smelter (CLZS) is Hindustan Zinc's largest smelting complex, with a total installed capacity of 195 kt of pyro-metallurgical (including Ausmelt) and 489.5 kt of hydro-metallurgical processing. It contributes approximately 60% of the total metal production (zinc + lead + silver) across Hindustan Zinc's three smelting units.

REPORTING FRAMEWORKS, STANDARDS AND GUIDELINES

The content of the Report has been developed in accordance to the Global Reporting Initiative (GRI) Standards, the Sector Standard GRI 14: Mining and Metals Sector 2023 and the Sustainability Accounting Standards Board (SASB). This year, we have aligned to ICMM Social & Economic Reporting Framework (SERF). As a signatory to the United Nations Global Compact (UNGC), we align our disclosures with its principles, alongside those of the Federation of Indian Mineral Industries (FIMI). Safety indicators are reported in accordance with the ICMM Mining Principles. This Report underscores our commitment to the UN Sustainable Development Goals (SDGs) and initiatives such as the CEO Water Mandate and the UNGC Women Empowerment Principles, reflecting our dedication to global sustainability and empowerment.

RESPONSIBILITY STATEMENT

Hindustan Zinc is dedicated to responsible business practices ethical operations focusing on sustainability, safety, and ethical conduct in all our operations. We prioritise the well-being of our employees, communities, and the environment. Through continuous innovation and adherence to the highest standards, we strive to build lasting value for our stakeholders and contribute significantly to shaping a sustainable future.

FORWARD-LOOKING STATEMENT

The Report includes forward-looking statements based on the Company's current understanding and historical performance. Such statements can be recognised by words like "beliefs", "estimates", "anticipates", "expects", "intends", "may", "will", "plans" and "outlook", as well as other words with similar meanings. These forward-looking statements contain known and unknown risks, uncertainties, and other factors that could affect the results differently from anticipated ones. Though the Company bases its present projections on reasonable assumptions, it makes no guarantees about the accuracy or precision of the forward-looking statements.

EXTERNAL ASSURANCE

S. R. Batliboi & Co. LLP has conducted an external assurance of the information presented here through a 'limited assurance engagement', following the Assurance Standard ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'. Their assurance statement, including a "declaration of independence", ensures their impartial assessment of the Company's environmental and social practices and KPIs.

RESTATEMENT OF INFORMATION

To ensure consistency and coherence, this Report includes restated information on energy & emission key performance indicators from the previous reporting period. Detailed reasons for restatement and specific changes are provided in the annexures.

FEEDBACK

Any feedback and questions about our report and performance are welcomed at:

Sustainability.Hzl@vedanta.co.in

The Company Behind the Metals of Tomorrow

GRI: 2-1, 2-3, 2-4, 2-6

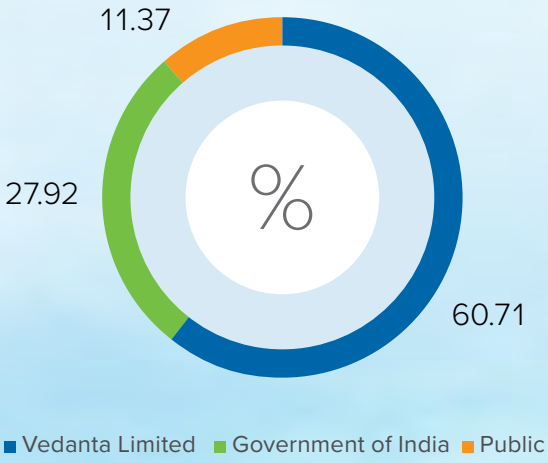
ABOUT HINDUSTAN ZINC

Incorporated in 1966, Hindustan Zinc is India's largest and only integrated producer of zinc and lead, and among the top silver producers globally. Headquartered in Udaipur, Rajasthan, our mining and smelting facilities are strategically located across Rajasthan and in Uttarakhand.

Over the years, we have established one of the largest and most diversified portfolios, strengthening our position as a global leader in critical minerals and metals. We are now striding towards Hindustan Zinc 2.0, a decisive transformation into a larger, smarter, and more diversified multi-metal enterprise, powered by a 2x capacity expansion programme and strategic entry into rare earth elements, tungsten, and potash. Through it all, we remain relentlessly focused on driving sustainable development for India and the world beyond.

OWNERSHIP STRUCTURE

Hindustan Zinc Limited is publicly listed on the Bombay Stock Exchange Limited (BSE) and the National Stock Exchange of India Limited. The Company's shareholding as on March 31, 2026, was as follows:





OUR INTEGRATED OPERATIONS

We operate an end-to-end integrated value chain, enabling us to operate at scale, sustain cost leadership, and deliver metals that build modern industries.

Exploration

468.6 Mnt

Total R&R
(record reserves since underground transition: 13.9 Mnt metal and 10.9 kt silver)

Mines

16.61 Mnt

Ore production

Smelters & Refineries

1.144 Mnt

Refined metal capacity

Captive Power Plants

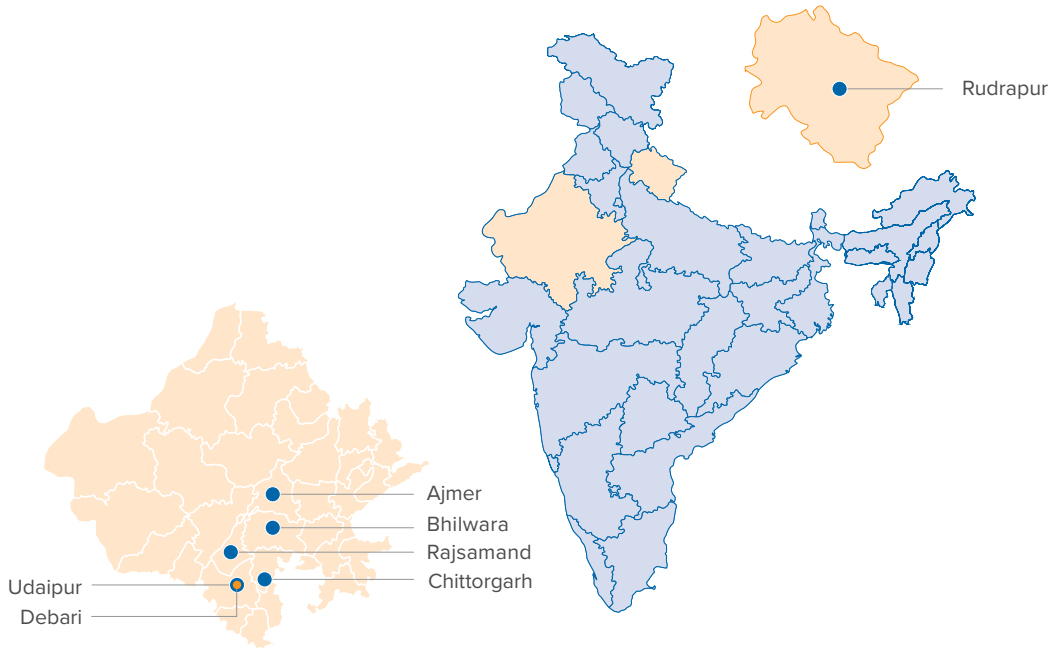
653.80 MW

Total captive capacity

Read more on page 44 of the Integrated Annual Report 2025-26

OUR ASSETS AND FOOTPRINT

Our core assets include long-life, high-grade mines in the mineral-rich Rajasthan, technologically-advanced smelters and refineries near ore sources, and captive power infrastructure. Together, they give us an advantage that is irreplicable.



8 Mining Assets in Rajasthan

Rampura Agucha Mine	Bhilwara
Sindesar Khurd Mine, Rajpura Dariba Mine and Bamnia Kalan Mine	Rajsamand
Kayad Mine	Ajmer
Zawar Mines (group of four mines)	Udaipur

Smelter, Refinery and Power Assets

Chanderiya Lead-Zinc Smelter	Chittorgarh, Rajasthan
Dariba Smelting Complex	Rajsamand, Rajasthan
Debari Zinc Smelter	Debari, Rajasthan
Pantnagar Metal Plant	Rudrapur, Uttarakhand

Map not to scale. For illustration purpose only.

Read more on page 46 of the Integrated Annual Report 2025-26

Sustainability at the Core of Value Creation

At Hindustan Zinc, sustainability is the core operating discipline of our business. Every framework we align to, values we hold, and commitments and decisions we make strengthen our pursuit of globally benchmarked sustainability, while creating enduring value for every stakeholder we serve.



ANCHORED IN GLOBAL BEST PRACTICES

UN SDGs



Vedanta Sustainability Framework

Aligned with the guidelines from International Finance Corporation (IFC) and International Council on Mining & Metals (ICMM)

ICMM

Working towards aligning fully with the ICMM Mining Principles, Performance Expectations, and Position Statements

GUIDED BY OUR PHILOSOPHY

VISION

Be the world's largest and most admired Zinc-Lead & Silver Company

MISSION

- Enhance stakeholder value through exploration, innovation, operational excellence, safety and sustainability
- Be a globally lowest cost producer
- Maintain market leadership and customer delight

VALUES

Values guiding our actions

- Entrepreneurship
- Trust
- Integrity
- Care
- Excellence
- Innovation
- Respect

SUSTAINABILITY GOALS 2030

- Climate action
- Social performance
- Water stewardship
- Biodiversity
- Circular economy
- Workforce diversity
- Safety and well-being
- Responsible sourcing

GROUNDED IN THREE UNCOMPROMISING COMMITMENTS

All organisational decisions and actions are guided by a focus on:

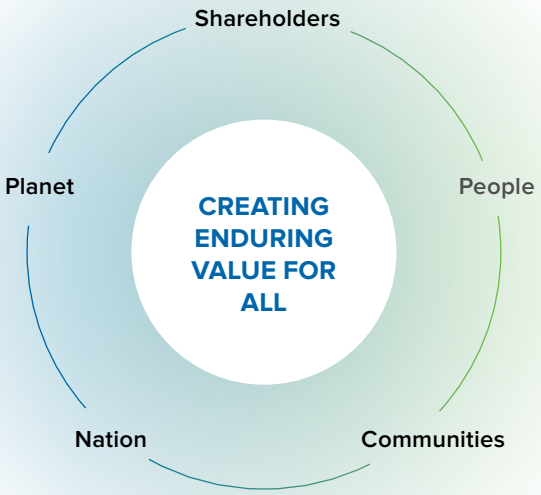
ZERO HARM

ZERO WASTE

ZERO DISCHARGE

DELIVERED THROUGH HOW WE OPERATE EVERY DAY

- RESPONSIBLE MINING
- OPERATIONAL EXCELLENCE
- SAFETY
- CIRCULARITY
- INNOVATION
- CLIMATE ACTION





Sustainability Goals 2030

WATER STEWARDSHIP

2030 targets

- Achieve a 50% reduction in freshwater consumption in operations from the 2020 baseline
- Securing 100% municipal-treated sewage water for smelting operations

FY 2025-26 status

- 13% reduction in freshwater consumption in operations from base year FY 2019-20
- 47% municipal-treated water used in smelting operation
- 49% water recycling rate



CLIMATE CHANGE

2030 targets

- Reduction of Scope 1 and 2 emissions by 50% and Scope 3 emissions by 25%

FY 2025-26 status

- Absolute emissions (Scope 1+2): 5.02 million tCO_2e
- Absolute Scope 3 emissions: 1.47 million tCO_2e



CIRCULAR ECONOMY AND MATERIAL STEWARDSHIP

2030 targets

Achieve near to Zero waste to landfill by diverting all smelting process waste away from landfill through reuse, recycling, and recovery

FY 2025-26 status

- 29.43% of total waste reused/ recycled/recovered
- 104% high-volume-low-toxic (HVLT) waste utilisation



ENSURING ZERO HARM

Year-on-Year targets

- Zero fatality and 100% elimination of high consequence work injuries

FY 2025-26 status

- 2 fatalities
- 1 high consequence work-related injury (excluding fatalities)



BIODIVERSITY CONSERVATION

2030 targets

- Halt and reverse biodiversity loss, through measurable gains in the health, abundance, diversity, and resilience of species, ecosystems, and natural processes
- Plan and strive to achieve no net loss of biodiversity at all mine sites by closure through applying mitigation hierarchy

FY 2025-26 status

- 113,500 plantations done in the year
- 1,105 hectares restored up to FY 2025-26



DIVERSITY AND INCLUSION

2030 targets

- Increase gender diversity to 30%, with a strong focus on decision-making roles

FY 2025-26 status

- 26.4% gender diversity
- 30% in decision-making roles



RESPONSIBLE SOURCING

2030 targets

- 100% active supplier evaluation on ESG and risk management
- 25% procurement from local business partners
- Transition to greener fuels for advancing Scope 3 emission reduction

FY 2025-26 status

- 100% suppliers evaluated
- 22% spend on local procurement



SOCIAL PERFORMANCE

2030 targets

- Management plans basis Social & Human Rights Impact Assessment
- Impact 0.5 million lives through economic enhancement
- Make/develop 30,000 individuals with skilling & entrepreneurial opportunities

FY 2025-26 status

- 1.64 million lives impacted with economic enhancement
- 13,314 individuals made employable



Progress Towards a Better Future

SUSTAINABILITY PERFORMANCE HIGHLIGHTS FY 2025-26

ENVIRONMENTAL

India's first sites to receive Zinc Mark certification
Chanderiya Lead Zinc Smelter and Rampura Agucha Mine

First-ever inclusion
In Dow Jones Best-in-Class (DJBIC) Index (Emerging Markets), a global benchmark for corporate sustainability performance

18%
Renewable Energy in total electricity mix

Strategic customer partnerships
for adoption of EcoZen, Asia's first low-carbon zinc with 75% lower carbon footprint

MoU with Greenline Mobility Solutions
for 100 electric vehicles and liquefied natural gas trucks each for inter-unit and finished goods logistics

Investment for **India's first tailings reprocessing plant at** Rampura Agucha of 10 MTPA feed capacity to process the legacy tailings, approved by the Board

SOCIAL

₹ 278.15 crore
CSR spend

26.4%
Executive diversity ratio

c.2.6 million
Lives benefited

Pioneered all-women-driven
Leaching & Purification section at Chanderiya Smelting Complex through Tejaswini

Almost doubled the Nand Ghars
- women and childcare centres in Rajasthan (9,274 vs 4,681)

Broke barriers with night shifts for women
In underground mines at RAM and Zawar Mines

41% reduction
in total recordable injury frequency rate (vs FY 2019-20 base year)

800,715
Person-hours of health, safety and environment (HSE) training

Collision avoidance system
covering 30 equipment across Sindesar Khurd Mine to prevent man-machine interaction



GOVERNANCE

Zero instances
of business integrity, HSE, data and privacy, customer privacy breach, and money laundering or insider trading

Board and executive management team
affirmed compliance with the Code, with a signed declaration by the CEO & Whole-time Director

50+ critical suppliers
evaluated in Sustainable Supply Chain Program, thereby categorising them into three ESG maturity levels - Foundational, Intermediate, and Leading



ECONOMIC

₹ 40,844 crore
Revenue (↑ 20%)

₹ 22,162 crore
EBITDA (↑ 27%)

₹ 13,337 crore
Free cash flow from operations*

₹ 18,855 crore
Contribution to the national exchequer

Amongst India's Largest
Amongst the Top 5 in Nifty Metal and the Top 40 in Nifty 100 based on market capitalisation of ₹ 2.12 lakh crore

₹ 4,225 crore
Dividend payout

*Pre-growth capex and renewable energy investment

Ranked 1st in the Metals & Mining sector for the 3rd consecutive year in the S&P Global Corporate Sustainability Assessment 2025, scoring 90 out of 100

Integrated Annual Report FY 2024-25 ranked No. 1 amongst Indian integrated reports and 6th globally, winning its 1st Platinum in League of American Communications Professionals (LACP) Spotlight Awards 2025

Placed in Top 1% in S&P Global Sustainability Yearbook 2026, featuring for the 9th consecutive year

Best Business Responsibility and Sustainability Report (BRSR) under the manufacturing large cap category at the 4th ICAI Sustainability Reporting Awards

Sustainability Report FY 2024-25 has won a Platinum in Materials category at the LACP Vision Awards 2024-25, including a Special Achievement Award of the Most Creative Report Worldwide, Technical Achievement Award, and Global Top 100 Recognition

Message from the Chairperson

Dear Stakeholders,

The future belongs to those who can build growth that is resilient, responsible, and inclusive. As technologies evolve and the energy transition accelerates, critical minerals are becoming the foundation of the next industrial era. For India, this presents a defining opportunity to strengthen resource security, build globally competitive industries, and accelerate sustainable economic growth.



At Hindustan Zinc, we believe this opportunity comes with an equally important responsibility. As one of the world's leading producers of zinc and silver, and as we expand into a broader portfolio of critical minerals, we have the opportunity to demonstrate that growth and sustainability are strongest when they advance together. That belief is at the heart of Hindustan Zinc 2.0.

A LARGER COMPANY, WITH A LARGER RESPONSIBILITY

We are building a larger, future-ready, multi-metal company by doubling our refined metal capacity while expanding into critical minerals such as rare earth elements, tungsten, and potash. As our business grows, so does our responsibility. It shapes how we operate our mines, manage natural resources, embrace technology, strengthen safety, build diverse teams, and create opportunities for the communities around us. Sustainability is not a separate agenda. It is embedded into the way we think, operate, and grow.

A STEP-CHANGE IN AMBITION

During the year, we strengthened our Sustainability Goals 2030 with more ambitious targets across our eight strategic pillars, reaffirming our commitment to creating lasting value for people and the planet. Our induction into the International Council on Mining and Metals (ICMM) marks another important milestone, reinforcing our commitment to operate against the highest global standards of responsible mining.

We accelerated renewable energy integration, improved energy efficiency, and continued embedding climate considerations into our business planning. Our renewable energy share increased to approximately 18%, with a clear pathway to reach 70% by FY 2027-28. We further strengthened our water stewardship, achieving water positivity of 3.32x, while initiatives such as treated water recycling and tailings water reuse at Rampura Agucha and Zawar Mines conserved over 165,000 cubic metres of fresh water. In a significant step towards redefining circularity in Indian mining, our Board approved India's first zinc tailings reprocessing plant of 10 MTPA capacity to recover metal from decades of legacy waste.

Technology continues to play an increasingly important role in making our operations safer, smarter, and more efficient. From tele-remote drilling and remote mining to robotic automation and AI-enabled surveillance, we are leveraging innovation to improve operational excellence while reducing risk.

Safety remains our highest priority. The tragic loss of two colleagues from our business partners' workforce in work-related incidents this year weighs heavily on all of us. We extend our heartfelt condolences to their families and loved ones. These incidents reinforce our commitment to our Zero Harm vision. Every learning strengthens our systems and our resolve, because every person who comes to work must return home safely.

Building a future-ready organisation also means building a more inclusive one. Women now represent 26.4% of our executive workforce, among the highest in the global mining industry. We continue to challenge convention and demonstrate the value that diversity brings to our business.

Beyond our operations, our commitment to creating shared value remains equally strong. During the year, our community initiatives positively impacted 2.6 million people in more than 4,000 villages through programmes focused on education, healthcare, sustainable livelihoods, and cultural preservation. Nand Ghar continues to transform rural communities by improving nutrition, strengthening early childhood education, and empowering women.

Working closely with our suppliers, customers, and business partners, we also continued strengthening responsible sourcing practices to build a more resilient and sustainable value chain.

Together, Hindustan Zinc 2.0, our Sustainability Goals 2030, and our commitment to ICMM provide a strong foundation for our next phase of growth. They reflect our conviction that operational excellence, environmental stewardship, social progress, and strong governance are not separate ambitions, but mutually reinforcing drivers of long-term success.

LEADERSHIP AS A RESPONSIBILITY, NOT A REWARD

Being recognised as the top-ranked mining company in the S&P Global Corporate Sustainability Assessment (CSA) 2025 for the third consecutive year is both an honour and a responsibility. It reflects the dedication of our people and the trust of our stakeholders, while reminding us that leadership is earned every day through the standards we set and the actions we take.

As one of the world's leading mining companies, we have an opportunity not only to lead through scale, but to help shape the future of responsible mining. We remain committed to building a business that strengthens India's growth, advances the energy transition, creates meaningful opportunities for communities, and sets new benchmarks for sustainable value creation.

I thank our employees, business partners, customers, suppliers, regulators, shareholders, and the communities we serve for their continued trust and partnership. Together, we will continue building a stronger, more resilient Hindustan Zinc and contribute meaningfully to India's next chapter of growth.

With warm regards,

Priya Agarwal Hebbar

Chairperson, Hindustan Zinc Limited

In Conversation with the CEO



Arun Misra,

CEO & Whole-time Director, on Hindustan Zinc's sustainability journey and what comes next

Q. Hindustan Zinc launched its Sustainability Goals 2030 during the year. What do these goals mean for the company's future?

A. Sustainability Goals 2030 represent our blueprint for responsible growth. They bring together our ambitions across climate action, water stewardship, circularity, biodiversity, safety, inclusion, community development, and responsible business conduct under one integrated framework. These goals will guide our journey as we scale towards Hindustan Zinc 2.0, ensuring that growth and sustainability remain inseparable.

Q. Renewable energy (RE) is an important pillar for Hindustan Zinc 's decarbonisation journey. How is Hindustan Zinc progressing on its RE targets, and thereby supporting the growth of differentiated products such as EcoZen?

A. Renewable energy is one of the most important enablers of our decarbonisation journey. During FY 2025-26, we increased the share of renewable energy in our power mix from approximately 13% to approximately 18% and remain on track to achieve 35% by FY 2026-27 and 70% by FY 2027-28. Beyond reducing operational emissions, this transition is also enabling product innovation. EcoZen, Asia's first low-carbon zinc, is produced using renewable power and has a carbon footprint of less than 1 tCO_2e per tonne of zinc, approximately 75% lower than the industry average.

As customers increasingly seek materials with lower embedded emissions, EcoZen is emerging as a compelling value proposition. FY 2025-26 marked a significant commercial milestone with the signing of supply agreements across multiple customer segments. We believe products such as EcoZen will play an increasingly important role in the future of metals markets, creating value for customers while reinforcing Hindustan Zinc's leadership in the low-carbon transition.

Q. What progress has Hindustan Zinc made on the fleet decarbonisation front?

A. Mining and metals value chains are increasingly expected to decarbonise across the entire value chain. Our fleet transition supports this shift by reducing our operational footprint while helping customers lower emissions across their own value chains.

In FY 2025-26, we partnered with GreenLine Mobility Solutions to accelerate logistics decarbonisation through India's first commercial-

scale deployment of 100 battery-swappable EV trucks for concentrate movement, along with the addition of 100 LNG-powered trucks for finished goods transportation. Our green fleet now comprises 232 vehicles, including 52 EVs and 180 LNG trucks, supporting inter-unit transportation.

Q. Hindustan Zinc has set ambitious climate targets. How is the Company progressing towards its net-zero journey?

A. Our climate ambition is among the most advanced in the Indian metals and mining sector. It includes an SBTi-validated pathway to reduce Scope 1 and 2 GHG emissions by 50% and Scope 3 GHG emissions by 25% by FY 2029-30 (FY 2019-20 base year), while achieving net-zero emissions across the value chain by 2050 or sooner.

As we continue to grow, managing emissions alongside expanding production remains a key priority. Encouragingly, the measures we have implemented are helping decouple growth from emissions, and we expect this momentum to strengthen as renewable energy integration and fleet decarbonisation initiatives continue to scale.

Climate action is also emerging as a source of competitive advantage. Our objective goes beyond meeting future expectations. We are building a business that is resilient, future-ready, and well positioned to thrive in a low-carbon economy.

Q. What is the strategic significance of Hindustan Zinc's ICMM membership?

A. ICMM membership reinforces Hindustan Zinc's position among the world's leading responsible mining companies and reflects our commitment to operating at the highest global standards.

Beyond strengthening our ESG credentials with investors, lenders, customers, and other stakeholders, ICMM provides valuable insights into emerging risks, evolving industry trends, and global best practices. It also gives India a stronger voice in shaping the future of responsible mining.

Most importantly, ICMM inspires us to continuously raise the bar. It provides a globally benchmarked framework that strengthens decision-making, enhances risk management, drives operational excellence, and fosters a culture of continuous improvement across the organisation.

Q. How is Hindustan Zinc strengthening safety across its operations?

A. Safety at Hindustan Zinc is guided by our 'Zero Harm' philosophy. During the year, we strengthened fatality prevention through a Critical Risk Management (CRM)-centric safety management system. Five new risks were integrated into this framework, and over 1.20 lakh CRM inspections were conducted. We also carried out Hazard and Operability (HAZOP) studies to identify emerging process safety risks, alongside S.A.F.E. (Safety Awareness for Excellence) Leadership Workshops.

During the year, we also experienced the tragic loss of two colleagues from our business partners' workforce in work-related incidents. We extend our heartfelt condolences to their families and loved ones. These incidents reinforce the need for constant vigilance and continuous improvement. Our commitment remains unwavering to achieving a workplace free from harm.

Technology continues to play a transformative role in workplace safety. We are steadily transitioning hazardous activities to remote and automated systems, keeping personnel away from high-risk environments, while deploying AI-powered surveillance and collision-avoidance systems to further strengthen operational safety.

Q. As stakeholder expectations continue to evolve, how is Hindustan Zinc redefining its approach to social performance?

A. At Hindustan Zinc, we believe social performance extends beyond community investments. It is about understanding and managing our social impacts, building trusted relationships, respecting human rights, and embedding societal considerations into business decisions across the mining lifecycle.

Over the past year, we strengthened our ICMM-aligned social performance framework by enhancing site-level governance, undertaking comprehensive Social and Human Rights Impact and Risk Assessments (SHIRA), strengthening our Human Rights Due Diligence processes, integrating social considerations into risk management, and deepening engagement with communities and other stakeholders. These efforts are helping us build a more proactive, transparent, and accountable approach to managing social risks and opportunities.

Alongside these efforts, our CSR programmes continue to deliver meaningful outcomes in livelihoods, education, women's empowerment, healthcare, and water stewardship, reaching over 2.6 million beneficiaries during FY 2025-26. Our vision is to create lasting social value by enabling resilient, self-reliant communities that thrive alongside our operations.

Q. What does sustainable growth mean for Hindustan Zinc?

A. Sustainable growth means creating long-term value while strengthening the systems that support our business, including our people, communities, natural resources, and supply chains. As we build Hindustan Zinc 2.0, our ambition is not only to become a larger company, but also to set a stronger global benchmark for responsible mining. Ultimately, our success will be measured not just by what we produce, but by how responsibly we produce it and the positive impact we create along the way.

Sustainability 2.0:

Redefining the Standards of Responsible Mining

The next chapter of Hindustan Zinc's growth will be defined not only by what we produce, but by how we produce it. Sustainability 2.0 represents the next evolution of our growth strategy, integrating operational excellence, responsible mining and long-term societal value into a single strategic agenda.

FY 2025-26 marked a defining milestone in this journey. The Sustainability 2.0 journey evolved from ambition to enterprise-wide execution, reshaping governance, safety, environmental practice, and community partnership, meeting ICMM Performance Expectations and embedding responsible mining practices deeper across the organisation.

KEY HIGHLIGHTS IN FY 2025-26

1st Indian metals & mining company

Admitted to ICMM

India's First Zinc Mark Certified Sites

Chanderiya Lead Zinc Smelter (CLZS) & Rampura Agucha Mines (RAM)

ICMM Performance Expectations

Embedded into enterprise-wide management systems



OUR ICMM-ALIGNED TRANSFORMATION AGENDA

During FY 2025-26, the Company initiated and advanced a series of actions to embed ICMM's expectations into management systems, governance structures and operational practices, organised around six priority areas.

Ethical Business

Strengthening Governance and Accountability

EITI Alignment: Progressing alignment with the Extractive Industries Transparency Initiative (EITI)

Strong Governance Oversight: Transitioned Social Performance Steering Committee meetings from quarterly to monthly, reinforcing executive oversight and enhancing management of social, human rights, and community-related risks and actions.

Leadership Accountability: Embedded ESG-linked KPIs into CXOs performance evaluations.

Sustainability Goals 2030

Aligning Performance with Long-Term Ambition

Future-Ready Ambition: Established globally benchmarked Sustainability Goals 2030, with ambitions beyond 2025 targets

Strategic Priorities: Anchored the roadmap around Zero Harm, Zero Waste and Zero Discharge

Performance Alignment: Realigned ESG Key Performance Indicators (KPIs), monitoring and disclosures with the Sustainability Goals 2030 framework



Human Rights & Social Performance

Embedding Responsible Social Performance

Indigenous Peoples and Community Rights Integration: Embedded Free-Prior Informed Consent (FPIC), due diligence, benefit sharing, and Indigenous Peoples Development Plans through a dedicated Indigenous Peoples Technical Standard.

People, Inclusion and Value Chain: Progressed psychological safety initiatives, supplier capability building, and implementation of a diversity, equity and inclusion (DEI) roadmap.

Local Value Creation: Introduced a Local Procurement Policy and achieved c.22% local spend during the year.

Stakeholder Engagement: Initiated participatory stakeholder discussions to strengthen community participation in social performance governance.

Leadership Capability: Built capabilities for 100+ executives from social performance teams, such as CSR, security, HR, land & legal, external affairs, exploration, and other field officers, through 80 hours of workshops on SHIRA, VPSHR and FPIC-based human rights frameworks, risk assessments, and community engagement principles.

Product Stewardship

Strengthening responsible production

Responsible Metals: Achieved Zinc Mark certification, demonstrating verified sustainability of our operations.

Trusted Credentials: Strengthening market credibility by enabling customers to make responsible and informed sourcing decisions with transparent PCF & EPD reports basis LCA studies.

Health & Safety

Advancing risk-based and holistic wellbeing approach

Critical Risk Management (CRM): Elevated critical risk management through a risk- and psychology-based safety framework, reinforced by enhanced underground supervision, technology-enabled safety controls, and the Mine Safety Assurance Programme.

Psychological Safety: Institutionalised psychological health and safety within the Occupational Health & Safety (OH&S) Policy, embedding mental well-being as a core element of workplace safety across the value chain.

Environmental Performance, Biodiversity & Operational Excellence

Driving environmentally-conscious and nature-positive operations

Environmental and Social Impact Assessment (ESIA): Enhanced transparency through public disclosures, capacity building, third-party onboarding, and initiation of IFC-aligned studies for brownfield expansions.

Tailings Management: Accelerated GISTM implementation across Rampura Agucha Mine (RAM), Zawar Group of Mines, and Rajpura Dariba Complex, and achieved ~ 57% alignment, backed by expert technical reviews, dam break analysis at RAM, and digital knowledge management systems.

Nature Strategy and Responsible Production: Defined Hindustan Zinc's Nature Strategy and Roadmap for a structured approach across Landscape, System Transformation, Direct Operations, Value Chain, and Governance.

INDIA'S FIRST AND ONLY METALS AND MINING COMPANY IN ICMM

In August 2025, Hindustan Zinc became the 25th member of the International Council on Mining and Metals (ICMM) – the first Indian metals and mining company to join the global organisation and the first new member admitted since 2021. ICMM membership reinforces our commitment to globally benchmarked governance, transparent reporting, independent assurance and continuous improvement through the implementation of the ICMM Performance Expectations.

1st and Only
Indian Metals & Mining Company in ICMM

40
Performance expectations to be met

25th
Global ICMM Member

2 years
Commitment action plan

UNLOCKING STAKEHOLDER DIVIDEND THROUGH ICMM ALIGNMENT



FOR INVESTORS

Enhances confidence in governance, assurance and transparency

ICMM membership requires companies to demonstrate progress against a comprehensive set of ESG performance expectations. This supports stronger credibility in sustainability disclosures, third-party assurance readiness and disciplined tracking of performance commitments.

FOR OPERATIONS

Provides a practical framework to reduce material risks

The principles strengthen the link between social performance, human rights, critical risk management, environmental controls, biodiversity, tailings management and stakeholder engagement. This enables site teams to move from compliance-driven reporting to integrated risk ownership.

FOR COMMUNITIES AND RIGHTS HOLDERS

Reinforces respect, engagement and accountability

The framework strengthens expectations around human rights due diligence, Indigenous Peoples, vulnerable groups, grievance management, community engagement and transparent reporting.

FOR ENVIRONMENT

Supports responsible resource development

The principles encourage continual improvement in water stewardship, climate action, pollution prevention, biodiversity conservation, land-use planning, rehabilitation and responsible production.

PROGRESS AGAINST ICMM PERFORMANCE EXPECTATIONS DURING FY 2025-26

Summary of ICMM Performance Expectations (PEs) at Business unit level

#	SITES	MEETS	PARTIALLY MEETS	NOT APPLICABLE
1	Chanderiya Zinc Smelter	22	7	11
2	Rampura Agucha Mines	25	8	7
3	Hindustan Zinc Corporate Level	26	5	9

The detailed Self-Assessment is available on page 156 of this Sustainability Report.

CHANDERIYA LEAD ZINC SMELTER & RAMPURA AGUCHA MINES

India's First Sites to Achieve Zinc Mark

Hindustan Zinc's Chanderiya Lead Zinc Smelter (CLZS) and Rampura Agucha Mines (RAM) has become the first sites in India to achieve Zinc Mark under The Copper Mark Assurance Process, setting a new benchmark for responsible zinc production and sustainable business practices.



A Certification of Responsible Production

The recognition follows a comprehensive independent assessment and subsequent review by The Copper Mark, which validated that CLZS and RAM meets the Zinc Mark Criteria and that the assessment process was conducted in accordance with the Copper Mark Assurance Process and Criteria Guide. Governed by The Copper Mark, Zinc Mark is an internationally recognised assurance framework that evaluates site-level performance against rigorous environmental, social, and governance (ESG) criteria.

Climate and Emissions Management	Energy and Water Efficiency	Waste and Biodiversity Management	Occupational Health and Safety	Human Rights	Stakeholder Engagement	Ethical Business Conduct

Strengthening Global Credibility

Zinc Mark validation reflects the maturity of the two site's management systems, responsible operating practices, and culture of continuous improvement, aligned with globally recognised sustainability standards. Rooted in Hindustan Zinc's broader sustainability vision, the achievement embodies Hindustan Zinc's long-term commitments towards decarbonisation, water positivity, biodiversity conservation, and responsible resource stewardship.

Amid accelerating global demand for responsibly sourced metals driven by the energy transition and sustainable infrastructure development, Zinc Mark validation strengthens CLZS's standing within the global metals value chain, enhances Hindustan Zinc's credibility as a trusted supplier of responsibly produced metals and establishes new benchmark for the Indian zinc industry.

The Road Ahead

Building on this milestone, Hindustan Zinc aspires to progressively extend Zinc Mark validation across 100% of its operations, embedding consistent ESG rigour, operational excellence and internationally benchmarked responsible production practices to strengthen stakeholder confidence and shape the future of responsible zinc production in India.

ESG GOVERNANCE AND ACCOUNTABILITY

We have clearly defined our sustainability vision – Zero Harm, Zero Waste, Zero Discharge. Our approach to achieving this vision includes clear sustainability objectives and goals, well-defined metrics to monitor and measure progress, comprehensive policies and procedures to manage the material topics for Hindustan Zinc.

Our three-tier governance structure enables us to integrate sustainability into every aspect of our decision-making, from setting the vision at the top to driving its implementation on the ground.

The Chief HSE & Sustainability Officer is responsible for driving Hindustan Zinc's sustainability initiatives and strategic interventions.

TIER 1

Board-Level Management (as on March 31, 2026)

Sustainability and ESG Committee of the Board

Chairperson - Non-Executive Director

1 Executive Director	1 Independent Director

- Provides strategic oversight at the highest level to our sustainability agenda and drives it across the organisation.
- Formulates goals and strategies and ensures transparent disclosures in line with global sustainability standards.
- Holds half-yearly meetings to review the progress against goals and address key issues.

TIER 2

Executive-Level Management

Sustainability Committee at Executive Level

Chaired by the CEO

Convened by Chief HSE & Sustainability Officer

Executive Committee Members	Chairperson of our 12 Sustainability Communities	Chairperson of IBU ESG Committee
• Energy & Carbon Community • Waste to Wealth Community • Biodiversity Community • Water Management Community	• Central Occupational Health & Safety Council • People Community • Corporate Social Responsibility Community • Supply Chain Community	• Communication Community • Finance Community • Social Performance Management Committee • Tailings Community
Helps the Board in shaping sustainability goals, strategies and ensures on-ground implementation.	Allocates resources for the rollout of our sustainability vision.	Tracks project status and reviews progress towards sustainability goals.

TIER 3

IBU ESG Committees

Chaired by IBU CEOs

Site-Level Community Heads

- Executes sustainability projects on-ground under the guidance of Tier 1 and 2 committees.
- Continuously identifies, analyses, mitigates and monitors SBU-specific risks.

Read more about our Sustainability Governance Framework

HINDUSTAN ZINC'S SUSTAINABILITY FRAMEWORK

Our sustainability framework, adapted from our parent company Vedanta, is the force behind our sustainable and ethical development model. As a signatory to the United Nations Global Compact (UNGC), our sustainability framework is guided by its ten principles. The framework drives our commitment to sustainable mining, focusing on reducing our environmental footprint and enhancing our overall impact on the people and society.

Core Pillars of our Sustainability Framework

Responsible Stewardship

Sound governance processes help manage our impact on people, society and environment

Adding and Sharing Values

Maximising direct and indirect value for our stakeholders

Building Strong Relationships

Effective engagement and strong relationships maximise our contribution to wider society

Strategic Communications

Guiding principle for engaging stakeholders transparently and maintaining our social licence to operate

Supported By:

1. Ten Principles of United Nations Global Compact (UNGC)
2. Comprehensive Sustainability Policies
3. Globally Recognised Technical and Management Standards
4. Clear Objective and Targets
5. Robust Compliance and Risk Management
6. Effective Stakeholder Engagement

Read more about our Sustainability Framework

ASSESSING OUR SUSTAINABILITY PERFORMANCE

The Sustainability Assurance Program, serves as a tool to assess the compliance of our business units against our Sustainability Framework. It is built on 13 ESG-focused pillars that align with the IFC (International Finance Corporation) and ICMM (International Council on Mining & Metals) guidelines. This framework helps us put our sustainability strategy into practice at an organisational level.

Each site undergoes an annual assessment to measure its alignment with our Sustainability Framework



13 Core Pillars of **Sustainability Assurance Programme**

- **Compliance**
- **Leadership**
- **Objectives, Targets & Performance**
- **Safety**
- **Competency & Training**
- **New Projects**
- **Process Safety & Management of Change**
- **Social Sustainability & Stakeholder Engagement**
- **Occupational Health**
- **Environment**
- **Supplier & Contractor Management**
- **Assessment and Continual Improvement**
- **Incident Investigation**

Each site receives a specific score based on its performance against the 13 pillars

Outcomes are reviewed by our Executive Committee and reported to the Board

Corrective action plans are developed and implemented, based on the improvement areas at each site

We follow a systematic process to ensure its consistent implementation across all our sites.

SUSTAINABILITY-LINKED COMPENSATION

We have linked sustainability performance metrics directly to the compensation of our CEO, senior leadership and all employees. 10% of their annual performance bonus is linked to their ESG and sustainability scores (VSAP Scores) based on the annual sustainability assurance assessment for each site. Their long-term incentives are also linked to the Company's overall business and sustainability performance against the broader goals. This approach ensures accountability to drive tangible outcomes against our financial and non-financial goals.

Performance Parameters Tables

Bucket	Performance Parameters	Employee Levels			Multiplier	
		M2 & Above	M3-M5	M6 & Below	APA Rating	Fatality
Organisation & Business Parameters	Volume, COP & Reserves Creation EBITDA, FCF Strategic/Regulatory Objectives	60%	50%	40%	A-125% B-100% C-50% D-0%	Nil-100% 1-90% 2-80% >2-75%
HSE Parameters	Safety (5%) Sustainability/VSAP (10%)	15%	15%	15%		
People Metrics	MIP Talent Retention/Development Employee Engagement	5%	5%	5%		
Individual Performance	APA Rating	20%	30%	40%		
Total		**100%**	**100%**	**100%**		

Long-Term Incentives with an ESG Focus

Our long-term incentive plan, the Employee Stock Option Scheme (ESOS), rewards employees based on pre-determined criteria that include ESG performance.

Business Category	Business Performance (40%)				Individual Performance	Management Discretion	Multiplier	
	Vol	COP	NSR	ESG/Carbon Footprint			APA Rating	Nil Fatality
Hindustan Zinc	60%	15%	10%	15%	40%	20%	Sustained 3 years excellent rating	110%

ISO CERTIFICATIONS

All our operational units are covered under the Integrated Management Systems. These systems are certified with the globally recognised standards for excellence in environmental management, energy efficiency, safety protocols, social responsibility, cybersecurity, risk and compliance management.

ISO 9001
Quality Management System

ISO 45001
Occupational Health & Safety Management System

ISO 37301
Compliance Management System

ISO 14001
Environmental Management System

ISO 27701
Privacy Management System

ISO 27001
Information Security Management System

ISO 50001
Energy Management System

ISO 31000
Risk Management System

ISO 22301
Business Continuity Management System & Disaster Recovery System

Double Materiality Assessment

GRI: 2-12, 2-14, 2-25, 2-29, 3-1, 3-2, 3-3

ICMM: 1, 2, 10
FIMI: 1, 3, 10

Every strategic decision creates both business value and societal impact. At Hindustan Zinc, our double materiality framework helps us navigate this intersection by identifying the ESG priorities that are most significant to our business, our stakeholders and the world around us.

APPROACH TO MATERIALITY

At Hindustan Zinc, double materiality is an enterprise-wide management tool that helps us anticipate emerging risks, identify opportunities, strengthen resilience, and allocate resources. It provides a common lens for integrating sustainability into strategic planning, enterprise risk management and long-term value creation.

DOUBLE MATERIALITY IN PRACTICE

Every material topic is evaluated through two complementary lenses to ensure balanced, informed and future-ready business decisions.

Financial Materiality

Evaluates how ESG matters influence enterprise value, operational resilience, financial performance and long-term competitiveness

Impact Materiality

Evaluates how our activities influence people, communities, natural ecosystems and the wider economy across the value chain

Together, these perspectives provide a holistic understanding of the ESG priorities that drive both business resilience and sustainable development.

OUR MATERIALITY JOURNEY

Our double materiality assessment is a continuous process of evaluating and validating our sustainability priorities through a balanced assessment of industry trends, stakeholders' perspectives, and business priorities. The process combines internationally recognised frameworks with structured stakeholder engagement and leadership oversight to ensure our material topics remain relevant, credible and aligned with our strategic direction. A comprehensive assessment is undertaken every three years, followed by annual reviews to confirm the continued relevance of the identified material topics and their prioritisation.

FY 2024-25

A comprehensive double materiality assessment was undertaken, aligned with the principles of the EU Corporate Sustainability Reporting Directive (CSRD). The exercise engaged over 400 internal and external stakeholders and evaluated a vast universe of impacts, risks, and opportunities, culminating in the prioritisation of 21 material topics.

FY 2025-26

As part of our annual review, it was confirmed that no changes to the materiality matrix and their prioritisation, reaffirming their continued relevance in FY 2025-26. The outcomes were reviewed by the Executive-level Sustainability Committee, approved by the Board-level Sustainability & ESG Committee. The disclosures under GRI 3-1 and GRI 3-2 on Material Topics have been independently verified and obtained Limited Assurance from S. R. Batliboi & Co. LLP.

The finalised material topics continue to inform our enterprise risk management framework, business strategy, ESG goals and public disclosures, ensuring sustainability remains embedded in strategic decision-making.

OUR DOUBLE MATERIALITY ASSESSMENT PROCESS

1 Identify Relevant ESG Topics Using

- Industry Trends
- Peer benchmarking
- Emerging Regulations
- Global Framework - GRI, SASB, MSCI, ICMM, and S&P Global

2 Evaluate for Each Material Topic

- Financial Materiality
- Impact Materiality
- 250+ Impacts, Risks & Opportunities (IROs) mapped to the material topics
- Inputs sourced from internal risk registers, human rights reports, community impact assessment reports and global ESG standards

3 Engagement with Key Internal and External Stakeholders

- Internal leadership and key institutional investors engaged for financial materiality
- Business partners, suppliers, customers, employees, civil society, regulators, media partners, and local communities engaged for impact materiality
- Structured and semi-structured interviews, focused group discussions, and surveys

4 Prioritisation and Development of Materiality Matrix

- Scoring of topics based on weighted stakeholder feedback and leadership deliberations
- Topics are plotted on a double materiality matrix
- Thresholds for financial materiality:
  - Low impact: < ₹ 10 crore per year
  - Medium impact: ₹ 10 - ₹ 100 crore per year
  - High impact: > ₹ 100 crore per year

5 Oversight, Validation and Assurance

- Outcomes reviewed by Executive-Level Sustainability Committee and approved by the Board's Sustainability & ESG Committee
- Independent third-party assurance is undertaken to establish credibility of the materiality assessment process
- An annual audit ensures ongoing alignment with industry standards

6 Strategic Integration

- Approved material topics are communicated across relevant business functions for alignment
- Integrated into Enterprise Risk Management, Business Strategy, ESG goals & reporting

FY 2025-26 ASSESSMENT HIGHLIGHTS

EU-CSRD Principles
used as the guiding framework

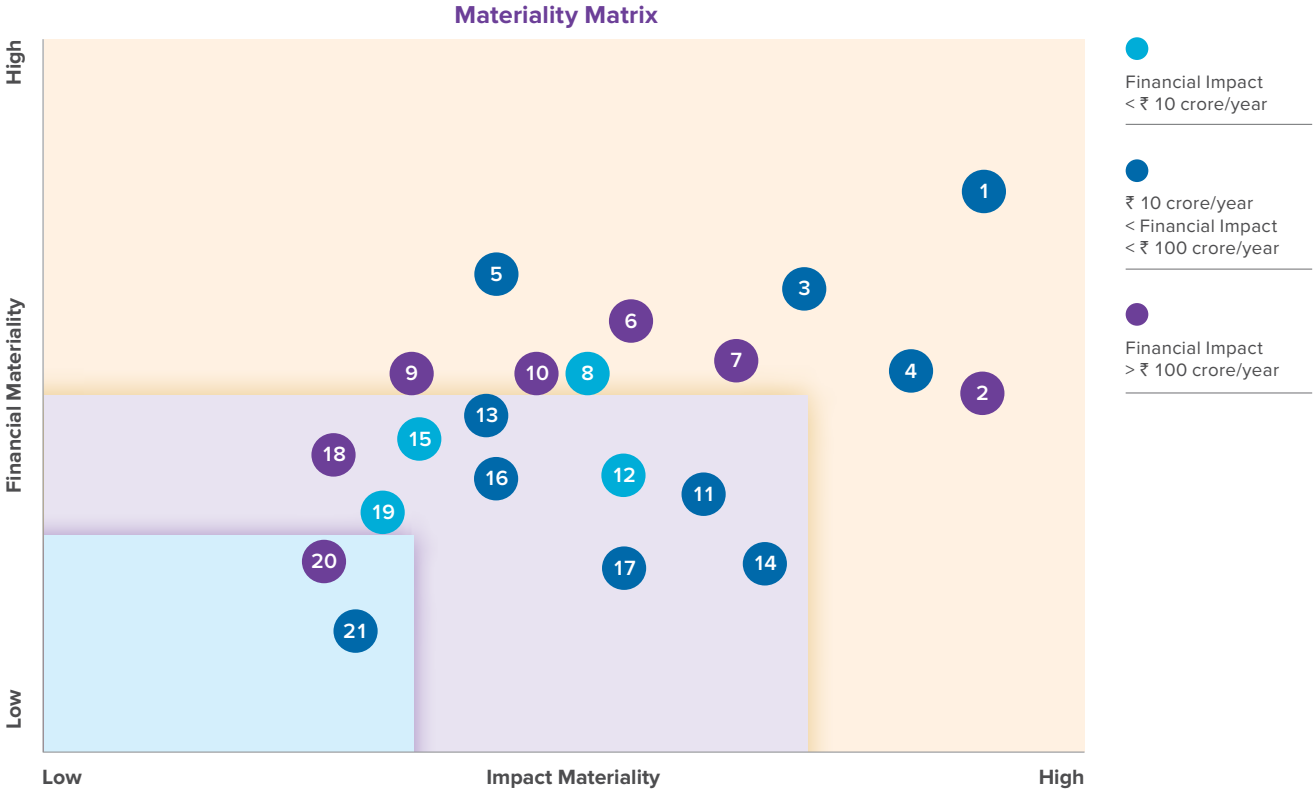
21
Material topics prioritised

250+
Impacts, risks and opportunities assessed

400+
Stakeholders engaged and consulted

MATERIALITY RESULTS

The Double Materiality Assessment resulted in 21 material topics, each with its own risks and opportunities.



Notes

1. X-axis: Impact Materiality
   Increasing significance of the Company's impacts on people, society, and the environment
2. Y-axis: Financial Materiality
   Increasing significance to enterprise value
3. Material Topics in the upper right quadrant show highest priority.

ENVIRONMENTAL

1. Air Emissions & Quality
2. Tailings Management
3. Water Resources Management
4. Circularity and Waste Management
5. Climate Change and Energy Transition
6. Biodiversity and Ecosystems

SOCIAL

7. Health, Safety and Well-being
8. Community Engagement and Development
9. Diversity, Equal Opportunity and Inclusion
10. Talent Attraction and Retention
11. Labour Practices and Human Rights
12. Learning and Development
13. Sustainable and Inclusive Supply Chain
14. Indigenous People and Cultural Heritage
15. Land Acquisition, Rehabilitation and Closure

GOVERNANCE

16. Business Ethics and Corporate Governance
17. Innovation and Technology
18. Responsible Advocacy
19. Product Stewardship
20. Data Privacy and Cybersecurity
21. Macroeconomic and Geopolitical Impacts

INTEGRATING MATERIALITY INTO ENTERPRISE RISK MANAGEMENT

The value of Double Materiality lies in its application. At Hindustan Zinc, the ESG impacts, risks and opportunities identified through the materiality assessment are systematically embedded into Enterprise Risk Management (ERM), enabling sustainability considerations to influence strategic decisions across the business. This integration strengthens our ability to anticipate emerging risks, evaluate trade-offs and enhance long-term resilience.

Materiality as a Driver of Enterprise Resilience

RISK INTELLIGENCE

What we do

High-priority material topics and key ESG topics are correlated against principal enterprise risks and "other risks" within the ERM framework.

Outcome

A more comprehensive and relevant enterprise risk landscape, strengthening enterprise-wide risk management.

STRATEGIC INTEGRATION

What we do

ESG considerations are integrated into business planning, capital allocation and major investment decisions.

Outcome

All major projects are evaluated for ESG impacts at the outset, with mitigation measures incorporated early in the project lifecycle.

ENVIRONMENT, CLIMATE AND NATURE LENS

What we do

Air emissions and quality, tailings management, and water management are classified as top material topics and incorporated into core risk evaluations, while biodiversity, climate change, and waste management are recognised as critical enterprise risk parameters.

Outcome

Risks are assessed across regulatory, operational, financial, reputational, market access, and physical risk dimensions, supporting long-term decision-making.

CONNECTED RISK MANAGEMENT

What we do

Sustainability issues are assessed as interconnected risks and opportunities rather than standalone ESG topics.

Outcome

A holistic and forward-looking approach to managing cross-cutting sustainability risks across business functions.

ENTERPRISE RESILIENCE

What we do

Material topics are embedded into ongoing risk governance and monitoring, with risk indicators and targets integrated into the enterprise risk scorecard and regular leadership reviews.

Outcome

Improved organisational resilience and long-term sustainable value creation.

Read more about ESG Risk Management on page 83 of the Integrated Annual Report 2025-26

TOP MATERIAL ISSUES FOR ENTERPRISE VALUE CREATION

MATERIAL ISSUE: WATER MANAGEMENT

Business Impact	Strategy Linked	SDGs Impacted
Cost	S5	6 CLEAN WATER AND SANITATION

Business Case and Impact

Water availability is a key determinant for Hindustan Zinc's operations. As a critical input across our mining and smelting operations, drilling, beneficiation, refining, dust suppression, sanitation, and cooling activities, constrained access to water can disrupt production, increase operational and maintenance costs, reduce employee productivity, and impact business performance.

These risks are particularly pronounced at our Chanderiya Lead Zinc Smelter and Rajasthan-based sites, which the WRI Aqueduct tool identifies as highly vulnerable to drought. During periods of water stress in Rajasthan, dependence on alternative water sources increases operational complexity, straining our resources and revenue.

To address climate and water-related risks and strengthen resilience, we continue to implement water stewardship measures focused on water efficiency, recycling, and diversifying water sources.

Business Strategy

- **Improve Water Efficiency:** Deploy innovative, less water-intensive technologies across operations.
- **Maximise Water Recycling:** Operate Effluent Treatment Plants (ETP) and Zero Liquid Discharge (ZLD) systems across all operational sites to maximise reuse and eliminate liquid discharge. For example, a 4,000 KLD ZLD plant at Rampura Agucha Mines is already operational since FY 2025-26, reducing ~3,800 cum/day reduction in freshwater withdrawal. Another 4,000 KLD unit at Chanderiya Lead Zinc Smelter is expected to be operational by FY 2027-28.
- **Reduce Freshwater Consumption:** Explore alternative water sources, including the use of treated municipal wastewater.
- **Optimise Tailings Management:** Deploy filtered tailings plants to reduce water usage in tailings management. Filtered tailings plants were commissioned at the Zawar and Rajpura Dariba Complex, while another plant at the Rampura Agucha Mine, which is progressing through advanced planning and design, is expected to be implemented by FY 2026-27.
- **Enhance Water Security:** Promote rainwater harvesting to augment water availability. 280+ water security interventions undertaken thereby creating 62.3 million m^3 of community water-credit potential.
- **Strengthen Water Risk Intelligence:** Assess water-related risks using WBCSD India Water Tool, WRI Aqueduct Water Risk Atlas, Water Risk Monetizer, WWF Water Risk Filter, and other recognised methodologies and integrated findings into site-specific water management plans.

Targets and Progress

Targets 2030*

- Achieve 50% reduction in freshwater consumption in operations, thereby contributing to increased freshwater availability for communities within the shared watershed
- Securing 100% municipal treated sewage water for smelting operations
- Engage with supply chain partners to assess and manage water footprint in water-stressed areas

*Baseline: FY 2019-20

Progress in FY 2025-26

- 3.32x water positive (versus 2.41x in FY 2019-20)
- 13% reduction in freshwater consumption
- 47% municipal treated water used in smelting operations
- 49% water recycling rate

Read more on page 118

Executive Compensation

Our compensation framework integrates sustainability objectives into performance evaluation and rewards, strengthening accountability and aligning employee actions with long-term value creation.

ESG Component in Annual Performance Bonus

- **15% of the annual performance bonus** is linked to ESG metrics in priority area, including water management, climate change, and health, safety
- The ESG-linked incentive applies across all organisational levels, including the **CEO and Executive Committee members**

Read more under Environment section on page 108

MATERIAL ISSUE: HEALTH AND SAFETY

Business Impact
Risk

Strategy Linked
S1 S2 S3 S5

SDGs Impacted


Business Case and Impact

Health and safety is fundamental to sustaining operational continuity, workforce productivity and long-term enterprise value. As mining operations involve inherently hazardous activities, effective management of health and safety risks is essential to minimise business disruptions and maintain operational reliability.

Health and safety lapses can result in production interruptions, workforce downtime, increased operating and compliance costs, regulatory actions and reputational impacts, while affecting stakeholder confidence and the Company's licence to operate.

By embedding safety into operational decision-making and strengthening both physical and psychological safety, Hindustan Zinc enhances organisational resilience, protects its workforce and contractors, safeguards critical assets, and supports long-term business performance.

Business Strategy

Our health and safety strategy is guided by our Zero Harm goal and aligned with ICMM Mining Principle 5. We adopt a risk-based approach to prevent workplace incidents, strengthen occupational health and foster psychological safety across our operations.

1. **Critical Risk Management (CRM)**

   Implementation of an enterprise-wide Critical Risk Management framework covering MUE and other high-consequence hazards, supported by clearly-defined Critical Controls, field verification and assurance activities and development of systematic action plan (SAP) for repeated NO-Gos.

2. **Leading Indicator Driven Safety Performance**

   Strengthening proactive risk management through monitoring and governance of leading indicators including CRM inspections, Critical Control verification, NO-GOs reporting, Visible Felt Leadership interactions, Safety Observations, Near Miss Reporting, Audit Closure, and Timely Incident Investigations.

3. **Infrastructure Integrity Assurance**

   Management of infrastructure-related risks through Hindustan Zinc's Infrastructure Inframatrix Framework, ensuring systematic identification, assessment, and assurance of critical risks infrastructure requirements across mining and smelting operations.

4. **Safety Leadership and Workforce Engagement**

   Enhancing safety culture through launch of Visible Felt Leadership program - leadership-led field engagement, Safety Pauses, workforce participation, and structured business partner involvement in safety improvement initiatives.

5. **Occupational Health and Industrial Hygiene**

   Implementation of comprehensive occupational health and industrial hygiene programmes to identify, assess, and control workplace exposures, supported by independent specialist assessments and health surveillance programmes.

6. **Psychological Safety and Human Performance**

   Integration of psychological safety into Hindustan Zinc's Health and Safety Management System to create a work environment where employees and business partners feel safe to speak up, report concerns, stop unsafe work, learn from mistakes, and contribute to risk reduction without fear of retaliation.

7. **Digital and Technology-Enabled Safety**

   Leveraging automation, mechanisation, digitalised (collision avoidance systems, tele-remote operations) to eliminate exposure to high-risk activities.

8. **Competency and Capability Enhancement**

   Building technical and leadership capability through structured training, certification programmes, critical risk competency frameworks, emergency preparedness exercises, and collaborations with leading national and international institutions.

9. **Assurance, Learning and Continuous Improvement**

   Maintaining robust assurance processes through internal and external audits, mine safety assurance programme, critical control verifications, management reviews, incident learning systems, and implementation of corrective and preventive actions to drive continual improvement.

TARGETS AND PROGRESS

Targets 2030*

- Zero Fatality and 100% elimination of high consequence work-related injuries

*Baseline: FY 2019-20

Progress in FY 2025-26

- 2 fatalities
- 1 high consequence work-related injury (excluding fatalities)
- 41% reduction in TRIFR from base year 2020

Read more on page 71

Executive Compensation

Our remuneration framework reinforces leadership accountability by linking executive compensation to business performance and health and safety outcomes:

- CEO's Annual Bonus: Linked to Hindustan Zinc (60%) and Group (40%) scorecards.
- Safety Performance: VSAP scores (10% weightage) and safety (5% weightage) form part of performance evaluation.
- Fatality as Negative Multiplier: Fatalities within the Group trigger progressive reduction in incentive and performance-based payouts for all employees by 10%, 20%, and 25% for one, two, or more than two fatalities, respectively.
- Operational Accountability: Production and sales incentives are withheld for units experiencing fatalities.
- Individual Accountability: A defined responsibility matrix guides consequence management, including the withholding of recent promotions, salary increments, and performance pay, where applicable.

Read more under the Health, Safety and Wellbeing section on page 62

MATERIAL ISSUE: TALENT ATTRACTION AND RETENTION

Business Impact
Risk

Strategy Linked
S1 S2 S3 S5

SDGs Impacted

Business Case and Impact

Access to skilled and diverse talent is fundamental to sustaining operational excellence, innovation and long-term creation. In the mining and metals industry, attracting and retaining specialised talent directly influences operational continuity, productivity and business growth. A diverse workforce strengthens decision-making, innovation and problem-solving. Providing equal employment opportunities and maintaining a workplace free from discrimination enables Hindustan Zinc to attract and retain talent, including women, LGBTQ+ individuals, and persons with disabilities, thereby strengthening the organisation's capability, employer brand, and long-term competitiveness.

Business Strategy

- Our talent management strategy focuses on attracting, developing and retaining a high-performing workforce while fostering an inclusive and engaging workplace. Through leadership development, continuous capability building, transparent performance management and diversity initiatives, we strengthen organisational capability and build a future-ready workforce.

Advancing Diversity and Inclusion

- Implemented a comprehensive DEI policy which includes multiple dimensions of diverse workforce - gender, sexual orientation, person with disabilities,regional diversity, generational diversity, cognitive diversity, army veterans and many more
- We are a progressive organisation and focused on improving systems. Hence, we introduced flexi working for 6 days in a month for all employees and option of a monthly 'No Questions Asked (NQA)' work-from-home day for women executives
- Offer a gender reaffirmation leave policy, including financial and medical support up to ₹ 2 lakhs
- Drive initiatives such as Tejaswini, IGNITE and Zinclusion initiatives to foster inclusion of women, LGBTQ+ individuals, persons with disabilities and diverse ethnicities across operations and leadership, and PRISM initiative, focused on POSH, to create respectful workplace
- Conduct regular awareness and sensitisation programmes to build a culture of respect, equity and belonging

Nurturing Talent

- Promote performance-oriented work culture by aligning SMART KPIs aligned with organisation's priorities and individuals' growth, supported by objective feedback and incentives
- Deliver comprehensive programmes addressing employees' physical and psychological wellbeing
- Offer comprehensive healthcare, financial, leave, wellbeing and fair employment benefits to support employee welfare
- Strengthen workforce engagement through a five-dimensional Great Place to Work survey and targeted improvement initiatives

Building Future Capabilities

- Identify and prepare high-potential employees for critical leadership roles through platforms such as Chairman Workshops and CEO Connect sessions
- Enhance workforce capabilities through AI-based learning on e-SAKSHAM (LinkedIn Learning), enabling continuous upskilling and self-paced development.
- Deliver integrated learning across safety, digital, leadership, technical, functional and behavioural competencies through digital learning, classroom programmes, virtual labs and assessments.
- Collaborate with leading universities and industry experts to provide executive coaching and build future-ready leadership; For example, in partnership with IIM Udaipur and BITS Pilani, to strengthen capabilities in core mining, smelting, and enabling functions.

TARGETS AND PROGRESS

Targets 2030*

- Increase gender diversity by 30% with a strong focus on decision-making roles foster an inclusive and diverse workplace

*Baseline: FY 2019-20

Progress in FY 2025-26

- 26.4% gender diversity in workforce
- 30% gender diversity in decision-making roles (versus 25.5% in FY 2024-25)

Read more on page 49

Executive Compensation

- Integrated Performance Assessment: Annual bonuses are linked to organisational performance, HSE Indicators (including VSAP and Safety Scores), People Metrics and individual performance across all levels, including the CEO and Executive Committee
- Focus on People Outcomes: A 5% weighting is assigned to People Metrics, including Management in Place (MIP), Talent Retention and Development, and Employee Engagement

Read more under the People Practices section on page 46 to 61

Conditional Long-Term Incentive Plan (LTIP) As Part of Our Executive Compensation*

To reinforce long-term value creation, Hindustan Zinc has implemented a Conditional Long-Term Incentive Plan (LTIP) for the CEO and other executives. The plan links executive remuneration to sustained business and individual performance over a three-year performance cycle, based on a pre-determined performance criteria.

Business performance is assessed using a balanced set of financial and operational indicators, including production volume, cost, net sales realisation, EBITDA, free cash flows, ESG including safety performance, water management & carbon footprint.

*Applicable across all three top material issues

TOP MATERIAL ISSUES IMPACTING EXTERNAL STAKEHOLDERS

WATER MANAGEMENT

Cause of Impact: Operations

Impact Area: Environment, Society

Type of Impact (Positive / Negative / Both): Both

Topic Relevance

As all our facilities are located in water-stressed areas, water stewardship is integral to our licence to operate and long-term business relevance. Operating in such regions heightens the importance of balancing business water requirements with the protection of shared water resources, regulatory obligations and stakeholder expectations for responsible water stewardship.

We take focused measures to strengthen water access for communities through rainwater harvesting, direct supply of quality water, RO units, water ATMs and tankers across six locations in five districts.

Assessment Methodology

Net Impact Ratio of freshwater consumption to communities

Quantitative Impact

Output Metric

'Quantity of freshwater available' for our communities

Impact Valuation

- 18.90 Mn m^3 freshwater withdrawn which is 4.67% lesser than FY 2019-20
- 8.86 Mn m^3 sewage treated water used which is 31% more than FY 2019-20
- 87 lakhs m^3 groundwater recharge potential through rainwater harvesting at Rampura Agucha Mine

Impact Metric

3.32x Water Positivity

BIODIVERSITY & ECOSYSTEMS

Cause of Impact: Operations

Impact Area: Environment, Society

Type of Impact (Positive / Negative / Both): Both

Topic Relevance

Hindustan Zinc recognises that biodiversity loss presents both operational and stakeholder risks for the mining sector. By identifying, assessing and mitigating nature-related impacts across the mining lifecycle, Hindustan Zinc strengthens ecosystem resilience, protects sensitive habitats and supports sustainable value creation through a comprehensive biodiversity policy and management framework.

Assessment Methodology

Environmental value lost/gained and Hectares of area disturbed

Quantitative Impact

Output Metric

Mine lease area & acquired area covered in mining & smelter operations for Biodiversity & Ecosystems

Impact Valuation

7,476 ha. : Total mine lease area + acquired area

Impact Metric

Disturbed Area: 1,929.9 hectare; Restored Area: 1,105 hectare

Business Ethics and Corporate Governance

GRI: 2-23, 2-24, 2-25, 2-26, 2-27, 2-28, 3-3, 205-1, 205-2, 205-3, 415-1, 14.22.2, 14.22.3, 14.22.4, 14.24.1, 14.24.2

ICMM: 1, 2, 7
UNGC: 1, 2, 6, 10
FIMI: 1, 2

WHAT DEFINED FY 2025-26

Our ethics and compliance framework further evolved in FY 2025-26, reinforcing responsible decision-making, stakeholder trust and governance excellence.

Ethics at the Core

Business Ethics and Code of Conduct guided the ethical decision-making across the value chain

Governance Excellence

Comprehensive policies and global standards strengthened responsible governance and regulatory compliance

Speak Up Culture

Secure reporting channels and fair investigation procedures strengthened accountability

Values in Action

Leadership commitment, capability-building and supplier engagement embedded ethical behaviour



No fines

were paid related to corruption & bribery cases in FY 2025-26

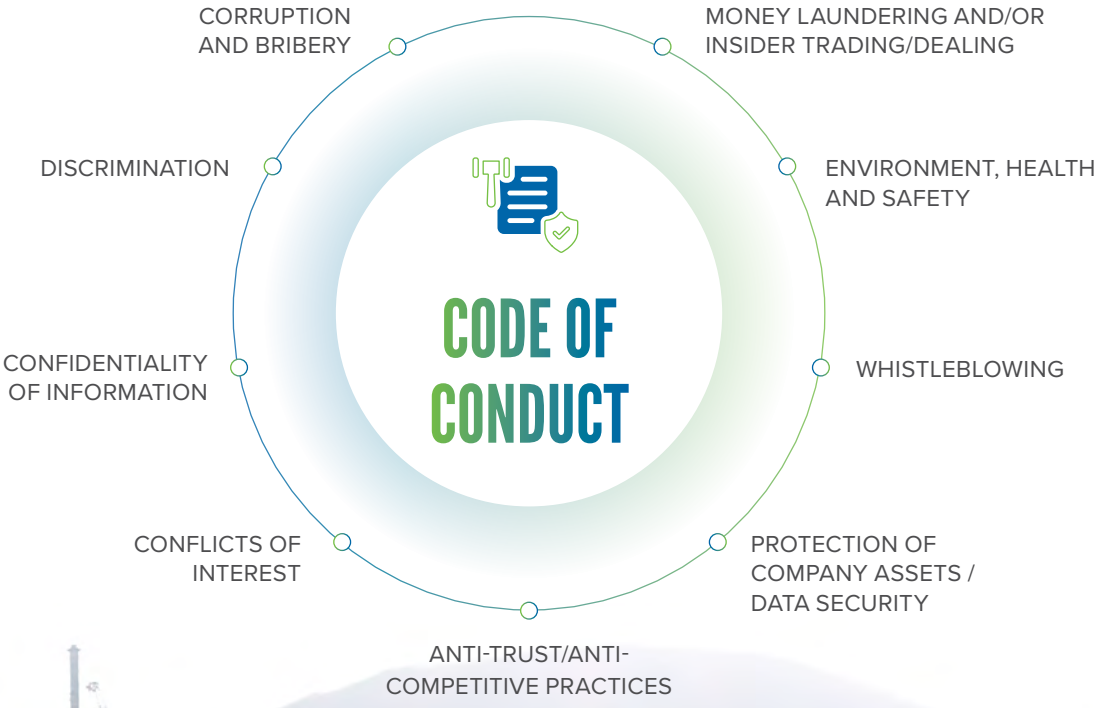
NIL

Number of convictions related to corruption and bribery

MANAGEMENT APPROACH: BUSINESS ETHICS AND CODE OF CONDUCT

Ethics and integrity are the foundation of Hindustan Zinc's operations. Conducting our operations with honesty, fairness and accountability are integral to our culture and business philosophy.

Our Business Ethics and Code of Conduct sets clear expectations for ethical behaviour and responsible business practices and serves as a practical guide for navigating complex business situations, empowering every individual to make principled decisions and speak up without hesitation.





Applicable to all Directors, Executive committee, employees, vendors, service providers, business partners, and subsidiaries, the Code establishes a common standard across the organisation and extends our expectations throughout the value chain. It also defines mechanisms for reporting, investigating and resolving potential instances of misconduct, ensuring transparency, fairness and accountability in actions.

Our Code complies with Regulation 26(3) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, and the Companies Act 2013. Reinforcing our global commitment to responsible business, Hindustan Zinc continued its participation in the UN Global Compact and remained committed to the Ten Principles related to Human Rights, Labour, Environment and Anti-Corruption.

The Business Ethics and Code of Conduct is accessible on our website

Ethics is not confined to policies; it is embedded in our leadership, decision-making processes and business relationships, shaping our value creation strategies.

GOVERNED BY POLICIES AND GLOBAL STANDARDS

Our ethics and compliance ecosystem is built on a strong governance framework anchored by our Business Ethics and Code of Conduct and supported by governance policies and international standards.

Business Ethics and Code of Conduct

The core of our ethics and compliance framework

Business Ethics

- Anti-Bribery & Anti-Corruption Policy
- Anti-Trust Guidance
- Whistle-Blower Policy

Corporate Governance

- Corporate Tax Strategy
- Related Party Transaction Policy
- Insider Trading Prohibition Policy

Respect and Rights

- Human Rights Policy
- Anti-Harassment & Anti-Discrimination
- Prevention of Sexual Harassment Policy

Responsible Partnerships

- Business Partner's Code of Conduct

Aligned with Global Standards

ISO 37301:2021 | UK Bribery Act 2010 | UK Modern Slavery Act 2015

OUTCOMES

Ethical Culture | Regulatory Compliance | Responsible Business | Stakeholder Trust

ETHICS OVERSIGHT

The Ethics Committee oversees the implementation of the Company's ethics framework and monitors adherence to the Code of the Conduct, while the Unit Heads serve as Ethics Leaders at each operating location, who are responsible for promoting ethical behaviour and compliance within their respective businesses, and Management Assurance Head (MAS Head) oversees the implementation of and adherence to the Code. This structure ensures that the ethical considerations remain integrated into operational decision-making while strengthening a culture of integrity from the leadership level to the frontline workforce.

Read more on pages 270 of the Integrated Annual Report FY 2025-26

EMBEDDING THE CODE

Our Business Ethics and Code of Conduct is reinforced through leadership commitment, employee awareness, supplier collaboration and robust assurance mechanisms, ensuring consistent application of our Code across the business.

Leadership Commitment

- Annual digital affirmation of the Code by all Board Members and Senior Management
- All Board members including CEO and Whole Time Director and Senior Management Personnel confirmed compliance for the year ended March 31, 2026

Building an Ethical Workforce

- Mandatory annual e-learning on the Code of Conduct for all employees
- Ethics training integrated into onboarding for all new employees
- Compliance with the Code forms part of the employee performance evaluation process

Extending Ethics Across the Value Chain

- Supplier Code of Conduct communicated during supplier onboarding through a training module
- Ethics awareness incorporated into supplier training
- Compliance with the Code embedded within supplier contractual agreements

Independent Assurance

- Effectiveness of the Compliance Management System independently verified through third-party assessments
- ISO 37301:2021 certification and validation by third-party agencies provide ongoing assurance of compliance management effectiveness

Procedures for Non-Compliance of Code of Conduct & ABAC Requirements

Hindustan Zinc maintains a zero-tolerance approach towards non-compliance with its Code of Conduct, including the Anti-Bribery and Anti-Corruption (ABAC) Policy annexed thereto.

Any violation of the Code may result in appropriate disciplinary action, including termination of employment, following a fair review process that provides the concerned employee an opportunity to present their case. Non-compliance may also expose individuals to civil, criminal, or regulatory penalties under applicable laws. In addition, the Company may invoke bonus clawback provisions in cases involving Code violations, material misstatements, significant failures in risk management, or conduct resulting in financial loss or reputational harm. These measures reinforce Hindustan Zinc's commitment to ethical conduct, accountability, and responsible business practices.

Refer page 17 of Hindustan Zinc's Code of Conduct policy.

Anti-Bribery and Anti-Corruption Programme

At Hindustan Zinc, our Anti-Bribery and Anti-Corruption (ABAC) Programme is founded on a zero-tolerance approach to bribery, corruption, facilitation payments and other unethical business practices. Governed through our Anti-Bribery and Anti-Corruption Policy, the programme applies to employees and business partners and aligns with applicable regulatory requirements, including international anti-bribery legislation. The framework is supported by periodic risk assessments, awareness and training initiatives, and controls designed to identify, prevent and mitigate corruption-related risks across our operations and value chain. Robust guidelines govern gifts, hospitality and entertainment to ensure that business courtesies do not influence, or appear to influence, business decisions. Third-party due diligence processes are applied to consultants, agents, brokers, contractors and other intermediaries to prevent the use of business relationships as channels for improper payments. Consistent with our commitment to ethical conduct, the Policy prohibits improper political contributions and establishes safeguards to ensure that charitable donations and sponsorships are made transparently, for legitimate purposes, and without creating actual or perceived conflicts of interest. Allegations of misconduct are investigated through defined escalation and review mechanisms, with appropriate corrective and disciplinary actions taken where violations are substantiated. Together, these measures reinforce a culture of integrity, accountability and responsible business conduct across Hindustan Zinc and its value chain.

Zero tolerance towards bribery and corruption

Controls over gifts, hospitality and third-party engagements

Safeguards for political contributions and charitable donations

Structured investigation and corrective-action process

Applicable to employees and business partners across the value chain

POLITICAL CONTRIBUTION

In line with our commitment to ethical business conduct and transparent governance, Hindustan Zinc did not make any financial and in kind political contributions during FY 2025-26, whether directly or through an intermediary, to any political party, organisation or individual holding or seeking public office.

The Company's Business Ethics and Code of Conduct prohibits the use of Company funds or assets for political contributions unless permitted by applicable law and authorised by the Board of Directors.

Donations

Supporting communities responsibly is integral to our approach to sustainable development. Our Corporate Social Responsibility (CSR) Policy governs all CSR contributions and charitable contributions, ensuring they are made transparently, in compliance with applicable laws, and with appropriate safeguards to prevent any actual or perceived risks of bribery or corruption.

Donations Made in FY 2025-26

BENEFICIARY ENTITY	AMOUNT (in ₹ crore)
Vedanta Zinc Football and Sports Foundation	9
Zinc India Foundation	14
Anil Agarwal Foundation Trust	104
Vedanta Foundation	1
TOTAL	**128**

SPEAK UP CULTURE

At Hindustan Zinc, we foster a culture where employees and external stakeholders are encouraged to speak up about concerns without fear of retaliation. Our Whistleblower Policy provide a secure, confidential and accessible mechanism for reporting actual or suspected instances of unethical conduct, fraud, regulatory non-compliance or other violations of our Business Ethics and Code of Conduct.

The mechanism is available to all employees, vendors, customers, business partners and other stakeholders, reinforcing transparency, accountability and responsible business conduct across our value chain.

Training on Use of the Reporting Channels

Beyond mandatory Code of Conduct training, we promote a strong Speak-Up culture through periodic awareness campaigns, flyers and leadership communications on our whistleblower mechanisms. Learnings from relevant cases are shared across the organisation to help employees recognise unethical conduct, understand reporting procedures, and access designated reporting channels.

These initiatives reinforce accountability, confidentiality, protection against retaliation, and ethical business practices and thereby enable employees to understand reporting channels, escalation pathways, and responsible reporting practices.

During FY 2025-26, 100% of employees completed the mandatory Code of Conduct assessment, demonstrating its commitment to embedding ethics and compliance across the workforce.

Accessible Reporting Channels

A dedicated hotline (18001030269), operated by an independent third-party M/s KPMG India (advisory and consulting)	Dedicated email: vedanta.whistleblower@vedanta.co.in International hotline: +91 124 4900 48	An online reporting portal at www.vedanta.ethicshelpline.in for submission of complaints anonymously

These channels are available for reporting in English and Hindi

Fair and Confidential Investigation

Every reported concern or any breaches is handled through a structured investigation process that prioritises confidentiality, impartiality and timely resolution. All allegations are assessed objectively, with due process and appropriate action where required.

Structured Investigation Process laid out in CoC

Report Received → **Preliminary Assessment** → **Independent Investigation** → **Review & Decision** → **Corrective Action & Closure**

Our Whistleblower Policy

Ensures all reported concerns or breaches are investigated confidentially and impartially.

Protects individuals who report concerns in good faith, from any form of retaliation, victimisation, or reprisal.

Maintains zero tolerance for retaliatory behaviours, or adverse action against whistleblowers.

Enforces strict disciplinary action, up to and including termination of employment, for any acts of reprisal or retaliation against employees who seek assistance or file a report.

Oversight and Responsibility

- Overall responsibility for administering and monitoring the Whistleblower Mechanism rests with the Internal Audit and Risk Management Department
- Investigations are taken up by Group Head, Management Assurance and findings are submitted to the Board's Audit & Risk Management Committee

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

Nil

Total number of reported cases*

S. No.	Categories	Instances in FY 2025-26	% Split
1	Employee Misconduct	3	27%
2	Corruption or Bribery	1	9%
3	Business Integrity Breach	0	0%
4	Conflicts of Interest	1	9%
5	Workplace Harassment and Discrimination	6	55%
6	Money Laundering or Insider Trading	0	0%
7	HSE Breach	0	0%
8	Data and Privacy Breach	0	0%
9	Customer Privacy Data	0	0%
10	Others	0	0%

*All investigated and closed

Read more about our Approach to Governance, Compliance and Ethics on page 268 of Integrated Annual Report FY 2025-26

Reference: Hindustan Zinc's Business Ethics and Code of Conduct Policy – "The Company prohibits retaliation against an employee who, in good faith, seeks help or reports known or suspected violations. Any reprisal or retaliation against an employee for seeking help or filing a report, in good faith, will be subject to disciplinary action, including potential termination of employment."



RESPONSIBLE ADVOCACY

LIST OF TRADE & INDUSTRY CHAMBERS/ASSOCIATIONS

Our membership in key national and international trade and industry associations helps us collaborate to advocate for best practices and shape industry standards.

International Council of Mining & Metal
- International

Federation of India Mineral Industries
- National

Global Compact Network – India
- National

Federation of Indian Chambers of Commerce & Industry
- National & State

Indian Chamber of Commerce
- National

Indian Lead Zinc Development Association
- National

Confederation of Indian Industry
- National & State

Udaipur Chambers of Commerce
- State

International Zinc Association
- International

Extractive Industries Transparency Initiative
- International



- Reach of trade and industry chambers / associations (International/National/State)

Contributions & Other Spending (₹)

Particulars	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns/ organisations/candidates	0	250,000,000	400,000,000	0
Trade associations or tax-exempt groups	57,200,000	62,745,110	60,248,958	85,274,237
Total contributions and other spending	**57,200,000**	**312,745,110**	**460,248,959**	**85,274,237**

Largest Contributions & Expenditures (₹)

Particulars	Corporate Position	Description of Position/Engagement	FY 2025-26
Membership with industry associations, sector associations like ICMM & IZA	Support	Support for various industry initiatives, collaboration and best practice sharing through advoacy on responsible mining and supporting galvanisation.	₹ 77,498,051
Sponsorships for creating awareness towards sustainability, ESG, climate change, etc.	Support	Sponsorships are payments made for raising awareness on sustainability issues such as climate change, digitisation, waste management, human rights, etc. with trade associations – CII, FICCI, FIMI, Federation of Mining Associations of Rajasthan, Indian Institute of Metals, Chamber of Commerce.	₹ 7,776,186

Read further on our approach to memberships and associations.

Policy Area	Hindustan Zinc Position
Critical Minerals	Support domestic value chain development
Decarbonisation	Support renewable power access and low-carbon metals
Women in Mining	Support gender inclusion in underground mining
Circular Economy	Support resource efficiency and recycling
Responsible Mining	Support initiatives & advocacy for responsible mining practices
Galvanisation	Supporting zinc galvanisation in India in railway & infrastructure

Hindustan Zinc periodically reviews memberships and advocacy positions to ensure alignment with Sustainability 2.0, ICMM Commitments and Sustainability Goals 2030.



Product Stewardship

GRI: 3-3, 417-1

ICMM: 6, 8
FIMI: 8

As demand for low-carbon and responsibly sourced metals increases, product stewardship has become a strategic differentiator for Hindustan Zinc. We are positioning our product portfolio to address emerging sustainability priorities, creating competitive advantages through responsible innovation, enhanced environmental performance and greater value for customers, communities and markets.

WHAT DEFINED FY 2025-26

As the transition to a low-carbon economy accelerates, Hindustan Zinc strengthened its sustainable product portfolio through transparent product disclosures, low-carbon innovation and a structured approach to measuring sustainable value creation.

Strategic partnerships for EcoZen

Advanced EcoZen, our low-carbon zinc product, from innovation to commercial adoption this year through strategic supply agreements. This marks a positive step towards decarbonisation of downstream industries.

Science-based Product Transparency

Verified environmental performance and responsible sourcing credentials through ISO-aligned LCAs, verified EPDs and Product Carbon Footprint disclosures.

Zinc Mark Certification

Secured Zinc Mark certification at 02 sites, which validates the responsible sourcing and production credentials of our products. The certification supports product stewardship by driving continuous improvement in sustainability performance, improving value chain transparency, and assuring customers of the responsible nature of the metals they procure.

Key Highlights

71% Sustainable Revenue in FY 2025-26

Demonstrating continued progress towards a portfolio that supports low-carbon and circular economy



OUR APPROACH

As a leading producer of zinc, lead and silver, Hindustan Zinc recognises that product responsibility extends across the entire product lifecycle, from production to end use and circular recovery. Guided by our Sustainability Framework and aligned with global standards including the International Council on Mining and Metals (ICMM), we integrate sustainability considerations across product design, manufacturing processes and downstream engagement.

Hindustan Zinc adopts a lifecycle-based approach to product stewardship, recognising shared responsibility across the value chain-from production, handling and transportation to use and end-of-life management. Through lifecycle impact assessments and compliance with applicable safety and environmental regulations, the Company works to minimise risks to human health and the environment while enabling responsible use of its products. As a B2B-focused metals producer, Hindustan Zinc ensures that Material Safety Data Sheets are issued to vendors and are shared with customers, ensuring access to complete information on product characteristics, safe use, and handling. Hindustan Zinc conducts a **biennial customer satisfaction survey** for its major products across significant operating locations. The survey employs a mix of **face-to-face discussions, telephonic interviews, and online feedback mechanisms** to evaluate customer satisfaction and loyalty. Assessment parameters include **product quality, packaging, delivery, contracting processes, and complaint handling**. Survey findings are consolidated into an overall performance score, helping identify strengths and improvement opportunities. Insights from the survey inform **targeted corrective actions and continuous improvements** in products, services, and customer engagement practices to enhance the overall customer experience.

In alignment with ICMM Principle 8, Hindustan Zinc follows the UN Globally Harmonized System of Hazard Classification and Labelling of Chemicals (GHS) for its products. Hindustan Zinc is committed to ensuring the highest standards of process safety management (PSM) across its operations, by implementing a comprehensive PSM framework that includes 14 key elements designed to prevent accidents, protect employees, and minimise environmental impact.

Hindustan Zinc actively supports circular economy principles through waste minimisation, recovery of process materials, responsible management of hazardous waste, and collaboration with downstream industries to promote recycling and reuse.

Learn more about Hindustan Zinc's Quality Management and Customer Delight Policy on page 59 of Integrated Annual Report 2025-26.

TRANSPARENCY AND PRODUCT IMPACT DISCLOSURE

We are committed to providing scientifically robust and transparent information on the environmental impacts of our products through internationally recognised assessment methodologies, independent verification and publicly available disclosures.



Environmental Product Declaration (EPDs)



Lifecycle Assessments (LCAs)



Product Carbon Footprint (PCF)

Verified Low Carbon Performance

The third-party verification confirmed that the emissions associated with low-carbon zinc stand at 0.939 tCO_2e per tonne of zinc, well below the 1-tonne threshold, reaffirming our leadership in low-carbon metals production with 75% lower carbon footprint than the industry average.

For further details, please refer to our Environmental Product Declaration.

For further details, please refer to our Product Carbon Footprint Report.

Read more on page 193 of the Integrated Report 2025-26

SUSTAINABLE REVENUES AND PRODUCT STRATEGY

Hindustan Zinc is strengthening its sustainable product portfolio by identifying products and activities that contribute to the low-carbon transition, circular economy and resource efficiency.

What Qualifies as Sustainable Revenue

Eligible Activity

Maps to an EU Taxonomy-listed economic activity (NACE-coded)

Environmental Value

Makes a substantial contribution to at least one of the six environmental objectives: climate change mitigation, adaptation, water, circular economy, pollution prevention, or biodiversity, above the EU TEG quantified thresholds

HINDUSTAN ZINC CLASSIFIES REVENUE AS 'SUSTAINABLE' WHERE THE UNDERLYING PRODUCT OR ACTIVITY SATISFIES FOUR KEY ASSESSMENT CRITERIA

Social Responsibility

Complies with minimum social safeguards aligned to the UN Guiding Principles on Business and Human Rights, and ILO core conventions

Environmental Integrity

Business activities that substantially contribute to one of the environmental objectives must Do No Significant Harm (DNSH) to any of the other objectives

SUSTAINABLE REVENUE ASSESSMENT

To strengthen our approach to sustainable value creation, we have completed a third-party assessment of our revenue streams to identify products and services that contribute to positive environmental outcomes, while considering the principles of Do No Significant Harm (DNSH) and internationally recognised social safeguards (UNGPs, ILO core).

While the Company does not currently fall within the mandatory scope of the EU Taxonomy, given our operations are not based in Europe, we recognise its value as a globally accepted reference framework for defining sustainable economic activities.

Products Included in FY 2025-26 Assessment

The products covered in the current assessment include:

- EcoZen (Asia's first low-carbon zinc with a verified footprint of <1 tCO_2e/t zinc, ISO 14040/44 LCA-based, third-party assured)
- Recycled and by-product streams (sulphuric acid, cadmium, and other critical minerals)
- Captive wind power generation
- Lead for energy-storage applications

#	EU Taxonomy Requirement	Hindustan Zinc's Processes	Environmental Benefit and DNSH Considerations
A	Zinc to enabling end uses	Zinc for galvanising for renewables, EV body sheet, infrastructure	Climate change mitigation
B	Recycled / by-products streams	Sulphuric acid	Circularity
C	Low-carbon / decarbonised primary metal	EcoZen	Climate change mitigation
D	Lead for energy storage	Lead sold to battery customers	Energy storage
E	Critical-minerals by products	Cadmium by product	Circularity
F	Reprocessed mining waste	ISF slag	Circularity
G	Renewable power generation	Revenue generated from Wind farm	Renewable energy

Assurance and Transparency

An independent limited assurance engagement was performed on HZL's "Sustainable Revenue" disclosure for financial year 2026, as reported under the Company's Sustainable Revenue Methodology. The disclosure was assessed against Regulation (EU) 2020/852 ("the EU Taxonomy Regulation"), Commission Delegated Regulation (EU) 2021/2139 ("the Climate Delegated Act"), and the Company's Sustainable Revenue Methodology, incorporating the Do-No-Significant-Harm (DNSH) and Minimum Safeguards criteria set out under Articles 3 and 18 of the EU Taxonomy Regulation.

SUSTAINABLE PRODUCT STRATEGY

The assessment informs our sustainable product strategy and roadmap, guiding investments towards sustainability and focus on building internal capabilities to strengthen the environmental value of our portfolio and sustain long-term sustainable revenue growth. This strategy is driven through a cross-functional approach, bringing together the expertise of our Marketing & VAP, Branding, R&D, Innovation & Technology, and Commercial teams.

1. **Expanding Low Carbon Products Through EcoZen**

   EcoZen production depends on the proportion of renewable energy available within Hindustan Zinc's power portfolio.

2. **Investing in Sustainable Operations and Circularity**

   To deliver the commitments on our Sustainability Goals 2030, Hindustan Zinc is deploying dedicated CAPEX and OPEX investments across:

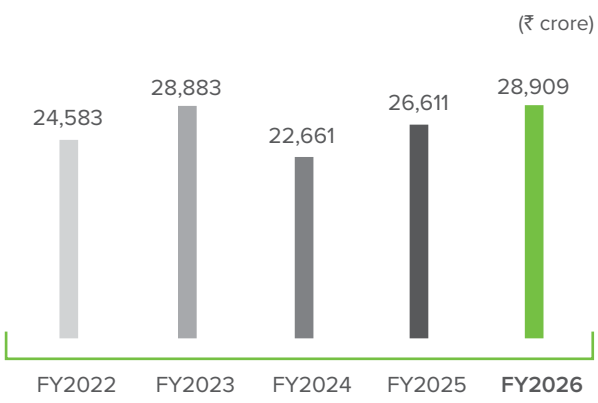
   - Renewable power (530 MW round-the-clock RE Power Delivery Agreement with Serentica)
   - Fleet electrification and battery-electric vehicles (BEVs) in underground mines and for inter-unit transportation
   - Fumer technology and hydrometallurgical upgrades at Chanderiya recover critical minerals and reduce waste
   - Tailings recycling project at RAM and Filtered Tailings Plants at Dariba, Zawar

3. **Internal Capability Building**

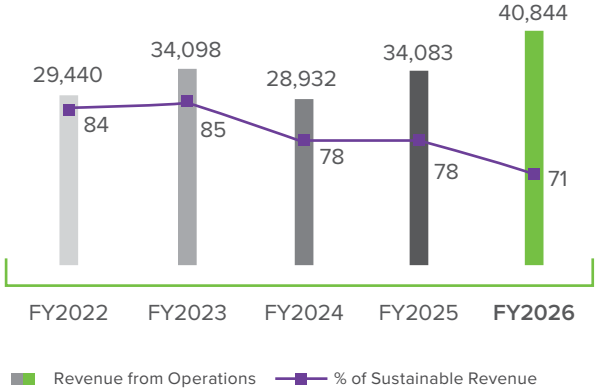
   Delivering structured training on sustainable design principles, LCA methodology, and EU Taxonomy/DNSH screening for R&D, product management, marketing and sales teams.

FY 2025-26 SUSTAINABLE REVENUE PERFORMANCE

Sustainable Revenue



Revenue from Operations (₹ crore)
Sustainable Revenue (%)



People Practices

GRI: 2-7, 2,-8, 3-3, 202-2, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 405-1, 405-2, 14.9.6, 14.17.3, 14.17.4, 14.17.5, 14.17.6, 14.17.7, 14.17.8, 14.21.1, 14.21.2, 14.21.3, 14.21.4, 14.21.5

ICMM: 3, 5
FIMI: 6, 9, 10
SASB: EM-MM-000.B

Business transformation is driven by people. As Hindustan Zinc advances its Hindustan Zinc 2.0 growth ambitions, accelerates digital transformation, and progresses towards its Sustainability 2.0 and Net Zero commitments, we are building a diverse, skilled and future-ready workforce capable of driving long-term value creation.

WHAT DEFINED FY 2025-26 FOR US

During the year, we strengthened workforce capabilities and employee experience at Hindustan Zinc. The Company advanced its people strategy by fostering an inclusive and engaged workplace, investing in future-ready skills, enhancing employee wellbeing and developing leadership capabilities to support its Sustainability 2.0 roadmap and long-term growth.

Inclusive Workplace

Strengthened diversity, equity and inclusion through progressive people policies, inclusive leadership and initiatives that foster a respectful, safe and high-performing workplace

Future-Ready Capabilities

Prepared employees for digital transformation, industrial innovation and low carbon transition through targeted learning, reskilling and capability building programmes

Empowering People to Thrive

Enhanced employee wellbeing, engagement and comprehensive benefits to support employees across every stage of their personal and professional journey

Leadership Development

Strengthened leadership pipelines through mentoring, cross-functional exposure, internal capability building and succession-focused development programmes



HIGHLIGHTS FOR FY 2025-26

27,263
Total Workforce (including Contract Workforce)

26.4%
Gender Diversity Ratio for Executives

2.41 lakhs
Total Training Man Hours

59%
Local Employment Organisation (Total FTE-level)

₹ 771 crore
Spent in Employee Benefits

Management Approach

Our people strategy focuses on attracting, developing and retaining talent, fostering an inclusive and high-performance culture, strengthening leadership capabilities, supporting employee wellbeing, and enabling continuous learning and innovation. Guided by our policy commitment to equal opportunity, human rights, ethical employment practices and employee voice, we create an environment where every employee is empowered to grow, contribute and thrive. Through this integrated approach, we are building the capabilities, culture and resilience needed to support sustainable growth and organisational success.

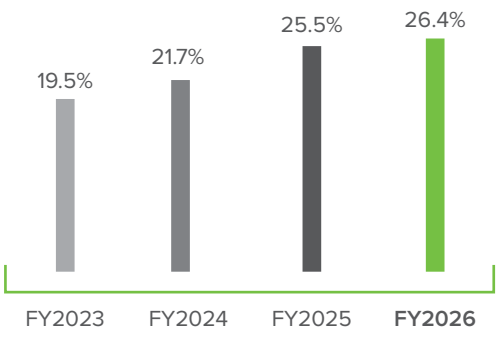
DIVERSITY, EQUAL OPPORTUNITY & INCLUSION

We foster an inclusive workplace where individuals are valued, respected and provided equitable access to opportunities. Through our DEI framework and equal opportunity, DEI and LGBTQIA+ policy commitments, we seek to strengthen workforce diversity and enable every employee to thrive.

26.4%
Gender diversity across executive ranks

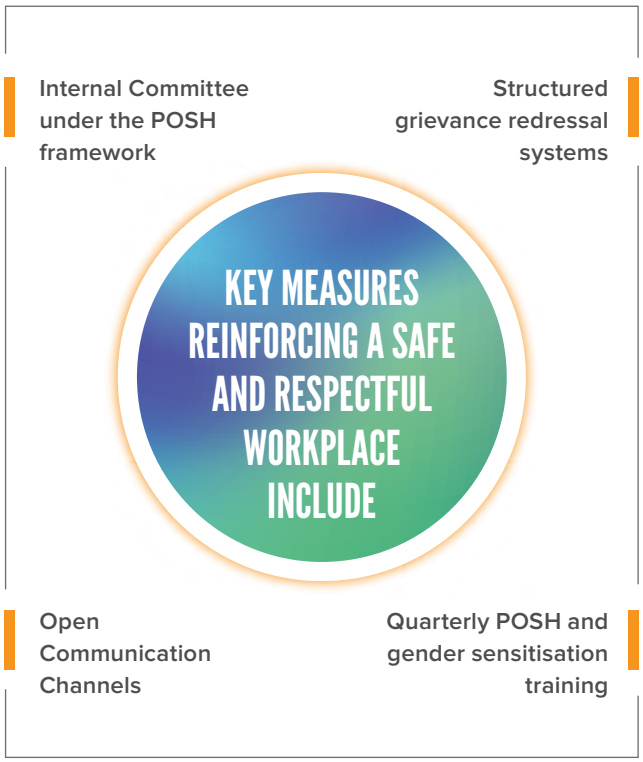
23
Employees from the LGBTQIA+ community

Gender Diversity Across Executive Ranks



BUILDING SAFE AND RESPECTFUL WORKPLACES

Hindustan Zinc maintains a strict zero-tolerance approach towards discrimination, harassment, bullying and workplace violence. Any violation of the policy is addressed through appropriate disciplinary action. The Company's POSH Policy establishes a clear framework for preventing workplace sexual harassment, while the Internal Complaints Committee (ICC) ensures complaints are addressed in a fair, timely and impartial manner. These mechanisms foster a workplace built on dignity, trust and psychological safety.



EXPANDING OPPORTUNITIES ACROSS MINING OPERATIONS

Through technology, progressive work practices and inclusive job structuring, Hindustan Zinc is enabling women to take on operational roles that have traditionally witnessed low representation.

BREAKING NEW GROUNDS

- Women deployed in night shifts across mines and smelters
- India's first women underground mine managers
- All-women mine rescue teams
- Expanded roles across mining, smelting, and digital operations

ENABLING PARTICIPATION THROUGH INCLUSIVE DESIGN

Hindustan Zinc continue to create environments that enable women to participate across operational, technical and corporate roles.

INCLUSIVE WORKPLACE ENABLERS

- Accessible roles across functions and core operations
- Women-friendly restrooms
- Secure transport facilities
- Ergonomic workstations
- Inclusive infrastructure upgrades
- Robust on-floor safety mechanisms
- Flexible work policies
- No Question Asked (NQA) Work-from-Home Policy (once a month)
- Dedicated creche facilities
- Mentorship and leadership development programmes

TEJASWINI: REDEFINING WOMEN'S INCLUSION IN HEAVY INDUSTRY

Launched on International Women's Day 2026, TEJASWINI formally established all-women operational shifts at the Chanderiya Smelting Complex. Advancing gender equity, the initiative enables an all-women team to manage production, maintenance and process operations in the leaching and purification division, a critical smelting function.

WOMEN LEADERSHIP DEVELOPMENT

We are strengthening our women leadership pipeline through sustained investments in capability building, sponsorship and career development. Through IGNITE, a sponsorship-based leader development programme, we accelerate the growth of women and prepare the next-generation of leaders.

EMBEDDING INCLUSION

An inclusive culture is sustained through training & awareness, accountability and leadership behaviours that promote fairness and respect.

Interactive E-Modules

- E-learning module on Code of Conduct to reinforce expected workplace behaviours
- Inclusive Language Guidebook launched during the year, reaching 100% of the FTEs

PRISM (PREVENTION, RESPONSE, INCLUSION, SAFETY & MINDSET)

Zinclusion brings Hindustan Zinc's inclusion philosophy to life by embedding dignity, trust and accountability across the organisation. Through PRISM initiative, the Company strengths POSH awareness, enhances Internal Complaints Committee (ICC) readiness and empowers leaders to champion respectful behaviours, ensuring inclusion becomes an everyday practice that supports employee wellbeing, and organisational performance. 380 managers and overall 1500+ employees covered, 25 trainers trained.



PERFORMANCE METRICS IN FY 2025-26 – DIVERSITY AND INCLUSION

WOMEN IN FULL TIME WORKFORCE

#.	Women Executives in Workforce	FY 2025-26	FY 2030 Targets
1	Representation in total workforce (full-time employees)	22.8%	30%
2	Females in management positions, including junior, middle, and senior management (as % of total management workforce)	26.4%	30%
3	Entry level hires	35.7%	35%
4	Junior management positions (M7, M8, M9)	33.4%	25%
5	Top management positions	9.3%	20%
6	Females in management positions in revenue-generating functions	22.3%	25%
7	Share of women in STEM-related positions (as % of total STEM positions)	22.3%	25%

TALENT ATTRACTION AND RETENTION

HR Vision

To develop our people, partnerships and to build a future-ready organisation

Our strategy is to attract, develop and retain high-performing talent by offering meaningful career opportunities, responsible employment practices and a culture built on trust, growth and employee engagement

WORKFORCE DEMOGRAPHICS

Workforce in FY 2025-26

	MALE	FEMALE	OTHERS	TOTAL
Total full-time employees	2,555	757	2	3,314
Total contract workforce	23,605	323	21	23,949

Workforce breakdown: Nationality

Nationality	Representation in total workforce (as % of total FTE workforce)	Representation in management positions (as % of total management workforce)
India	99.82%	99.79%
Australia	0.12%	0.14%
United Kingdom	0.03%	0.04%
Brazil	0.03%	0.04%

TALENT ACQUISITION AND RETENTION

We aim to attract, develop and retain high-performing talent by offering meaningful career opportunities, responsible employment practices and a culture built on trust, growth and employee engagement.

Strengthening the Talent Pipeline

- Mentoring of new hires by senior employees
- Personal coaching of Senior Executives for leadership development
- Senior leadership development through strategic partnerships with premier coaching institutes
- LEAD programme to transition mid-level managers into senior roles



LOCAL EMPLOYMENT

We give preference to local talent across our operating geographies, recognising that local employment strengthens community ownership, enriches workforce diversity and contributes to regional economic development. This approach also enhances cost optimisation, and operational efficiency. Additionally, our CSR initiatives invest in skill development, fostering sustainable livelihoods and creating merit-based employment opportunities for the local talent both within the organisation and outside.

56%
Share of local people employed at across all operating sites (FTE)

51%
of local people in the contractual workforce

37%
Senior management employees are local (M3 & above)

62%
of positions were filled by Internal Candidates

20%
New hires (executive) during the year are local

Across the report, "local" refers to those belonging to the states where we operate (Rajasthan & Uttarakhand)

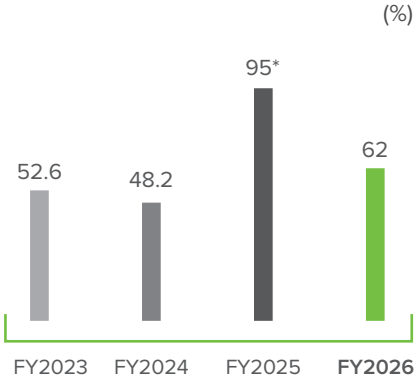
PERFORMANCE METRICS

New Hires in FY 2025-26

Category	Age <30 Years		Age 30-50 Years		Age >50 Years	
	Local*	Non-Local	Local*	Non-Local	Local*	Non-Local
Male	30	176	4	12	2	6
Female	33	81	1	1	0	1
Total	63	257	5	13	2	7

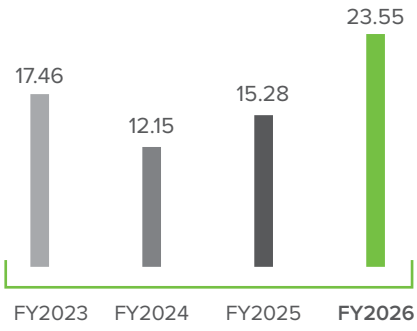
*'Local' refers the states in which the Company operates.

Organisation Positions filled by Internal Candidates

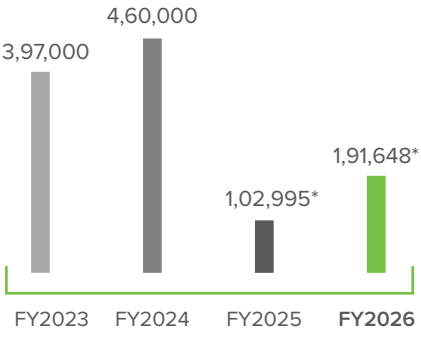


*The methodology for FY 2024-25 is different from previous years as the vacant positions were filled through Internal Job Postings and other interventions like the Talent Review Council, Growth Workshops and High Potential (HiPo) identification programmes.

Human Capital Return on Investment



Average Hiring Cost / FTE



*Cost decline is attributed to minimising reliance on external consultants for lateral hires, lower numbers of expat hiring, and building internal LinkedIn recruiter expertise, which has enabled closure of most lateral requirements directly through LinkedIn.

Average Training Hours and Training Spend

	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Average Training Hours per Employee	45.09	43.5	66.7	85.9
Average Training Investment per Employee (₹ per FTE)	7,262	6,727	4,779.24	3,950.58

Read more about learning and development on page 58 to 61 of this report

Employee Turnover Rate

FY 2025-26	<30 Years			30-50 Years			>50 Years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employee Turnover Rate	19.5%	18%	19%	9.8%	4.1%	9.1%	18.7%	40%	19.1%
Voluntary Employee Turnover Rate	17.8%	16.5%	17.3%	9%	4.1%	8.4%	4.9%	0%	4.8%

Turnover rate FY 2025-26	%
Senior Management	18.52%
Middle Management	14.63%
Junior Management	15.64%

Indicators	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total employee turnover rate	17%	15%	18%	15%
Voluntary employee turnover rate	11%	12%	15%	13.5%



PERFORMANCE ORIENTATION AND MANAGEMENT

Our performance management framework aligns individual contributions with business, operational and sustainability priorities, promoting accountability, meritocracy and a culture of continuous improvement.

OUR PERFORMANCE ARCHITECTURE

Setting Direction

- Annual Business Planning
- Strategic Priorities
- ESG Commitments
- Individual and Organisational Growth

Measuring Progress

- SMART KPIs
- Bi-Annual Reviews
- Team Appraisal
- Agile Assessments

Recognising Performance

- Balanced Scorecard
- Annual Performance Pay
- Long-Term Incentive Plan
- Employee Stock Option Schemes (ESOS)

Driving Improvement

- Continuous Feedback
- Regular KPI Reviews and Agile Performance Conversations
- Leadership Coaching and 360° Feedback

PERFORMANCE REWARD FRAMEWORK

Our reward philosophy recognises sustained performance and reinforces responsible decision-making. Annual incentives of the employees are determined through a Balanced Scorecard that evaluates financial, operational, strategic and sustainability outcomes both at the organisational and individual level. Executive compensation is reviewed annually by the Nomination and Remuneration Committee (NRC), with leadership rewards closely linked to measurable business outcomes.

LONG-TERM INCENTIVE PLAN

- Inclusive long-term incentive framework open to all employees extending beyond management levels, fostering organisation-wide ownership culture
- Performance-linked rewards evaluated over a three-year horizon, encouraging sustainable business results
- Vesting linked to achievement of predefined business and individual performance objectives
- ESOS coverage extended to approximately 40% of the workforce, in line with industry best practices, enabling long-term wealth creation

PERFORMANCE & REWARDS

SMART
(Specific, Measurable, Achievable, Relevant, Time-bound) KPIs aligned to business priorities

Sustainability metrics linked to **'Zero Harm, Zero Waste, Zero Discharge'** vision

Balanced Scorecard for annual incentives

Long-term incentive plan with a three-year performance horizon

ESOS covering **~40%** of the workforce

MULTIPLIER CONCEPT

Performance at Hindustan Zinc reinforces behaviours through which desired results are achieved. Our dynamic multiplier-based reward framework reinforces collective accountability by recognising exceptional performance, proactive risk management and achievement of ESG-linked goals. Equally, critical incidents, including workplace fatalities, trigger negative multipliers that reduce annual bonuses, reflecting that business success can never be achieved at the expense of safety or responsible conduct.

#	Bucket	Performance Parameters	Weightage FY 2025-26	Multiplier	
				APA Rating	Fatality
1	Organisational Parameters	Volume, COP & Reserves Creation	60%	A - 125% B - 100% C - 50% D - 0%	Nil - 100% 1 - 90% 2 - 80% >2 - 75%
2		EBITDA, FCF			
3		Strategic / Regulatory Objectives			
4	HSE Parameters	Safety (5%)	15%		
5		Sustainability / (VSAP) (10%)			
6	People Metrics	1) Management in Place	5%		
		2) Talent Retention/Development			
		3) Employee Engagement			
7	Individual Performance	Annual Performance Appraisal (APA) Rating	20%		
	Total		**100%**		

Governance

- The Board, key executives and compliance officers ensure structural integrity, and maintains highest standards of fair, competitive and equitable remuneration practices, with adhering to legal and ethical standards
- Active participation from cross-functional employee groups in policy formulation fosters transparency and inclusion
- Our compensation practices undergo rigorous risk assessments, which also include:
  - Modelling the long-term financial impact and ROI of reward plans
  - Robust claw back and malus provisions to enable recovery or adjustment of payouts in cases of misconduct or misrepresentation
- Defined caps to mitigate unintended windfall gains arising from extraordinary overperformance

In alignment with our principles of ethical leadership and accountability, all Annual Performance Pay, covering employees, the CEO, and Key Managerial Personnel, is subject to stringent clawback and malus clauses. These provisions safeguard against unjust enrichment arising from misconduct, ethical breaches, or misrepresentation of organisational performance, preserving the integrity and credibility of our performance and reward systems.

AGILE PERFORMANCE CONVERSATIONS

Performance management at Hindustan Zinc goes beyond annual appraisal cycle, with strategic KPIs linked to organisational goals and growth levers. These KPIs emphasise work quality, progress, and productivity.

Our agile and collaborative performance management approach supports professional development through continuous performance conversations, regular feedback and periodic review of objectives throughout the year. Rather than focusing solely on annual performance outcomes or ratings, it emphasises the process, enabling timely course correction, removing performance barriers and strengthening accountability. This approach equips employees with timely guidance, supports continuous development and reinforces stronger alignment with organisational priorities while driving sustained value.

Performance Review Approaches Across Relevant Career Stages

All Employees

Bi-annual SMART KPI-based appraisal using Management by Objective (MBO), team-based and agile assessment approaches, supported by continuous performance dialogues between managers and employees.

New Hires

Structured probation reviews against pre-defined development milestones

High Potential (HiPo) Employees and Senior Leadership

Quarterly reviews based on key performance indicators (KPIs)

360-Degree Feedback

We use 360-degree feedback process for employees at the M4 level and above gathers insights from managers, peers and direct reports to assess leadership capabilities and identify development opportunities. This is a confidential and anonymous evaluation system.

124 (28%)

Management cadre covered under 360-degree process for performance review

Employees engage in performance and career development conversations with a superior/manager/ senior leader on a more than quarterly basis. These include formal reviews via our digital platform, DarwinBox and ongoing regular check-ins, fostering continuous learning and professional development.

STRENGTHENING A PERFORMANCE-LED CULTURE

During FY 2025-26, we continued to strengthen the quality of performance conversations across the organisation.

One Team. One Goal

Through the Quality KPI Workshops under the theme 'Expectation Setting cum Goal Setting Workshops', we conducted organisation-wide sessions engaging over 200+ managers and 1,000+ employees, including senior leaders and frontline managers. The refreshed KPIs integrate ESG priorities, role-specific outcomes, self-development and value-added projects into performance planning, creating a more balanced approach to performance.

Enabling Constructive Feedback

'Constructive Feedback Workshop' equipped managers with practical approaches to deliver quality feedback beyond appraisal cycles, fostering continuous learning, timely course correction and stronger team performance.

EMPLOYEE WELL-BEING

We are committed to supporting the physical, mental and emotional wellbeing of our employees through preventive healthcare, supportive workplace practices and comprehensive benefits that enhance quality of life.

Supporting Psychological Well-Being

Through our Employee Well-Being & Assistance Programme (EWAP), delivered in partnership with the Silver Oak Health, employees and their families have access to confidential counselling and professional guidance to address personal and workplace challenges, while promoting emotional wellbeing and healthy coping mechanisms.

The programme offers 24x7 confidential counselling, stress, anxiety and depression assessments, individual and group counselling sessions with psychologists, expert guidance on nutrition, legal and financial matters and monthly seminars covering mindfulness, stress management and work-life balance. During the Stress Awareness Month, dedicated awareness campaigns and expert-led sessions further encourage open conversations around mental health and reinforce a supportive workplace culture.

A.U.R.A – Awaken, Unwind, Restore & Adapt: A flagship wellbeing initiative that anchors Hindustan Zinc's commitment to creating a resilient workforce. A.U.R.A focuses on helping employees pause, rejuvenate, and evolve – both personally and professionally. Under the umbrella of A.U.R.A, Hindustan Zinc has launched key initiatives with programmes like art therapy sessions, wellbeing podcasts group counselling, and guided meditation thus creating safe spaces for emotional expression, stress relief, and mental balance. We also ensure to celebrate the Mental Health month during October to reinforce the importance of psychological safety, resilience, and self care.

FY 2025-26 HIGHLIGHTS

36

mental wellness webinars conducted

500+

participants engaged through weeklong on-site wellbeing sessions

ADVANCING HEALTH AND WELLNESS

We encourage employees to adopt healthy lifestyle through a range of preventive health initiatives, fitness programmes and recreational opportunities, promoting physical fitness and active living while fostering teamwork and camaraderie.

- Health awareness webinars on physical wellness
- Yoga sessions, cricket leagues, volleyball tournaments, and marathons
- Recreational facilities, including playgrounds, badminton courts, swimming pools and indoor sports infrastructure across our residential townships

WORK-LIFE INTEGRATION

Flexible work practices provide greater autonomy while maintaining accountability, enabling employees to balance professional responsibilities with personal commitments. These include:

- Case-to-case basis work-from-home arrangements
- Flexible work timings (up to three times a month)
- A six-hour workday for personal needs (up to three times a month)
- 'One Day a Month – No Questions Asked' work from home policy
- Part-time working options for new mothers

COMPREHENSIVE BENEFITS

As part of our employee value proposition, we go beyond statutory requirements to provide comprehensive support to our employees during significant life events and help them build long-term financial & emotional security and fulfilling careers.

Healthcare and Financial Security

- Group medical and personal care insurance
- Retirement benefits
- Employee stock options
- Disability support

Leave Benefits

- Paid annual leave entitlements
- Half-day leave
- 03 days of Compassionate leave for bereavement of immediate family member
- Compensatory off for employees working beyond standard hours in 24x7 operations
- Paid parental leave for both primary and non-primary caregivers:
  - 26 weeks of maternity leave
  - 12 weeks of adoption leave
  - 7 days of paternity leave
  - Additional paid family care leave options

Other Wellbeing Measures

- On-site childcare through creches, school with summer camps, digital classes, and sports activities for employees' children, even at remote locations
- Day care facilities with dedicated lactation rooms, nutritious meals, nursing support and real-time updates for working parents
- Work integrated post graduate programme from IIM Udaipur and BITS Pilani

Employment Practices

- Notice Period:
  - M3 & below – 3 weeks
  - M2 & above – 12 weeks
- Overtime compensation, wherever applicable

WORKING HOURS AND OVERTIME

We monitor employee working hours to ensure compliance with statutory requirements and provide appropriate overtime compensation wherever applicable. Employees are encouraged to utilise paid annual leaves available to them as per the statute, recognising that adequate rest and recovery are essential for sustained performance, safety and wellbeing.

Performance Metrics In FY 2025-26

Parental Leave

Indicators	Male	Female
Total number of employees who took parental leave	78	18
Number of employees who resumed office post completion of parental leave	78	15*
Number of employees who were in continuous service for next 12 months after returning from parental leave	75	18

*Hindustan Zinc Limited's Parenthood Policy offers female employees flexibility post-maternity leave, leading them not to return to work immediately.

EMPLOYEE ENGAGEMENT

At Hindustan Zinc, employee engagement is built on open communication, mutual respect, recognition, and genuine willingness to listening and improving. We encourage employees to share ideas and provide honest feedback to better understand their experiences, improve our practices, and create a workplace where employees remain closely connected to the Company's purpose.

Organisation-Wide Engagement Initiatives

Hindustan Zinc nurtures a culture of engagement, inclusion, and belonging through a diverse suite of organisation-wide initiatives. Platforms such as IBU SYNC, CEO Townhalls and Leadership Connect enable transparent dialogue between employees and leadership, fostering trust, strategic alignment, and shared accountability. A robust Rewards and Recognition framework celebrates outstanding contributions and strengthens a culture of appreciation and performance. Vartalaap extends engagement to the business partner workforce through structured interactions that enhance collaboration and operational alignment, while Aagman Sessions support freshers and transfer joiners in integrating into the organisation's culture and values. Complementing these efforts, Hindustan Zinc promotes workplace camaraderie through celebrations of cultural, national, and social occasions, including Engineers' Day, Women in Mining Month and Pride Month, alongside social gatherings and picnics. Furthermore, dedicated platforms such as Women Council monthly catch-ups provide safe and inclusive spaces for dialogue, reinforcing the Company's commitment to diversity, equity and inclusion.

EMPLOYEE ENGAGEMENT SURVEY

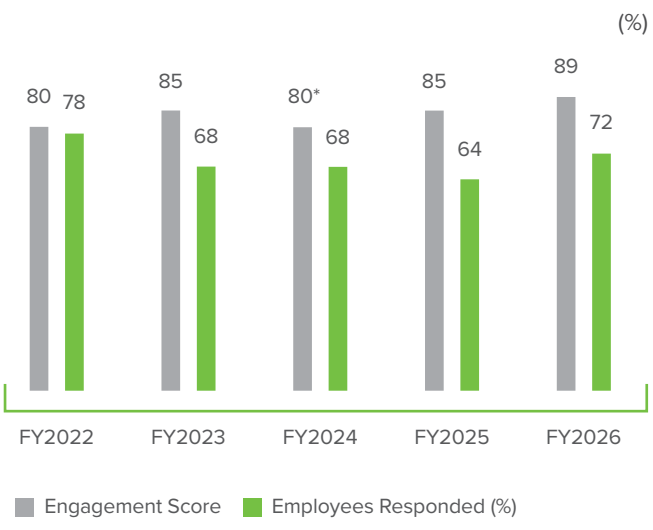
Since 2018, our partnership with the Great Place to Work has provided an independent assessment of workplace culture through its globally recognised Trust Index, helping us understand what we are doing well and where we can improve. The survey was launched for all FTE.

The Great Place to Work survey evaluates employee experience across five-dimensions that influence workplace culture:



In FY 2025-26, Hindustan Zinc was once again certified as a Great Place to Work, achieving a Trust Index score of 89% with 72% employee participation rate. The score exceeded the average manufacturing industry benchmark, reflecting Company's sustained focus on strategic employee engagement approach. The benchmark scores were provided by Great Place to Work® India, based on relevant manufacturing industry comparisons, and the results were formally reviewed and presented to the Hindustan Zinc Ex-Co and all SBU Heads, enabling data-driven action planning and leadership accountability for employee experience improvements.

Employee Engagement (EE) Score Trend



*In FY 2023-24, eNPS score has been considered since the Company did not participate in GPTW

Key Outcomes:

- Hindustan Zinc recorded its highest-ever GPTW Trust Index score of 89%, underscoring a consistently positive employee experience
- The organisation surpassed the average manufacturing industry benchmark, reinforcing its standing as a leading employer in the sector
- 'Pride' emerged as the strongest GPTW dimension at 90%, reflecting employees' deep sense of belonging and affiliation with Hindustan Zinc.
- Survey findings highlighted a strong culture of fairness, with employees affirming equitable treatment across age groups

Read more about our Approach on People Practices

LEARNING & DEVELOPMENT

At Hindustan Zinc, we invest in building future-ready capabilities by strengthening technical expertise, leadership effectiveness and emerging skills required to support growth, digital transformation and sustainable business performance.

Training is imparted through a blend of classroom learning, digital platforms, on-the-job exposure, coaching, mentorship and Teams and Networks (e.g. Employee Resource Groups). This integrated approach enable employees to build relevant capabilities throughout their careers while contributing to organisational performance.

Key Programmes Offered under thematic areas as below:

- Leadership Development
- Transition Programme for Retiring and Terminated Employees
- Digital Transition

Learning at a Glance

85.9
Average learning hours per employee (as compared to 66.7 in the previous reporting period)

₹ 3,950.58
Average amount spent on per employee training

99.9%
Employees covered under learning programmes

75%
Contractual employees covered under trainings

BUILDING CAPABILITIES FOR FUTURE

Leadership Development

As part of our commitment to building a future-ready workforce, Hindustan Zinc continues to invest in leadership development, talent acceleration, and succession readiness across all levels of the organisation. During the year, we strengthened strategic leadership alignment through AIKYAM, Advanced Women Leadership through the IGNITE programme, Peer coaching programme, and enhanced leadership capabilities through tailored executive coaching interventions. Our Talent Review Council (TRC) further strengthened succession planning and internal mobility through a digitally-enabled talent management process, while act up accelerated the development of high-potential employees into future leadership roles. Through SHIKHAR, we continue to nurture early-career talent by providing structured development pathways, mentoring, and cross-functional exposure, helping build a robust pipeline of future leaders to support Hindustan Zinc's growth ambitions.

SAKSHAM

My Learning, My Responsibility

Saksham is Hindustan Zinc's flagship capability programme that equips employees with the knowledge and skills to excel across mining, smelting, and enabling functions. The programme prepares the employees to navigate an increasingly dynamic business environment shaped by VUCA (Volatility, Uncertainty, Complexity, and Ambiguity).

PROGRAMME HIGHLIGHTS

Higher Education

Work integrated MBA and M.Tech programmes in collaboration with IIM Udaipur and BITS Pilani

Specialised Learning

- Digital and technical capability building through worldclass learning platforms, supported by a centralised learning calendar
- External learning partnerships with premier academic institutions

Leadership Development

Leadership mentoring and targeted development of high-potential employees through critical learning programmes, such as Finance for Non-Finance and Mining for Non-Mining, guided by Talent Council's recommendations

Global Exposure

Participation in domestic and international visits, seminars and conference to gain global perspectives, network and keep pace with emerging industry practices

Upskilling for Industrial and Climate Transition, Digital and AI

The transition to a low carbon future and changing nature of mining demand new skills and capabilities across the workforce. As Hindustan Zinc advances its Net Zero 2050 ambition and Sustainability 2.0 roadmap, it continues to invest in reskilling and upskilling programmes to equip employees for the industrial and climate transition, while enhancing digital and AI readiness across the workforce. These trainings support a just and inclusive transition for its people, sustain long-term employability, and prepare employees for evolving technologies, thereby building the capabilities needed for the future of mining.



TRANSITION SUPPORT PROGRAMMES

Saksham Udbhava Programme

We have introduced a five-year e-learning programme to provide transition assistance to employees as they prepare for retirement. The programme provides guidance across key aspects of life, including financial-planning, health and wellness, emotional resilience, and lifestyle planning, enabling a smooth transition to the next phase of life.

Cultural Sensitisation

Cultural sensitisation programmes are a part of employee induction, helping expatriates and foreign nationals integrate effectively into a workforce rooted in local communities.

Although Hindustan Zinc does not anticipate any asset closures, the Company remains committed to supporting its workforce through periods of change. If restructuring becomes necessary, affected employees will receive targeted training and reskilling to enable redeployment across Hindustan Zinc 2.0 projects, contributing to a just transition through continued employment and skill development.

STRENGTHENING IN-HOUSE KNOWLEDGE POOL

Train the Trainer (TTT) Programme

Hindustan Zinc's structured Train-the-Trainer ecosystem designed to institutionalise technical expertise and strengthen knowledge transfer across the organisation. The initiative has recognised 580+ Subject Matter Experts (SMEs) as Internal Trainers, creating a robust pool of in-house learning champions. Through a rigorous identification and development process, 154 Dronas and 66 Emerging Dronas have been established as key knowledge custodians and future trainers. By leveraging internal expertise, the program enhances learning scalability, accelerates capability building, and fosters a culture of continuous learning and excellence across Hindustan Zinc.

OUR DIGITAL LEARNING ECOSYSTEM: MAKING LEARNING ACCESSIBLE, PERSONALISED AND SCALABLE

Hindustan Zinc's digital learning ecosystem designed to democratise learning and enable continuous skill development at scale. Leveraging platforms such as LinkedIn Learning and Disprz, the initiative provides employees with personalised, role-based, and anytime-anywhere learning opportunities. With a digital learning footprint of 43.8K hours, the ecosystem has significantly enhanced accessibility, learner ownership, and self-driven capability building across the organisation. By integrating technology with learning, Hindustan Zinc is fostering a future-ready workforce equipped with the skills needed to thrive in a rapidly evolving business landscape.

Business Impact in FY 2025-26

43.8k+

digital learning hours clocked

- 2.41 Lakh person hours achieved for executives - highest ever
- Compliance trainings 100% coverage (POSH, BE, COC, UKBA)
- Inclusive language Guide with 100% coverage
- 2.3 Lakh person hours achieved for Business Partners
- 100% new - joinees (campus hires) trained - under ViSTA (Visioneering Skills & Training for Advancement)
- Average spend reduced - from ₹ 4,779 to ₹ 3,951 per employee

Read more about our learning and development programmes in the Integrated Report 2025-26

PERFORMANCE METRICS IN FY 2025-26

Employee Training Programmes

Metric	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Average hours per FTE of training and development	45.09	43.5	66.7	85.9
Average amount spent per FTE on training & development (₹)	7,262	6,727	4,779	3,951

	Total No. of Executives	Covered in the Training	Coverage (%)
Male	2,059	2,059	100%
Female	743	743	100%
Other Gender	2	2	100%
Senior Management	100	100	100%
Middle Management	1,080	1,080	100%
Lower Management	1,624	1,622*	100%

* 2 employees in Maternity/Long medical leave

As per Position	Average Training hrs. per emp
Top	136.3
Middle	79.7
Lower	87.0

As per Age	Average Training hrs. per emp
<30 years	91.8
30-50 years	81.2
>50 years	47.7

As per Gender	Average Training hrs. per emp	Average amount spent per FTE (₹)
Male	87.4	3,950
Female	82.1	

Health, Safety and Wellbeing

GRI: 2-23, 2-24, 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 14.16.1, 14.16.2, 14.16.3, 14.16.4, 14.16.5, 14.16.6, 14.16.7, 14.16.8, 14.16.9, 14.16.10, 14.16.11

ICMM: 4, 5
UNGC: 1, 2, 3, 6
FIMI: 3, 4
SASB: EM-MM-320a.1

At Hindustan Zinc, the safety and wellbeing of every individual is our foremost responsibility. Our Zero Harm goal reflects our commitment to ensuring every employee, worker, contractor and visitor returns home safely every day. We are continuously strengthening our ability to identify critical risks, eliminate hazards and prevent high consequence events through disciplined leadership, robust systems and an empowered workforce. Our approach integrates engineering excellence, operational controls, workforce capability and health management and a strong culture of psychological safety to create workplaces where individuals feel valued, supported and confident in challenging unsafe conditions.

WHAT DEFINED FY 2025-26

FY 2025-26 was marked by a stronger, more integrated approach to health and safety at Hindustan Zinc. The Company strengthened its Critical Risk Management (CRM) framework, enhanced alignment with ICMM Critical Control Management requirements and continued to foster a positive safety culture through visible leadership, workforce engagement and strengthened operational controls. Significant emphasis was also placed on psychological safety, empowering employees and business partners to openly report risks, raise concerns and contribute to continuous improvement. These efforts supported the Company's progress towards its Sustainability 2.0 transformation roadmap, reinforcing its commitment to preventing high-consequence events and achieving Zero Harm.



Strengthened Governance and Accelerated Safety Transformation

Enhanced Health & Safety Policy aligned with ISO 45001:2018

Accelerated Sustainability 2.0 roadmap through stronger systems, safety checks and leadership engagement, enhancing ICMM alignment

Critical Risk Management and Infrastructure Safety

Strengthened Critical Risk Management to improve prevention of high-consequence incidents

Capability Building and Workforce Wellbeing

Enhanced capabilities through leadership engagement, training, and knowledge partnerships

Advanced a unified approach to physical and psychological wellbeing through occupational health and wellbeing programmes

Psychological Safety

Formally incorporated into our Health and Safety Policy

₹ 61.78 crore

Invested in infrastructure safety, critical risks management and reducing risk exposure

1,23,313 CRM

Inspections conducted during the year

0.80 million

Person-hours of safety training provided to employees and workers

41%

Reduction in total recordable injury frequency rate (as compared to the base year of FY 2019-20)



MANAGEMENT APPROACH

At Hindustan Zinc, the safety management framework is continuously evolving to address the changing nature of operational risks and global best practices. Aligned with ISO 45001:2018 and ICMM Mining Principle 5 and our commitment to Zero Harm, we have strengthened our Health & Safety Management System through the deployment of an integrated Critical Risk Management (CRM)-centric Safety Management Framework. This framework focuses on identifying material hazards, validating critical controls and preventing fatal and other high-consequence events through a structured, risk-based approach.

Recognising that sustainable safety performance extends beyond physical risk management, our enhanced Health & Safety Policy explicitly embeds psychological safety, fostering an environment where employees and business partners are encouraged to speak up, report concerns, challenge unsafe conditions and share learnings without fear of blame or retaliation.

The framework is underpinned by Aarohan, Hindustan Zinc's safety excellence journey developed in collaboration with DuPont Sustainable Solutions (DSS). Aarohan provides the foundation for strengthening key safety culture pillars, including Visible Felt Leadership, Line Ownership of Safety, Workforce Engagement, Capability Building, Risk Awareness, Learning from Events and Continuous Improvement. Together, the CRM framework and Aarohan pillars drive a proactive and resilient safety culture, ensuring critical risks are effectively managed while fostering an environment of trust, accountability and operational excellence across the organisation.

Our comprehensive safety standards, certified under ISO Management Systems ISO 45001:2018, cover all operations (100% of sites), including employees, contractors, and other individuals under our supervision.

Health and Safety Management Framework: Progressing Towards Sustainability 2.0

Governance

- Health & Safety Policy
- ICMM Principle 5
- ISO 45001:2018

Managing Critical Risks

- Critical Risk Management (CRM)
- Infrastructure Safety Through Infrastructure Inframatrix
- Rule Matrix
- Process Safety Management
- Incident Management

Strengthening Safety Culture

- Psychological Safety
- Leadership Engagement
- Capability Building and Knowledge Partnerships
- Contractor Safety Management

Read further on page 222 of the Integrated-Annual-Report-2025-26.pdf.



FY 2025-26 UPDATE: A YEAR OF REFLECTION, LEARNING AND RENEWED RESOLVE

Despite our sustained efforts to strengthen critical risk management, FY 2025-26 witnessed the tragic loss of two valued members of our workforce during separate man-machine interaction incidents. We are extremely saddened by these losses and extend our deepest sympathies to their families and loved ones.

Such unfortunate incidents are a stark reminder that we must do more. Acknowledging our responsibility, each incident was investigated using the Incident Cause Analysis Method (ICAM) with a structured assessment of PEEPO (people, environment, equipment, procedure, organisation) factors. The findings informed immediate corrective actions, which are being implemented across all sites. The broader preventive measures are also being taken to strengthen critical controls, enhance operational discipline and further reduce exposure to critical safety risks.

LEADERSHIP THAT SHAPES SAFETY

Our governance framework is grounded in safety as a core value and enables consistent oversight of safety performance, critical risks and continuous improvement across every organisational level.

The 'Corporate Safety Council', supported by Corporate Sub-Committees and Zone Apex Committees provides strategic oversight of health and safety, guiding policy formulation, setting performance standards, allocating resources and driving continual improvement across the organisation.

Corporate Safety Council

- Chaired at the highest leadership level, provides strategic safety oversight
- Ensures leadership accountability and aligns safety objectives with business strategy

Specialised Corporate Sub-Committees and Zone Apex Committees

- Translate strategic safety priorities into actionable programmes to be implemented across business units

Zone Sub-Committees and Unit Implementation Committees

- Joint Safety Management Committee
- Execute safety action plans and initiatives, monitor compliance, and facilitate the timely resolution of safety concerns

Read more about safety governance on page 224 of the Integrated-Annual-Report-2025-26.pdf and the approach note of Health & Safety.

PARTICIPATION IN JOINT SAFETY MANAGEMENT

16

Business partner organisations covering approximately 70% of the non-permanent workforce, participated in Corporate Health & Safety Executive Committee meetings.

Participation is open to all Business Partners, and concerned representatives are invited to attend whenever discussions relate to Business Partner safety, health, or operational matters.

11%

of women representation in corporate safety council meetings

PREVENTING FATALITIES AND HIGH CONSEQUENCE EVENTS

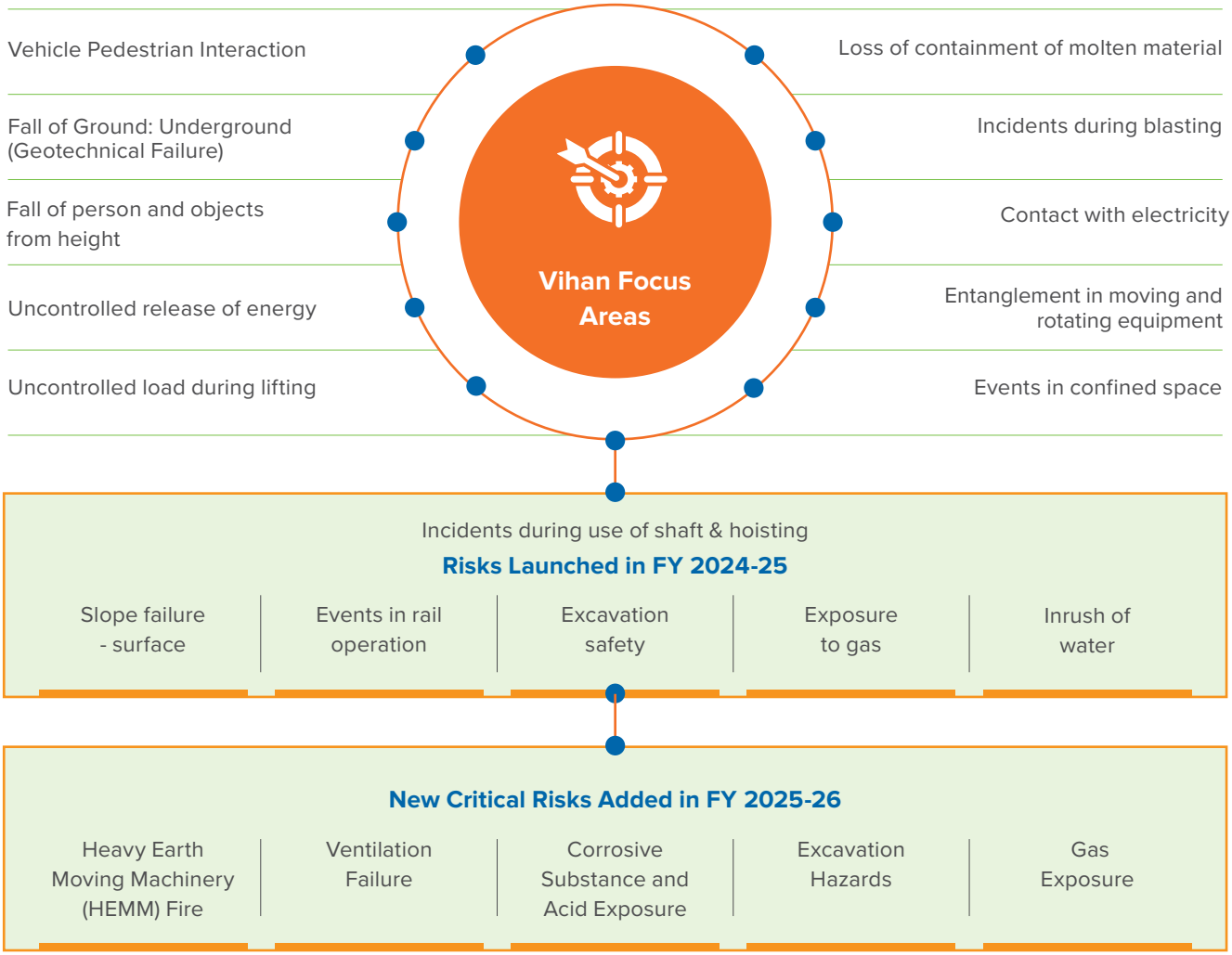
Critical Risk Management (CRM): Vihaan Initiative

As part of its commitment to eliminating fatalities and preventing high-consequence events, Hindustan Zinc strengthened its safety management approach through the implementation of a Critical Risk Management (CRM)-centric Safety Management System across its operations. The framework integrates technical risk management with the Company's long-standing Aarohan Safety Excellence Journey, creating a holistic approach that combines robust critical controls with strong safety leadership and workforce engagement.

The CRM framework focuses on systematically identifying material risks, establishing effective critical controls and continuously verifying their performance to prevent serious incidents. During FY 2025-26, the scope of the programme was expanded to include additional critical risks such as mobile equipment fires, ventilation failures, corrosive and acid exposures, excavation hazards and gas exposure risks. Structured workshops involving operational leaders, subject matter experts and frontline teams were conducted to identify potential failure pathways and strengthen critical control strategies.

The successful implementation of CRM has been enabled through the foundational pillars of Aarohan, which emphasise Visible Felt Leadership, Line Ownership of Safety, Workforce Engagement, Capability Building, Learning and Continuous Improvement. By integrating these cultural and behavioural elements with critical control management, Hindustan Zinc has strengthened both the technical and human dimensions of risk management, ensuring that critical risks are effectively identified, understood and controlled at all levels of the organisation.

To further strengthen assurance, structured control verification mechanisms supported by digital monitoring tools and field-based inspections were implemented across operational sites. During FY 2025-26, more than 123,313 CRM inspections were conducted to verify critical control effectiveness, reinforcing proactive risk management, enhancing operational discipline and advancing the Company's journey towards a resilient Zero Harm culture.





123,313 CRM

Inspections conducted during the year

MINE SAFETY ASSURANCE PROGRAMME

Hindustan Zinc launched the Mine Safety Assurance Programme to strengthen governance, operational discipline and risk oversight across its mining operations. The programme provides a structured assurance mechanism focused on verifying the effective implementation of critical controls and safe work practices associated with high-risk mining activities.

A key feature of the programme is the implementation of a two-hourly assurance process, whereby designated personnel conduct periodic workplace verifications to confirm that critical controls remain effective, workplace conditions remain safe and operational risks are being actively managed throughout the shift. This frequent assurance cycle enables early identification of deviations, prompt corrective actions and continuous reinforcement of safe behaviours at the workplace.

Supported by leadership field engagements, structured inspections and assurance reviews, the programme enhances visibility of operational risks and strengthens accountability at all levels of the organisation. By embedding real-time verification and continuous monitoring into daily operations, the initiative has improved control effectiveness, strengthened safety governance and reinforced a proactive safety culture across Hindustan Zinc's mining operations.

The Mine Safety Assurance Programme complements Hindustan Zinc's Critical Risk Management framework by providing continuous field-level assurance that critical controls remain effective throughout operations, thereby strengthening fatality prevention and enhancing operational resilience.

Strengthening Infrastructure Integrity

Hindustan Zinc continued to strengthen its infrastructure safety and reliability through the implementation of its Infrastructure Risk Assessment Framework, a structured approach for identifying, prioritising and mitigating infrastructure-related vulnerabilities across operations.

The framework enables risk-informed investment decisions by evaluating the adequacy and reliability of infrastructure critical to safe and sustainable operations. During FY 2025-26, the Company invested ₹ 61.78 crore in infrastructure safety enhancement projects, focusing on strengthening critical facilities, improving reliability and reducing exposure to operational risks. These initiatives contributed to a more resilient operating environment and supported the effective management of critical risks.

THE INFRASTRUCTURE INFRAMATRIX ENABLES US TO

Systematically evaluate infrastructure assets against identified critical risks and potential failure scenarios.

Prioritise preventive interventions and resource allocation based on risk severity and criticality.

Strengthen infrastructure reliability through periodic assessments and continual improvement.

Incorporate learnings from incidents and near misses to enhance engineering and operational controls.

Engage frontline leaders and technical experts in monitoring infrastructure performance and verifying control effectiveness.

92%
Infrastructure Compliance in FY 2025-26

₹ 61.78 Crore
Invested in infrastructure safety and reliability



Safety Engagement in FY 2025-26

Safety Promotional Activities

- National Fire Service Week Celebration
- Aarohan Birthday Celebration
- Road Safety Month Celebration
- National Safety Month Celebration

Leadership Engagements

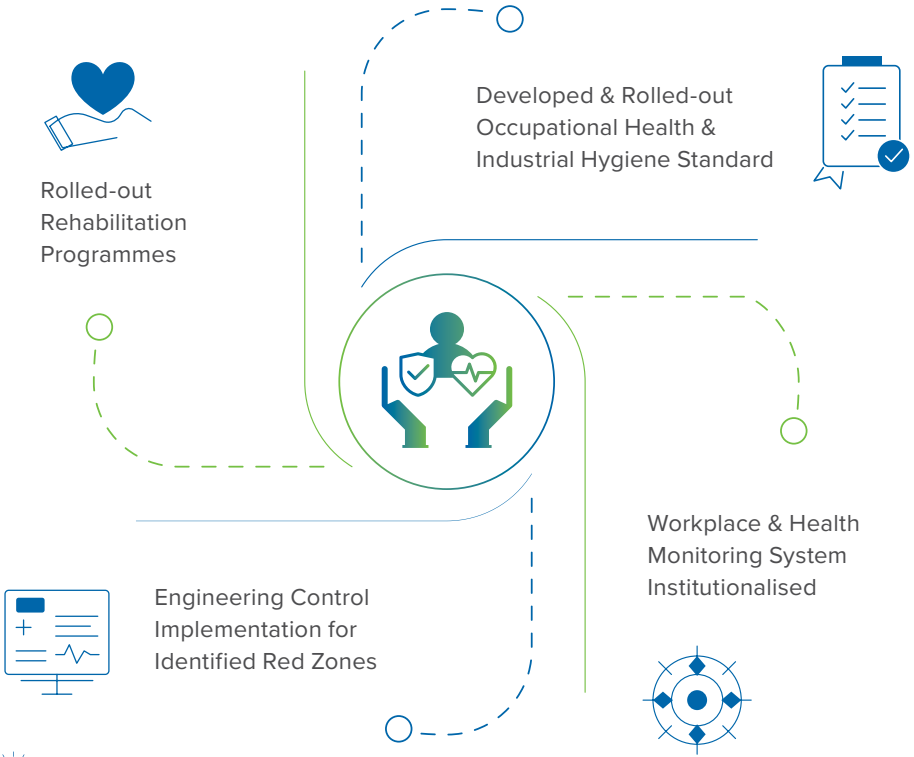
- CEOs Safety Townhall
- CEO Safety Connect with Business Partner CEO's
- Safety Pause and Safety Stand downs



OCCUPATIONAL HEALTH, HYGIENE AND WELLBEING

Hindustan Zinc manages occupational health and hygiene as a strategic enabler of workforce wellbeing, operational continuity and sustainable performance. Our approach integrates occupational health, industrial hygiene and preventive healthcare to anticipate workplace health risks, minimise exposure, and foster healthier work environments across our operations.

Through regular exposure assessments, pre-employment medical check-ups, periodic medical evaluations and health check-ups for permanent and contractual employees, we enable proactive identification of occupational health risks and timely implementation of control measures. This is supported by a centralised health management system that streamlines management of employee health records, patient care and rehabilitation, medical surveillance, ensuring consistent health oversight of our workforce across all levels.



INDUSTRIAL HYGIENE ASSESSMENT

Hindustan Zinc engages independent third-party organisations to undertake comprehensive industrial hygiene assessments and validate the effectiveness of its workplace health controls across all operational sites. These Quantitative exposure assessments (QNEA), personal and respiratory protective equipment fit assessments and ergonomic studies help evaluate key workplace exposure factors to identify potential occupational health risks. The findings inform targeted corrective actions to maintain safe, healthy and compliant workplaces.

WHAT WE ASSESS

- Vibration
- Temperatures
- Biological hazards
- Illumination

OCCUPATIONAL EXPOSURE RISKS DUE TO:

- Air Quality
- Noise
- Hazardous Substances
- Ergonomics

FY 2025-26 PERFORMANCE

0

Occupational illnesses

Read further on page 222 of the Integrated-Annual-Report-2025-26.pdf.

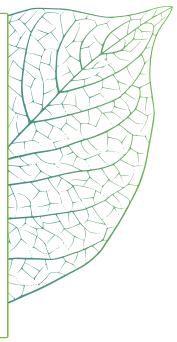


Psychological Safety and Well-Being

Hindustan Zinc is broadening its approach beyond physical safeguards to recognise psychological safety as an integral pillar of operational excellence. In FY 2025-26, we formally embedded psychological safety within our Health and Safety Policy, aligning with ICMM expectations. It will be progressively integrated into our broader risk management framework, complementing engineering and procedural controls to foster safer, more responsive workplaces. Further, we are moving into propelling key initiatives such as leadership alignment programs, role-based training, an Hindustan Zinc specific psychological safety survey, awareness campaigns, integration of psychological safety into incident investigations, and formation of a cross-functional taskforce to oversee implementation.

Read more about our Employee Assistance programme for mental well-being measures on page 55

In partnership with Silver Oak, we have introduced structured mental well-being programmes to strengthen psychological resilience across the workforce and complement our holistic approach to health, safety and wellbeing.



KNOWLEDGE PARTNERSHIPS

Continual safety improvement requires both external perspectives and internal expertise. Hindustan Zinc enhances its safety capabilities through active engagement with leading institutions and globally recognised professional development.

Membership with the National Safety Council and the British Safety Council enables us to remain connected with cutting-edge research, technical knowledge and industry collaboration. Employees also undertake internationally recognised certifications, including NEBOSH (International Diploma, Process Safety Management), IOSH, NTTF courses, CQI-IRCA Lead Auditor courses, to strengthen organisational capability in safety leadership, risk management and assurance.

PROGRESS AGAINST KEY PERFORMANCE INDICATORS (KPIs)

Health and Safety KPIs	Category	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Process Safety Incidents – Tier 1 (Per One Million – Person Hours Worked)	Employees	0.09	0	0	0
Lost Time Injury Frequency Rate (LTIFR) Per One Million-Person Hours Worked	Employees	0.83	1.22	0.42	0.26
	Contractors	0.68	0.83	0.56	0.72
Total Recordable Injury Frequency Rate (TRIFR) Per One Million – Person Hours Worked	Employees	1.39	1.36	0.84	0.79
	Contractors	2	1.9	1.24	1.65
No. of Fatalities	Employees	1	0	1*	0
	Contractors	6	0	3	2
High Consequence Work-Related Injury or ill Health (Excluding Fatalities)	Employees	0	0	0	0
	Contractors	0	2	2	1

*Subsidiary of Hindustan Zinc

Contract employees cover all business partners, including contractors and subcontractors.

Read more about our approach note on Health & Safety.

Social Performance & Management

GRI: 2-23, 2-24, 2-25, 2-26, 2-30, 3-3, 405-2, 406-1, 407-1, 408-1, 409-1, 410-1, 14.11.1, 14.13.1, 14.13.2, 14.13.4, 14.17.1, 14.17.2, 14.18.1, 14.18.2, 14.19.1, 14.19.2, 14.20.1, 14.20.2, 14.21.1, 14.21.7, 14.25.1, 14.25.2, 14.25.3

ICMM: 1, 3, 4, 5, 9, 10
UNGC: 1, 2, 3, 4, 5, 6
FIMI: 3, 6, 9, 10
SASB: EM-MM-210a.3, EM-MM-310a.1

We are committed to aligning our success with the interests of our stakeholders and the broader community, which is central to our sustainability approach. We therefore manage social performance as a strategic business discipline that strengthens resilience, creates shared value and reinforces our Social Licence to Operate.

WHAT DEFINED FY 2025-26 FOR US

During the year, we advanced social performance as a strategic business priority, by integrating community priorities more closely with our business decision-making. Through stronger governance, deeper stakeholder engagement and a greater focus on local value creation, we strengthened community trust and accelerated our journey towards social performance excellence.

Strengthening social performance management

Advancing Social Performance Governance

Strengthened governance through regular Social Performance Steering Committee (SPSC) oversight, enhanced review mechanisms, clearer accountability, and broader integration of social performance topics into leadership discussions

Strengthening Human Rights Due Diligence

Strengthened Human Rights Due Diligence across operations through comprehensive social and human rights risk assessments, stakeholder engagement, grievance management, corrective action planning, and alignment with international best practices

Creating Lasting Shared Value

Enhanced local employment, local procurement and strategic community investments across our host communities, fostering inclusive growth, livelihood creation and positive socio-economic outcomes

Key Highlights

100%
Operations were assessed for human rights in last two years

Zero
Significant risks found

ADVANCING SOCIAL PERFORMANCE EXCELLENCE

Sustained business performance and long-term development priorities are connected with the trust of the people and communities associated with our operations. At Hindustan Zinc, social performance is therefore managed as a strategic business discipline that enable responsible growth, strengthens operational resilience and reinforces are social licence to operate. We remain committed to delivering positive and lasting socio-economic outcomes for our host geographies by advancing local development and enhancing community well-being through a structured, inclusive, and impact-driven approach.

Maintaining a strong 'Social Licence to Operate' (SLO) is critical to sustaining our operations and building enduring relationships with communities, host governments, and other stakeholders. This commitment is operationalised through our Corporate Social Responsibility (CSR) Policy and Social Performance Policy. Together, these policies form the cornerstone of our community engagement framework, enabling us to embed social considerations into business decisions, proactively manage community expectations, and deliver measurable, long-term value to our host communities and stakeholders.

- **Corporate Social Responsibility (CSR) Policy:** Guides our efforts in creating opportunities for economic development and building local capacities, ensuring long-term resilience and empowerment of communities where we operate, while enhancing our overall social performance.
- **Social Performance Policy:** Aimed at maintaining the Company's social licence to operate by building trust with communities, respecting human rights, and delivering positive social and economic outcomes in areas where it operates.

Social Human Rights Impact & Risk Assessments (SHIRA) are conducted across all sites to identify site-specific social risks and management approaches.

Building Leadership Capabilities in Social Performance

Social Performance Excellence by 2030 Workshop

A full-day Leadership Workshop on Social Performance Excellence by 2030, was organised to strengthen leadership understanding of social performance and its critical role in business sustainability, risk management, and stakeholder trust. The session covered key topics including leadership accountability, social and human rights risk management, CSR versus Social Performance, industry case studies, and leading practices in mining. Through interactive group exercises and discussions, participants developed a shared vision for Social Performance Excellence at Hindustan Zinc and laid the foundation for a three-year improvement roadmap and governance framework.

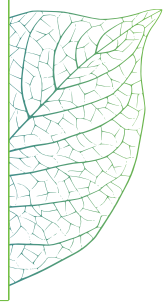


APPROACH TO HUMAN RIGHTS AND LABOUR RELATIONS

At Hindustan Zinc, we are unwavering in our commitment to protect, respect, and promote the human rights of every individual across our value chain. We uphold this commitment through a comprehensive framework of policies, procedures, and preventive measures to safeguard against any form of human rights violation within our organisation and extended operations.

Our approach is informed by globally recognised standards and embedded across every facet of our business, covering all our employees, contract workforce, suppliers, business partners, and other stakeholders and ensuring a consistent and principled approach throughout our ecosystem.

We maintain a strict zero-tolerance stance against human trafficking, modern slavery, forced labour, and child labour. To reinforce this commitment, we conduct periodic Human Rights Due Diligence (HRDD) to systematically identify, assess, and proactively remediate potential human rights risks across our operations and supply chain.



OUR HUMAN RIGHTS OPERATING MODEL

Commitment and Applicability

Protect, respect and promote human rights across our employees, contract workforce, suppliers, business partners, and other stakeholders

Guiding Standards

- Universal Declaration of Human Rights (UDHR)
- UN Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO) Core Conventions
- ICMM Principle 3 on Human Rights
- Voluntary Principles on Security and Human Rights (VPSHR)
- Stakeholder Engagement Standard (Internal)

Governance Framework

- Human Rights Policy
- Equal Opportunity Policy

Human Rights Risk Remediation

- Human Rights Due Diligence (HRDD) across our operations and supply chain
- Social and Human Rights Impact and Risk Assessment (SHIRA)

OUTCOMES

- Fair and Safe Workplaces
- Ethical Labour Practices
- Responsible Supply Chains
- Respect for Fundamental Rights

GUIDING POLICIES

We implement our human rights commitment across operations through two foundational policies. These policies provide guiding framework to uphold the dignity, rights, and fair treatment of all individuals associated with Hindustan Zinc, encompassing working hours, equal remuneration, leaves, and wages, while remaining fully aligned with applicable statutory and regulatory provisions. These policies form the bedrock for preventing adverse human right impacts, and managing risks proactively.

Human Rights Policy

Sets a clear standard for responsible conduct across the organisation by establishing zero-tolerance for human trafficking, forced labour, child labour, and all forms of human rights violations. The policy safeguards fundamental labour rights, including fair wages, reasonable working hours, and freedom of association and applies across all Company locations and throughout the operational lifecycle of our projects and mines.

Equal Opportunity Policy

Reinforces our commitment to fostering an inclusive workplace by ensuring equal employment opportunities for all, free from discrimination and bias.

Read further information on Hindustan Zinc-Human-Rights-2025.pdf

MANAGING HUMAN RIGHTS ACROSS THE VALUE CHAIN

Human Rights Due Diligence (HRDD)

The Human Rights assessment conducted in FY 2025-26 referenced applicable Indian regulations and international frameworks, identified key human rights indicators, evaluated actual and potential impacts, and assessed risks based on severity, likelihood, country, industry, and company factors. Potential Human Rights assessed – Prohibition of child labour, forced labour, and human trafficking, Minimum Wages & Fair Remuneration, Freedom of Association and Right to Collective Bargaining, Stakeholder Engagement, Labour and working conditions (including Working Hours), Occupational Health & Safety, Terms of Employment, Grievance Redressal Mechanism, Non-Discrimination and Anti-Harassment, Environmental Rights (Right to clean, healthy and sustainable environment), Community: Health, Safety, and Security, Rights of Indigenous People and Governance, Security and Data Privacy/ Right to Privacy,

Social and Human Rights Impact and Risk Assessment (SHIRA)

The Social and Human Rights Impact and Risk Assessment (SHIRA) at sites enables Hindustan Zinc to systematically identify, assess, and manage human rights and social risks across its operations, supply chain, and communities. By strengthening human rights due diligence, risk mitigation, and governance processes, SHIRA supports alignment with ICMM and UNGP requirements, enhances stakeholder trust, and helps build a proactive approach to managing risks that may impact people, business continuity, reputation, and long-term sustainability performance.

In FY 2025-26, we conducted third-party Human Rights Due Diligence for 100% of our locations and there was no major deviation observed. Therefore, no mitigation plans were developed. However, as part of the Human Rights standard implementation, several measures were undertaken.



Identify the groups at risk including our employees, third-party employees, local communities, women, and children.

HUMAN RIGHTS DUE DILIGENCE

Project Development

Anticipate and prevent risks before project commences

- Environmental and Social Impact Assessment (ESIA)
- Social Baseline Studies
- Community Consultation
- Social Management Plans

Operations

Assess and manage human rights performance across existing operations

- Third-Party Human Rights Assessment
- Risk Identification and Evaluation
- Sustainability Assurance and Compliance Audits
- Risk Mitigation and Continuous Improvement

Supply Chain

Extend due diligence across supplier relationships

- Supplier Pre-Qualification and ESG Screening
- Third-party desktop and onsite based risk assessments
- Responsible Sourcing Protocols on CAHRA and ICMM Principle 4 guidelines
- Enhanced Due Diligence for Identified Risks

PROJECT DEVELOPMENT

Integrating Human Rights into New Operations and Project Planning

Human rights considerations are incorporated at the earliest stages of project development through our Environmental and Social Impact Assessment (ESIA) Standard. All new operations, expansion projects and acquisitions undertake comprehensive assessments at project inception or when significant changes occur to understand baseline social conditions, identify potential impacts and inform decision-making.

Community consultation forms an integral part of the ESIA process, enabling us to incorporate stakeholder perspectives into project planning. Based on the assessment outcomes, we develop social management plans that address identified impacts, strengthen community outcomes and guide mitigation measures across ideas including human rights, land acquisition, resettlement and cultural heritage.

Environmental Impact Assessments are currently in progress for expansion projects undertaken by the Company during FY 2025-26 at Debari.

Artisanal and Small-scale Mining (ASM)

Hindustan Zinc's integrated mining operations encompass the exploration, extraction, and processing of lead, zinc, and silver. Ore concentrates from our four captive zinc ore mining sites are transported to our smelters for processing, with no reliance on external ore concentrates. As a result, our exposure to risks associated with artisanal and small-scale mining (ASM) remains limited.

As of FY 2025-26, none of our sites hosted or were located near ASM activities involving high-risk commodities such as gold, copper, diamonds, or tin. Consequently, no ASM-related risks were identified.

STAKEHOLDER ENGAGEMENT FOR DEVELOPMENT PROJECTS IN FY 2025-26

KPI	FY 2024-25	FY 2025-26
Total number of current production assets	9	9
% of current production assets that have required community consultation	100%	100%
Number of development projects	0	1
% of development programmes that are in the process of community consultation	NA	100%

Note: No green-field project underway. Our only development project as of FY 2025-26 is Debari expansion.

OPERATIONS

Monitoring Human Rights Performance Across Operations

We undertake independent human rights assessment every two years to evaluate the effectiveness of our human rights management practices across operations. These assessments are guided by applicable Indian regulations and internationally recognised frameworks, including the UN Guiding Principles (UNGPs), OECD Due Diligence Guidance, ICMM Principles, International Bill of Human Rights, and ILO Core Labour Standards.

The assessments evaluate our governance framework, policies, management systems and implementation mechanisms, identify actual and potential human rights risks across operations, workforce, communities and business relationships, assess compliance with legal and international standards, and recommend opportunities for continuous improvement. The actual/potential risks assessed are within risk appetite under HZL's ERM framework.

Further, our Sustainability Assurance Programme and internal and external compliance audits provide ongoing verification of adherence to our human rights commitment.

Third-Party Human Rights Assessment of Our Operations

Assessment Parameters	% of Plants assessed
Prohibition of Child Labour	100%
Prohibition of Forced/Involuntary Labour	100%
Sexual Harassment	100%
Non-Discrimination and Anti-Harassment	100%
Minimum Wages & Fair Remuneration	100%
Prohibition of Human Trafficking	100%
Freedom of Association and Right to Collective Bargaining	100%
Stakeholder Engagement	100%
Labour and Working Conditions (including Working Hours)	100%
Occupational Health & Safety	100%
Terms of Employment	100%
Grievance Redressal Mechanism	100%
Environmental Rights (Right to clean, healthy and sustainable environment)	100%
Community: Health, Safety, and Security	100%
Rights of Indigenous People and Governance	100%
Security and Data Privacy / Right to Privacy	100%

All nine operating mines, smelters and refining units were assessed.

ASSESSMENT OUTCOMES

	% Assessed in last three years	% Assessed where risks have been identified	% of risk with mitigation actions taken
Own Operations	100%	0%	0%
Contractors and Tier-I Suppliers	100%	0%	0%

SUPPLY CHAIN

Embedding Human Rights Due Diligence in ESG Risk assessment across the Supply Chain

Our human rights due diligence extends to supplier relationships through a structured pre-qualification and onboarding process. Prior to engagement, vendors undergo ESG screening, and risk assessments covering human rights, labour practices, occupational health & safety, regulatory compliance and business integrity.

Third-party desktop-based and on-site assessments further strengthen oversight of critical Tier-1 suppliers to identify, assess and manage potential human rights risks throughout the supply chain. A robust internal system supports the management of mineral supply chain risks, while strict responsible sourcing protocols, including guidelines for conflict-affected and high-risk areas (CAHRA), aligned with ICMM Principle 4 on Risk Management, provide additional safeguards. Any red flags identified during assessments are reported to senior management and addressed through enhanced diligence.

In FY 2025-26, we conducted third-party desktop-based and on-site risk assessments for 570 critical tier-1 vendors. Due-diligence and monitoring covers risks such as child labour, forced labour, discrimination, unsafe working conditions, and other human rights concerns.

Performance Metrics	Performance in FY 2024-25	Performance in FY 2025-26
Number of incidents of discrimination reported	Zero	Zero
Number of operations and suppliers considered to have significant risks of incidents of child labour, forced or compulsory labour	Zero	Zero
Number of sites in conflict-affected or high-risk areas	Zero	Zero

OUR APPROACH TO RESESETTLEMENT

At Hindustan Zinc, we acknowledge land as a vital resource for the communities, central to their livelihoods and cultural connections. Our primary objective is to avoid resettlements, wherever possible, however, where resettlement is necessary, we manage it in line with the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (LARR) Act, 2013, our Technical Standard on Land and Resettlement Management, IFC Performance Standard 5 and ICMM Principle 3. Land acquisition is underpinned by Social Impact Assessment, structured consultation, and fair compensation for project-affected families (PAFs), with active community grievance mechanisms.

Key Aspects of Our Resettlement Approach Community Engagement

We maintain regular interactions with local communities and government authorities to address grievances related to relocation.

Support Measures

We provide a range of support to ensure a smooth transition for relocated families. This includes offering alternative homestead lands, homebuilding assistance, employment opportunities, and cash payments, when necessary.

REINFORCING HUMAN RIGHTS COMMITMENT

Beyond governance and due diligence, we reinforce respect for human rights through continuous awareness, responsible business practices and strong oversight mechanisms that drive consistent implementation across the organisation. Our company-wide Business Ethics and Code of Conduct provides the foundation for upholding human rights, ensuring equal opportunity, prohibiting discrimination and harassment, and fostering a workplace that upholds dignity, respect, and fair treatment for all employees and stakeholders. To put these commitments into practice across all organisational levels, the Company has adopted several reinforcing measures.

Awareness and Sensitisation

Regular sensitisation programmes are conducted to enhance stakeholder awareness on human rights and ethical practices, aligned with the UN Guiding Principles on Business and Human Rights (UNGPs) and ICMM Principle 3 (Respect Human Rights).

- Senior leadership, and all employees annually complete mandatory e-learning module on the Code of Conduct (includes human rights awareness programmes covering non-discrimination, labour rights, prevention of harassment, ethical recruitment, and modern slavery), while the Board members also receive the training on the same
- We equip our security personnel with specialised human rights training aligned with Voluntary Principles of Security and Human Rights to reinforce responsible conduct, proportionate security practices and respect for human rights and dignity of every individual across our operations
- All employees are also provided with training on Human rights as a part of Business Ethics & Code of Conduct

Extending Human Rights Across Business Relationships

Through our Business Partner Code of Conduct, responsible sourcing framework and supplier due diligence, we promote adherence to labour rights, non-discrimination, health and safety, and ethical business practices.

Compliance with the UK Modern Slavery Act 2015 is mandated across the supply chain, ensuring transparency, accountability, and ethical sourcing practices, consistent with UNGP Principles 17–24 on human rights due diligence and ICMM Principle 3 requirements for business partners.

Oversight and Accountability

A dedicated Ethics Committee provides oversight on responsible business conduct and actively works to prevent and address potential human rights violations across operations, supporting grievance redressal and remediation in line with UNGP Principles 22 and 29–31.

COMMITTEES TO PROTECT EMPLOYEE RIGHTS

Joint Consultant Committee (JCC)

- Apex body at the unit level, comprising equal representation from management and the union
- Meets quarterly to facilitate collaborative dialogue on production, productivity, overtime reduction, safety initiatives, and other workplace concerns

Specialised Committees

- Include Welfare Fund Committee, House Allotment Committee, Canteen Management Committee, Welfare Committee, and Transport Committee and Pit/Unit Safety Committee with equal representation from both management and workers
- Meet regularly to review function-specific matters and drive continuous improvements in employee welfare and operational effectiveness

FY 2025-26 LIVING WAGE ASSESSMENT

At Hindustan Zinc, fair and equitable remuneration is fundamental to our commitment to decent work and employee wellbeing. We periodically assess our wage practices to ensure our workforce receives compensation that supports a decent standard of living and reflects local socio-economic conditions.

Assessment Objective

To evaluate whether all employees, including those of our contractors and partners, receive a living wage and whether any workforce strata earn below the decided wage threshold.

Assessment Methodology

Independent third-party assessment was conducted using the recognised Anker Methodology, informed by primary data collected through surveys, interviews, questionnaires, and focus group discussions. Living wage estimates were derived by calculating the costs of food, housing, and non-food/non-housing needs, along with a provision for emergencies, based on local conditions.

Outcomes

The assessment reaffirmed that the average salaries of our direct and indirect workforce surpass the applicable minimum wage requirement in the Minimum Wages Act, underpinning our commitment to employee well-being.



GENDER PAY EQUITY

The Company routinely monitors the gender pay gap and has achieved gender pay parity across employee structures, ensuring equal remuneration and growth opportunities regardless of gender, race or ethnicity.

Indicators	Average Salary – Female Employees	Average Salary – Male Employees	Remuneration ratio of female to male
Executive level (base salary only)	5,766,271	12,242,395	0.5
Executive level (base salary + other cash incentives)	9,934,471	20,013,202	0.5
Management level (base salary only)	1,732,343	2,253,304	0.8
Management level (base salary + other cash incentives)	2,296,853	2,985,886	0.8
Non-Management level (base salary only)	654,360	794,566	0.8
Non-Management level (base salary + other cash incentives)	883,892	1,053,643	0.8

SOCIAL PROTECTION

100% of permanent employees are covered by health insurance, accident insurance, maternity and paternity benefits, and day care facilities, extending beyond mandated public programmes. Employees and permanent workers are provided with additional benefits beyond public welfare programmes, including canteen services, transportation, housing and township facilities, production incentives, and opportunities for promotions.

WORKERS' ENGAGEMENT

The Hindustan Zinc Workers' Federation (HZWF), established in 1982, serves as the sole negotiating agent. 100% of permanent workers are union members and 100% of non-executive employees (15.11% of our total full-time workforce) are covered under collective bargaining agreements.

We maintain regular and structured engagement with recognised workers' representatives and union bodies to discuss working conditions, welfare, and safety across all operations. These forums enable open dialogue, collaborative problem-solving, and continuous improvement in workplace practices including but not limited to salary and remuneration reinforcing our commitment to harmonious labour relations

WORKING HOURS & OVERTIME

Employee working hours are closely monitored in compliance with statutory regulations. Programmes are in place to manage overtime and ensure all employees are paid appropriately for overtime hours in accordance with applicable labour laws. We also provide paid annual leaves to employees and encourage them to avail it for their mental and physical well-being.

Percentage of employees represented by an independent trade union or covered by collective bargaining agreements

	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of employees represented by an independent trade union or covered by collective bargaining agreements	26%	21%	18%	15%



GRIEVANCE MECHANISM AND ACCESS TO REMEDY

We remain committed to ensuring that every employee, worker and stakeholder can raise concerns freely without any fear and have them addressed through fair, transparent and accessible processes. Grievances are resolved in a timely manner through meetings and discussions with employees and labour unions. Violations of our Business Ethics and Code of Conduct commitments are not tolerated and may result in disciplinary actions, including termination of employment or contracts.

Reporting and Remediation Framework

Accessible Reporting

- Online grievance platforms and grievance boxes ensure accessible and transparent reporting channels for all employees

Fair Resolution

- Grievance Redressal Committee addresses all reported concerns diligently through appropriate reviews and risk assessments
- Collective bargaining agreements and contract labour management cells are implemented to facilitate redressal of employment-related concerns

Protection

- Our Whistle-blower Policy protects the confidentiality and anonymity of complainants

SECURITY MANAGEMENT

All security personnel are provided with human rights compliance training as part of Hindustan Zinc's commitment to VPSHR, covering human rights, appropriate use of force, stakeholder engagement, security risk assessment, incident reporting, grievance management, and compliance with national and international standards.

Our security risk assessment process incorporates the Voluntary Principles on Security and Human Rights (VPSHR), enabling the proactive identification, evaluation and management of potential human rights risks associated with our security activities ensuring that potential security-related human rights risks are identified, assessed, and mitigated effectively.

In FY 2025-26, 845 Security Personnel (100%) were given training on human rights in alignment with Voluntary Principles on Security Human Rights (VPSHR)

Read more about our Approach on Human Rights and Security Management

Indigenous Peoples and Cultural Heritage

GRI: 2-23, 2-24, 2-25, 2-26, 2-29, 3-3, 411-1, 14.11.1, 14.11.2, 14.11.3, 14.11.4

ICMM: 3, 9
UNGC: 1, 2
FIMI: 1, 3, 8, 9
SASB: EM-MM-210a.3, EM-MM-210b.1

At Hindustan Zinc Limited (HZL), we recognise that mining operations are intrinsically linked to the landscapes and communities in which they operate. We acknowledge that communities possess deep connections to land, water, biodiversity, and cultural practices, and we strive to ensure that our operations preserve these linkages while enabling socio-economic progress.

WHAT DEFINED FY 2025-26

Guided by international standards and participatory approaches, we strengthened respect for indigenous community rights, cultural heritage and shared value creation across our mining sites.

Strengthening Approach on Indigenous Peoples

Technical Standard revised through expert-led reviews and co-creation workshops. We are embedding the same into ESIA processes.

Rights-based Engagement

Strengthened internal understanding of rights-based engagement principles, including FPIC, ESIAs, and Indigenous Peoples considerations relevant to project development.

Cultural Heritage Protection

Initiated consideration of cultural heritage and community identity aspects, laying the groundwork for future integration into project planning.

MANAGEMENT APPROACH

Hindustan Zinc adopts the IFC Performance Standard 7 definition of Indigenous Peoples. Indigenous Peoples may be identified in particular geographical areas by the presence, in varying degrees, of the following characteristics:

- Self-identifying as indigenous and recognised by others
- Collective attachment to specific land, territories, or resources
- Having distinct social, economic, and political systems
- Having a distinct language or dialect

Hindustan Zinc's current operational footprint is not located in areas where Indigenous Peoples, as defined under IFC Performance Standard 7, have been identified. However, the Company maintains processes aligned with TS-22 to identify, assess and manage potential impacts on Indigenous Peoples should such communities be present within future project areas or areas of influence.



GOVERNANCE AND POLICY FRAMEWORK

Hindustan Zinc 's management of Indigenous Peoples and cultural heritage considerations is embedded within its Human Rights, Social Performance and project development processes. The Company applies a structured approach to identify, assess, mitigate and manage potential impacts on Indigenous Peoples and cultural heritage throughout the project lifecycle, in line with TS-22 Indigenous Peoples and TS-1 Cultural Heritage and relevant international standards.

Key elements of this approach include:

1 Impact Assessment and Due Diligence

- Identification of Indigenous Peoples and cultural heritage and assessment of potential social, cultural and livelihood impacts through Environmental and Social Impact Assessments (ESIAs)
- Mitigation hierarchy to avoid, minimise, restore and, where appropriate, compensate for adverse impacts

2 Stakeholder Engagement and Participation

- Early, meaningful and culturally appropriate engagement with affected communities
- Consultation processes designed to incorporate community perspectives into project planning and decision-making
- Application of the principles of Free, Prior and Informed Consent (FPIC), when triggered where there are -
  - Impacts on Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use
  - Relocation of Indigenous Peoples from Lands and Natural Resources Subject to Traditional Ownership or Under Customary Use
  - Where significant project impacts on critical cultural heritage are unavoidable

3 Grievance Management

- All grievance mechanisms shall be readily accessible, culturally appropriate and proactively communicated to employees and other external stakeholders as appropriate
- 0 Incidents of violations involving rights of Indigenous Peoples

Read more on our process of grievance handling on our technical standard on grievance management

4 Cultural Heritage Protection

- Identification and protection of tangible and intangible cultural heritage, including traditional knowledge, cultural practices, spiritual values and heritage sites
- Integration of cultural heritage considerations throughout the project lifecycle and operational planning

5 Indigenous Peoples Planning and Management

- Development of Indigenous Peoples Development Plans (IPDPs), where applicable, to address identified impacts and opportunities
- Establishment of monitoring, reporting and review mechanisms to assess effectiveness of management actions

Consistent with international mining good practice, Hindustan Zinc seeks to build trust-based relationships through early, meaningful and participatory engagement processes, ensuring that potential impacts on Indigenous Peoples and cultural heritage are appropriately identified, understood and managed.

Community Engagement and Development

GRIs: 2-25, 2-26, 3-3, 203-1, 203-2, 413-1, 413-2, 14.10.1, 14.10.2, 14.10.3

ICMM Principles: 6, 9
UNGC Principles: 1, 7, 8, 9
FIMI: 6, 9

Mining succeeds when communities prosper alongside operations. For us, community investment is not a standalone responsibility, but rather a partnership-led approach that thrives on continuous dialogue, transparent governance, inclusive development and measurable impact. Aligned with the ICMM expectations and UN Sustainable Development Goals, this approach enables us to strengthen our social licence to operate, proactively manage social risks and deliver lasting value while supporting responsible mining.

WHAT DEFINED FY 2025-26 FOR US

FY 2025 -26 reflected a more integrated and outcome-oriented approach to community development at Hindustan Zinc. The Company focused on building self-reliant communities through livelihood creation, skill development and improved access to essential services and infrastructure.

Strengthening Social Performance Governance

Enhanced governance mechanisms and stakeholder engagement to align interventions with community priorities

Enabling Livelihoods and Self-Reliance

Expanded opportunities through sustainable agriculture, entrepreneurship, skilling and women-led development

Expanding Access to Opportunity

Strengthened education, healthcare and essential services to support community wellbeing and aspirations

Building Resilient Communities

Advanced infrastructure development, environmental and community safety initiatives

2.6 Million
Lives positively impacted

2.01 Million
Women and children benefited

4,149
Villages reached, including aspirational districts[1]

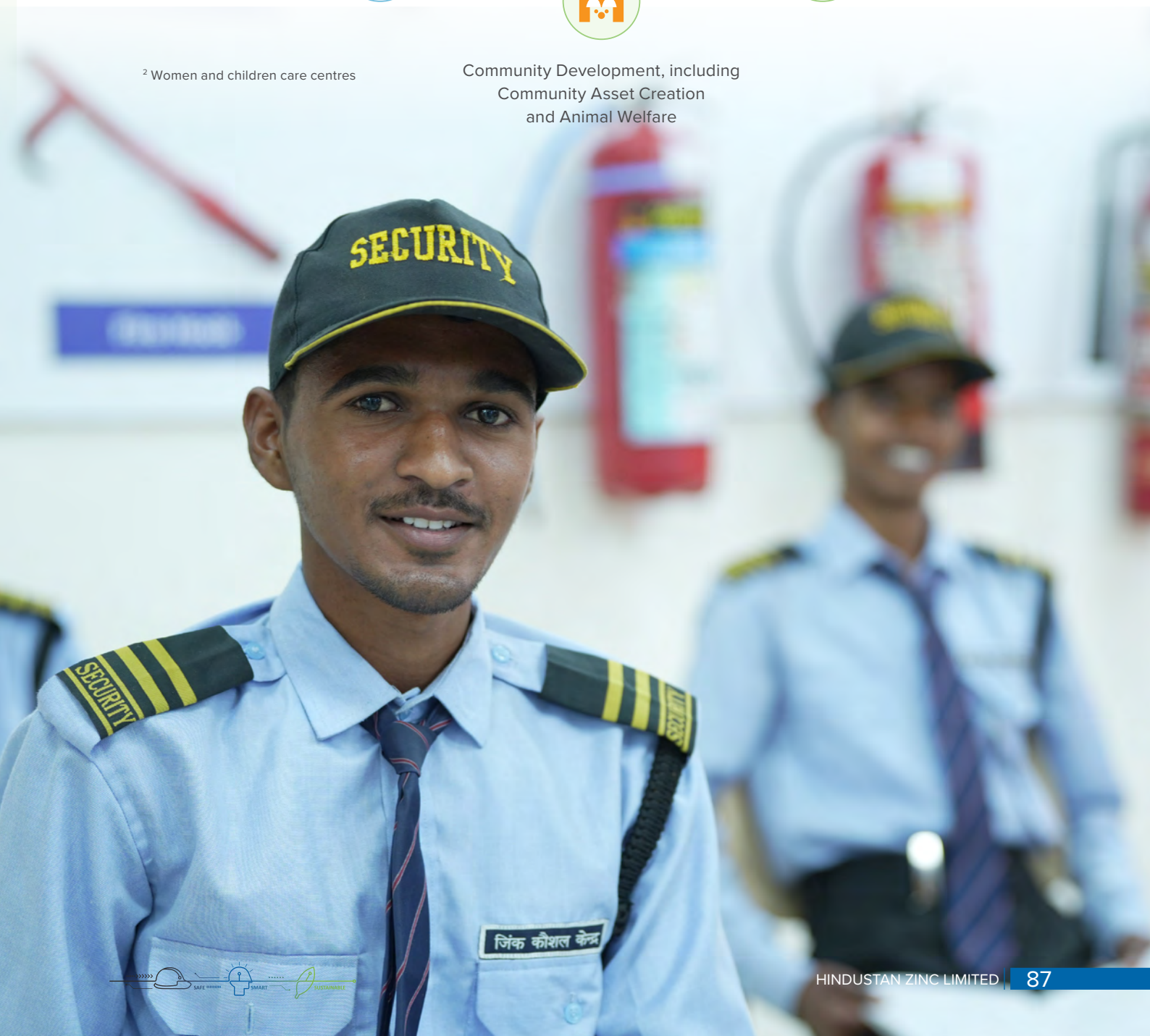
4,679
Nand Ghars built

[1]Aspirational Districts Programme is an Indian government initiative to rapidly improve development in the country's most underdeveloped districts across key social and economic sectors.

Nand Ghar built[2]



[2] Women and children care centres



MANAGEMENT APPROACH

We seek to develop long-term solutions by understanding local aspirations, integrating stakeholder perspectives into planning, and working collaboratively with governments, institutions and communities to address shared priorities. This participatory approach enables us to advance locally relevant solutions that improve livelihoods, enhance access to quality education and healthcare, promote economic inclusion and build strong community institutions. Robust governance, transparent engagement and continuous impact measurement underpin this framework, enabling us to anticipate and manage emerging social risks, strengthen our social licence to operate and deliver sustainable social and economic value over long-term.

Hindustan Zinc does not undertake any charitable donations or commercial activities under its CSR framework. Our CSR Policy, Delegation of Authority (DOA), technical standards for grievance redressal and stakeholder management provide overall strategic direction and guidance to our CSR efforts.
For more details read CSR | Overview.



PARTICIPATORY APPROACH TO COMMUNITY DEVELOPMENT

Understand

- Conduct Community Baseline and Needs Assessment through an external entity every three years
- Engage stakeholders, including communities, government bodies, NGOs, and industry experts through structured consultations to identify local priorities

Plan

- Integrate need assessment insights into programme planning and implementation
- Decisions are guided by the CSR Policy, Stakeholder Engagement and Social Performance Steering Committee

Partner

- Deliver programmes in collaboration with governments, NGOs, technical institutions, financial partners and community organisations

Measure and Monitor

- Evaluate programme outcomes through independent third-party Social and Human Rights Impact Assessments, Environmental and Social Impact Assessments (ESIA), Social Return On Investment (SROI)
- Regularly review programme performance and effectiveness through management oversight and assurance mechanisms

Improve

- Capture community perception through externally conducted annual perception studies
- Continuously refine programmes using stakeholder feedback, ongoing dialogue, grievance insights and periodic reviews to address evolving community needs

To maintain transparency in disclosures, all EIA and SIA reports are publicly available on our website. Access our Impact Assessment Report here.

GOVERNANCE: EMBEDDING SOCIAL PERFORMANCE INTO BUSINESS DECISIONS

01

BOARD OF DIRECTORS

Provides overall direction and accountability for the CSR agenda at an organisational level.

02

CSR COMMITTEE

- Formulates and recommends CSR policy
- Approves annual CSR action plans and budgets
- Reviews priority focus areas in line with statutory requirements and community needs
- Monitors fund utilisation, and ensures compliance with applicable legal and regulatory provisions
- Reviews programme progress and impact periodically
- Provides regular updates to the Board to ensure timely evaluation, course correction, and continuous strengthening of CSR outcomes

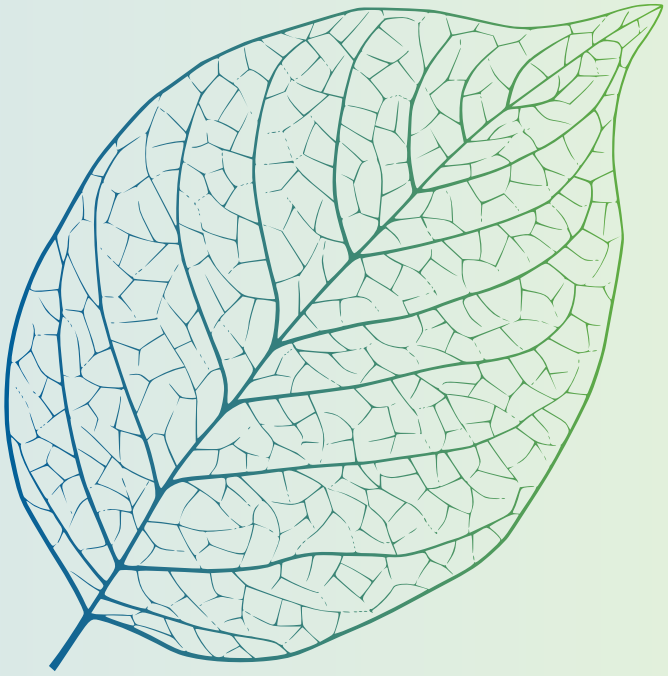
03

INTERNAL MANAGEMENT COMMITTEE (IMC)

- Comprises representatives from the senior management and provides operational oversight
- Meets in defined intervals to approve CSR projects, align key performance indicators and deliverables, and review budget utilisation
- Tracks implementation in real-time through a dedicated digital dashboard

Compliance and Assurance

Compliance is reinforced through regular reviews by the CEO and senior management, quarterly reviews and operational audits with annual assessments under the Management Assurance System, Sustainability Assurance System and the Vedanta Sustainability Assurance framework. This is complemented by Impact Assessments, programme and classification as ongoing or one-time interventions, ensuring strict adherence with the Companies Act (Schedule VII), CSR Amendments 2022.



IMPACT THROUGH COLLECTIVE ACTION

Our approach to social development is founded on collaboration. By leveraging the collective expertise and commitment of employees, academic institutions, business partners, civil society organisations and communities, we co-create solutions that respond to local aspirations. Leadership development, strategic partnerships and volunteerism enable us to amplify the reach, quality and sustainability of our development initiatives.

FY 2025-26 CSR VOLUNTEERING IN ACTION

Participation

654
Volunteers

200+
Volunteering activities

1,370
Person hours contributed

Impact Delivered

5,700+
Students supported through Smart Digital Learning

4
State-of-the-Art AI-enabled STEM Labs established in government schools

154+
Science Olympiad Foundation (SOF) gold medalists from Hindustan Zinc supported schools

UNIVERSITY FELLOWS PROGRAMME

Bridging academia with rural education, our University Fellows Programme brings young graduates from institutions such as Delhi University into government schools for year-long engagements, for the past three years. Their activity-based, interactive teaching methods complement classroom learning and help enhance foundational language and mathematical skills among students.

108
Interactive Modules delivered for students in Grade 6 – 8

SUMMER AND WINTER CAMPS FOR RURAL STUDENTS

Our summer and winter camps brought together external volunteers to create experiential learning experience that broadened horizons and fostered holistic development of students from rural backgrounds.

Over 108
External Volunteers engaged through Shiksha Sambal Project in FY 2025-26



COMMUNITY DEVELOPMENT PROGRAMMES

FOCUS AREA

SUSTAINABLE LIVELIHOOD GENERATION FOR FARMERS



PROGRAMME NAME: SAMADHAN

Income Diversification ▪ Climate-smart Farming ▪ Livestock Development ▪ Strengthening Farmer Producer Organisations (FPOs)

Hindustan Zinc's flagship livelihoods programme helps farmers move from subsistence agriculture to market-linked-agri-entrepreneurship through climate-resilient practices, livestock-based opportunities and stronger farmer institutions, strengthening rural economies.

33,716
Farmers benefited

5,500 acres
Agricultural land covered

740 families
Empowered with bio-fortified, zinc-rich wheat, delivering a total production of 518 MT

PROGRAMME NAME: ZINC KAUSHAL

Market-Linked Vocational Training ▪ Entrepreneurship & Self-Reliance ▪ Women in Non-Traditional Trades ▪ Government Exam Preparation

Skills create opportunities and opportunities transform lives. Zinc Kaushal empowers rural youth, especially women, through industry-relevant training and builds pathways for employment and entrepreneurship, building lasting economic prosperity. In FY 2025-26, we collaborated with Udaipur Police Department for skilling vulnerable youth.

10,000
Youth skilled across Rajasthan and Uttarakhand since inception

16%
Rise in average salaries to ₹ 16,000 through convergence with NABARD, JK Cement, YES Foundation and Bajaj FinServ

2,600+
Youth trained in FY 2025-26 (51% females)

83%
Placement rate

FOCUS AREA

WOMEN EMPOWERMENT



PROGRAMME NAME: SAKHI

Women Empowerment ▪ Financial Inclusion & Economic Independence ▪ Entrepreneurship & Self-Reliance ▪ Sustainable Grassroot Institutions

Sakhi advances women's financial inclusion and economic independence by strengthening capacities and building institutions, including federations, village organisations, and self-help groups (SHGs). The Sakhi platform provides a structured leadership-development pathway that enables women participants to progress as mentors, facilitators, and community leaders. By strengthening individual and institutional capabilities, Sakhi fosters women's greater participation in economic and community development.

25,000 Women supported through:

2,100 Self Help Groups (SHGs)

200+ Village Organisations

7 Federations and Apex Body Mahasangh

Financial Independence

₹ 4.21 Crore in annual savings generated

₹ 6.2 Crore credits distributed to 1,400 members ↑ 9.8% from last year

PROGRAMME NAME: MICROENTERPRISES

Women-led Enterprises ▪ Skill Development & Training ▪ Market Access & Visibility ▪ Social Awareness & Advocacy

The Microenterprises initiative positions entrepreneurship as a road to women's economic advancement. By connecting enterprise development and market access, it creates a conducive ecosystem for women from underprivileged communities to participate across the value chain, from production and business ownership to sales, strengthening financial independence while preserving traditional crafts and expanding market opportunities.

₹ 11.34 crore
Revenue generated across 18 microenterprises and 5 farmer input shops

426
Women engaged

Sakhi Utpadan Samiti (SUS), a Women-Owned MSME

- **Partnered with 436 Blinkit dark stores** to expand reach in Delhi NCR
- **4 new** microenterprises launched

FOCUS AREA

EDUCATION



PROGRAMME NAME: SHIKSHA SAMBAL

Enhancing Conceptual Learning ▪ Strengthening Academic Infrastructure ▪ Improving Language & Numeracy Skills ▪ Providing Career Guidance

Shiksha Sambal, delivered in partnership with Vidya Bhawan Society and SARD, bridges learning gaps in rural and tribal schools. Engaging classroom experiences, practical laboratory sessions, and career counselling strengthen academic competencies, aspirations and readiness for higher education and beyond.

76
Government schools impacted

13,000+
Rural students reached

4
State-of-the-art AI-enabled STEM labs established.

100%
Pass results in 38 Government schools

PROGRAMME NAME: UNCHI UDAAN

Selecting High-Performing Students ▪ Providing In-House Coaching for IIT-JEE ▪ Mentoring and Skill Development ▪ Career Placement Opportunities

Unchi Udaan identifies and nurtures high-performing students from Hindustan Zinc's neighbourhood schools through intensive coaching, mentorship, and guidance, enabling them to pursue admission to premier engineering institutions and realise merit-driven aspirations beyond socio-economic constraints.

44 Students
Placed in prestigious companies since inception, with packages up to ₹ 21 lakh per annum

90% Marks
Secured by 16 students in Class 10 and 12

OTHER EDUCATIONAL INITIATIVES

We are expanding educational opportunities for students from neighbouring communities, supporting their journey from foundational learning to higher education and career success.

1,850 +
Students enrolled across five Hindustan Zinc's schools

678
Students received coaching and career counselling support

120+
Girls from rural and tribal regions of Rajasthan awarded scholarships for graduate and post-graduate education

FOCUS AREA

SPORTS AND CULTURE



PROGRAMME NAME: ZINC FOOTBALL ACADEMY (ZFA) AND PROMOTION OF SPORTS AND CULTURE

Residential Training & Scouting ▪ Youth Sports Development ▪ Community Integration & Coaching ▪ Girl-Sports Encouragement

Zinc Football Academy and our community sports initiatives harness the transformative power of sports to identify and develop young talent from the communities. Through state-of-the-art facilities, residential training, talent scouting and competitive exposure, aspiring athletes are prepared to excel on regional, national and international levels.

Zinc Football Girls Academy

Hindustan Zinc launched the Zinc Football Girls Academy in Zawar, near Udaipur, with an inaugural cohort of 19 girl athletes from Rajasthan and the tribal communities of Zawar. Its high-performance, fully residential and technology-driven model integrates professional training, academic support, nutrition, healthcare, and a safe learning environment, nurturing the future of women's football in India.

53,900+

People reached through various sports activities, largely driven by the Sansad Khel Mahotsav and district tournaments

0.8 Million

Attendees across Pushkar Mela, Jaipur Literature Festival, Vedanta Udaipur World Music Festival, Smritiyaan, and Flower Show, fostering local traditions and cultural appreciation

FOCUS AREA

COMMUNITY DEVELOPMENT PROGRAMMES



COMMUNITY INFRASTRUCTURE

Strengthening Community Resilience

Expanding Access • Improving Quality of Lives

In FY 2025-26, Hindustan Zinc collaborated with local panchayats under the Rajasthan state government to upgrade education infrastructure, community assets, and renewable energy infrastructure across the neighbouring villages, improving access to essential public infrastructure.

0.16 million

people across 50+ villages benefited

Community Projects in FY 2025-26

Education Infrastructure

66 Educational structures strengthened through infrastructure, hygiene and safety enhancement

6 Model Schools developed

Education Infrastructure

4 Model Villages developed

23.1 km of roads constructed across 25 villages

Electrical & Renewable Energy Infrastructure Development

2 Solar Power Stations with a combined installed capacity of 15 KW commissioned across two villages

FOCUS AREA

HEALTH, WATER AND SANITATION



SWASTHYA SEWA

From advanced medical infrastructure to last-mile health delivery, Swasthya Sewa strengthens healthcare ecosystem by improving access, quality and preventive and curative healthcare for neighbourhood communities.

72,628

People reached through 2,530 OPDs conducted through 5 MHVs

58%

Women beneficiaries in the targeted population

1.33 lakh

Community people benefited through 6 company run hospitals across locations

IMPROVING WATER ACCESS AND RESILIENCE

Our water initiatives address both immediate water needs and long-term water security by improving access to safe drinking water and sanitation facilities, while strengthening local water resources.

40,000+ People

Across 33 villages supplied with 3 lakh+ kilolitres of water through tanker services

11.13 million litres

of safe drinking water dispensed through RO ATMs, benefiting 58,000+ people across 80+ villages

30% Increase in Well-Capacity

Achieved across 65 wells, enabling an additional 1 bigha of irrigated land per farmer and improving farm incomes

FOCUS AREA

ENVIRONMENT AND SAFETY



ENVIRONMENTAL AND CLIMATE-RESILIENT INITIATIVES

As part of our sustainable growth strategy, we undertake focused conservation, environmental protection and community safety initiatives that strengthen natural capital and promote healthier and resilient ecosystems across neighbouring villages.

6.1 lakh

beneficiaries positively impacted through our environment and community safety initiatives.

12.97 million m^3

of wastewater treated through 60 MLD sewage treatment plant (STP) in Udaipur, in partnership with the Udaipur Municipal Corporation, reducing dependence on freshwater resources

19,000+

Community members reached through 980+ safety training

50,000+

Saplings planted for improving biodiversity, and air quality

OUR CSR PARTNERS

- BAIF Institute for Sustainable Livelihoods and Development (BISLD)
- Access Development Services and BISLD
- Ambuja Foundation and Tata Strive
- Manjari Foundation and Chaitanya
- Vidya Bhawan Society and Resonance Edu Pvt Ltd
- Vedanta Foundation, Dr. Anushka Memorial Educational society (DAMES) Udaipur and DAV College
- RNT Medical College and Hospital, MAMTA Health Institute for Mother and Child
- Neer Amrit LLP and Rajasthan Vanvasi Kalyan Parishad

For more details on our Community Development initiatives, please refer to page 236 to 255 of the Integrated Annual Report 2025-26

Sustainable and Inclusive Supply Chain

GRI: 2-23, 2-24, 3-3, 204-1, 308-1, 308-2, 414-1, 414-2, 14.9.5, 14.17.9, 14.17.10, 14.25.3

ICMM Principle: 2, 4, 9
UNGC Principles: All ten principles
FIMI: 2, 3, 9, 10

A responsible supply chain is built, one partner relationship at a time. Every supplier who manages, supplies, services, transports, or contracts with Hindustan Zinc enters a deliberate journey: from the standards we set to the everyday screening and monitoring that keeps it ethical and compliant to the collaborative work of helping partners grow. During FY 2025-26, we strengthened our commitment with ICMM Mining principles, embedding responsible business practices more deeply across our supply chain, enhancing transparency, and accountability.

WHAT DEFINED FY 2025-26

FY 2025-26 was marked by deeper ESG integration across our ICMM-aligned responsible supply chain. Our focus remained on strengthening governance, risk-based due diligence, supplier performance and capabilities, value chain collaboration and promoting local vendor development to foster supply chain resilience, create shared economic value and achieve inclusive growth.

Strengthening Trust

Reinforced governance through robust policies, Board oversight and supplier accountability

Embedding Responsibility

Integrated ESG screening, due diligence, continuous monitoring and risk management into every stage of supplier lifecycle

Enabling Progress

Accelerated supplier capability, ESG maturity and local enterprise development through targeted engagement

Advancing Responsible Value Chains

Reinforced responsible mineral sourcing, Copper Mark Assurance, and low carbon logistics to build resilient supply chains



624
Total commercial suppliers

₹ 15,278 crore
Spent on tier-1 suppliers

128
Local commercial suppliers

99%
Sustainable sourcing (basis commercial suppliers spend)

99%
Suppliers assessed on ESG and risk management (basis commercial suppliers spend)

33%
Procurement spend with Micro, Small and Medium Enterprises (MSMEs)

50
Women-owned businesses

232
Green fleet vehicles

22%
Local procurement

NIL
Revenue from products containing mineral sources from Conflict-Affected and High-Risk Areas (CAHRA)

RESPONSIBLE SOURCING FRAMEWORK

Hindustan Zinc's responsible sourcing framework sets clear expectations for all immediate business partners, including service and supply partners. It is guided by our Sustainable Sourcing Policy, Supplier Code of Conduct, and a robust Supplier Due Diligence Procedure, standardised through a structured Procurement Rulebook and administered through integrated Vendor Management System. Aligned with ISO 20400, the framework incorporates ESG parameters into supplier pre-qualification, due diligence, contractual obligations, and ongoing performance reviews, enabling risk-informed decisions, compliance monitoring and consistent oversight across the value chain.

Read more about our sustainable sourcing practices Supplier Sustainability Management Policy

Supply Chain Strategy Document	ESG Expectations Document	Supplier Due Diligence

THE FOUNDATION: POLICY AND GOVERNANCE

Sustainable Sourcing Policy

Our Sustainable Sourcing Policy defines the standards that shape every supplier relationship. It applies to all suppliers, service providers, and contractors, establishing clear environmental, social, and ethical standards, guides the identification and management of health, safety, and environmental (HSE) risks within the supply chain, and upholds a zero-tolerance stance towards human rights violations. It also promotes compliance with applicable laws and internationally recognised standards of governance and sustainability. Complementing the policy, our Supplier ESG Expectations document outlines the environmental, social, and governance principles that suppliers are encouraged to adopt and integrate within their operations.

Supplier Code of Conduct

Our Supplier Code of Conduct establishes non-negotiable standards of integrity expected for all business partners — material suppliers, contractors, and service providers. Informed by fundamental conventions of the ILO, the UN Universal Declaration of Human Rights, and the ICMM Mining Principles, the Code sets clear expectations on labour and human rights, occupational health and safety, environmental stewardship, climate considerations, business integrity, and regulatory compliance. It also mandates zero-tolerance for corruption, bribery, fraud, and insider trading, supported by robust grievance redressal mechanisms and risk-based due diligence.

Adherence with the Supplier Code of Conduct is mandatory for all suppliers, and we encourage partners to cascade these standards through their own supplier networks, ensuring responsible practices extend beyond our direct operations.

Oversight and Accountability

Board ESG & Sustainability Committee	• Provides strategic oversight of the Supplier ESG programme • Reviews and guides responsible sourcing strategy, goals and performance
Executive Level Sustainability Committee (Chaired by the CEO)	• Provides strategic leadership and drives enterprise-wide implementation of responsible sourcing initiatives
Supply Chain Community (Chaired by Chief Commercial Officer)	• Implements responsible sourcing strategies and policies • Strengthens commercial team capabilities to execute Supplier ESG programme through training and awareness • Commercial Heads manage supplier engagement and risk assessments, with Commercial Executives handling daily sourcing activities, supplier evaluations, and compliance monitoring
IBU ESG Committee (at all sites)	• Drive site-level implementation of ESG and responsible sourcing practices in alignment with the Company's ESG strategy



EMBEDDING ESG ACROSS THE SUPPLIER LIFECYCLE

Supplier Qualification and Onboarding

At Hindustan Zinc, responsible sourcing begins well before a supplier enters our value chain. ESG considerations are embedded into every stage of supplier qualification and onboarding through a structured framework of internal controls, policies, due diligence procedures and digital procurement systems. This framework integrates ESG principles, with a strong emphasis on human and labour rights. Suppliers undergo pre-qualification assessments and ESG screening aligned with the Company's sustainability standards upon entering into a new contract, prior to being onboarded into our procurement system.

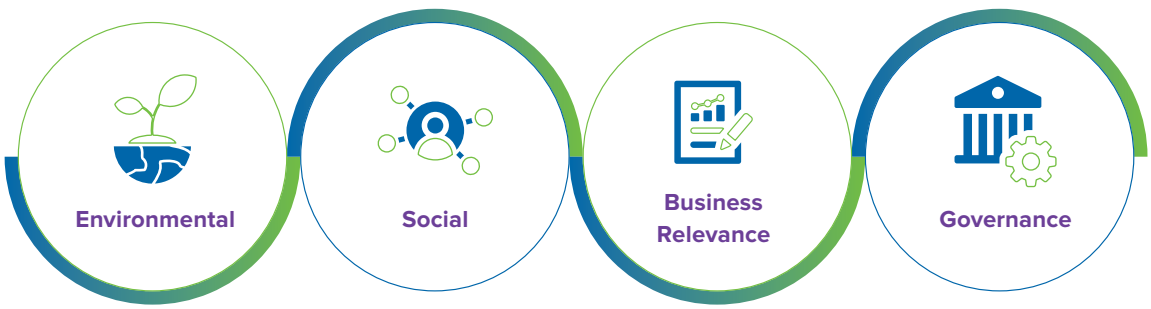
1 Supplier Screening	• ESG Qualification questionnaire shared by commercial team with the new supplier post-registration • Review by the authorised ESG representative against predefined qualification criteria
2 Supplier Assessment	• Independent third-party due diligence conducted for all suppliers before onboarding • Internal assessments also performed; non-compliant suppliers are debarred from future contracting
3 Supplier Onboarding	• Supplier onboarding only after successful completion of external due diligence and internal assessment
4 Responsible Contracting	Apart from general terms and conditions, the supplier contracts incorporates: • Environment, Health & Safety requirements • Supplier Code of Conduct, Standard policies and Company guidelines • Whistle Blower policy and malpractice prevention post consultation with relevant departments • ESG expectations, Single-use plastic management and Hindustan Zinc's Safety Standards • Incentive & penalty provisions

Supplier Screening and Performance Monitoring

Hindustan Zinc leverages SAP ARIBA Supplier Lifecycle and Performance (SLP) module to screen prospective and existing suppliers across Environmental, Social, Governance (ESG), quality and business relevance parameters. The screening questionnaire incorporates ESG risk indicators and is benchmarked against ISO 20400 (Sustainable Procurement) and SMETA (Sedex Members Ethical Trade Audit) standards. ESG screening is conducted for new and existing suppliers, with scores assigned by designated authorities to support supplier evaluation and informed decision-making during supplier selection and contract awarding.

Supplier performance is monitored on an ongoing basis, with ESG compliance linked directly to payment terms, safety obligations and statutory requirements. A penalty-and-incentive mechanism is deployed to drive improvements in productivity and safety performance. On-site service contractors undergo regular Contractor Functional Safety Audits (CFSA), with corrective actions tracked to closure. Key contracts are monitored on a daily, weekly and monthly basis for compliance with safety, human rights and environmental standards. Supplier performance on quality and delivery is tracked through the integrated Performance module in SAP ARIBA.

Aspects of Supplier Screening



OUR SUPPLY CHAIN RISK UNIVERSE

Country-Specific Risks

- Anti-Corruption and Bribery
- Business Ethics
- Conflicts-Affected Areas
- Terrorism

Sector-Specific Risks

- Human Rights
- Air Emissions
- Climate Change

Commodity-Specific Risks

- Market Volatility
- Availability of a Commodity

Read more on page 260 of Integrated Annual Report FY 2025-26

RISK-BASED DUE DILIGENCE AND MULTI-LAYERED ASSURANCE

To proactively identify and manage supply chain risks, Hindustan Zinc applies a comprehensive risk assurance framework that combines internal governance with independent verification. Supplier risk assessments are aligned with our internal policies and internationally recognised standards, including ILO, ISO 14001:2015, ISO 45001:2018, and SA8000, enabling systematic identification of environmental, social, human rights and operational risks across the supply chain. This structured risk assurance framework strengthens supply chain resilience and responsible mineral sourcing.

Three Layers of Annual Supply Chain Risk Assurance

First-Party Risk Assessment

- Desktop-based internal assessments and blocking non-compliant suppliers
- Hindustan Zinc conducted ESG screening via self-assessments for all new partners during onboarding
- Supplier evaluation against GHG emissions, water management, human rights and occupational health and safety criteria
- Alignment with responsible sourcing protocols and CAHRA* guidelines for mineral supply chain risk management
- Enhanced due diligence and remediation for identified red flags

Second-Party Assessments

- On-site assessments by our contracted consultants for strategic or significant suppliers to evaluate their operational practices, technical capabilities, and adherence to ESG and quality standards

Third-Party Due Diligence

- Desktop and onsite due diligence by independent third-party agencies
- Supplier assessment against internal and international frameworks, including:
  - LME Responsible Sourcing Guidance
  - Modern Slavery Act
  - Responsible Minerals Initiative

*CAHRA: Conflict-Affected and High-Risk Areas

CORRECTIVE ACTION

Hindustan Zinc works closely with high-risk suppliers and provides them with support and technical guidance to implement time-bound corrective action plans. Progress is closely monitored through follow-ups and ongoing engagement to enhance supplier performance. Suppliers that fail to demonstrate adequate improvement against the specified ESG requirements within a 12-month remediation period become ineligible for future contract awards.

Read more about supplier risk assessment on page 263 of Integrated Annual Report

Sr. No.	UNIQUE & UNIQUE SIGNIFICANT SUPPLIERS	FY 2024-25	FY 2025-26
1	Total number of unique suppliers	768	624
2	Number of unique significant* suppliers	52	43
3	Number of unique significant suppliers supported with development measures (as a subset of 2)	52	43
4	Percentage of unique significant suppliers supported with development measures	100%	100%
5	Number of unique significant suppliers assessed via desk assessments/on-site assessments	52	43
6	Percentage of unique suppliers assessed**	95%	100%

*Unique significant suppliers: Refers to the number of individual (or unique) suppliers that are identified as having significant business relevance to the company or a combination of both. We consider them to have significant business relevance (Class A suppliers).

** Percentage is calculated basis supplier spent contribution

Sr. No.	UNIQUE & UNIQUE SIGNIFICANT WITH SUBSTANTIAL ACTUAL/POTENTIAL NEGATIVE IMPACTS	FY 2024-25	FY 2025-26
7	Number of unique significant suppliers assessed with substantial actual/potential negative impacts	1	0
8	Number of unique significant suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	1	0
9	Number of unique significant suppliers with substantial actual/potential negative impacts that were terminated	0	0

In FY 2025-26, no suppliers were identified with actual negative ESG impacts. Consequently, no supplier terminations or corrective actions/improvement plans were required.

The indicators/information disclosed above have obtained Limited Assurance by S. R. Batliboi & Co. LLP.

Classification of Significant Suppliers

Hindustan Zinc classifies its Tier 1 suppliers into Class A, B, and C categories based on their overall business volume, criticality and functional role. Class A suppliers are considered significant suppliers, forming the basis for our approach towards supplier management and risk assessment.

624
Active Tier-1 Suppliers

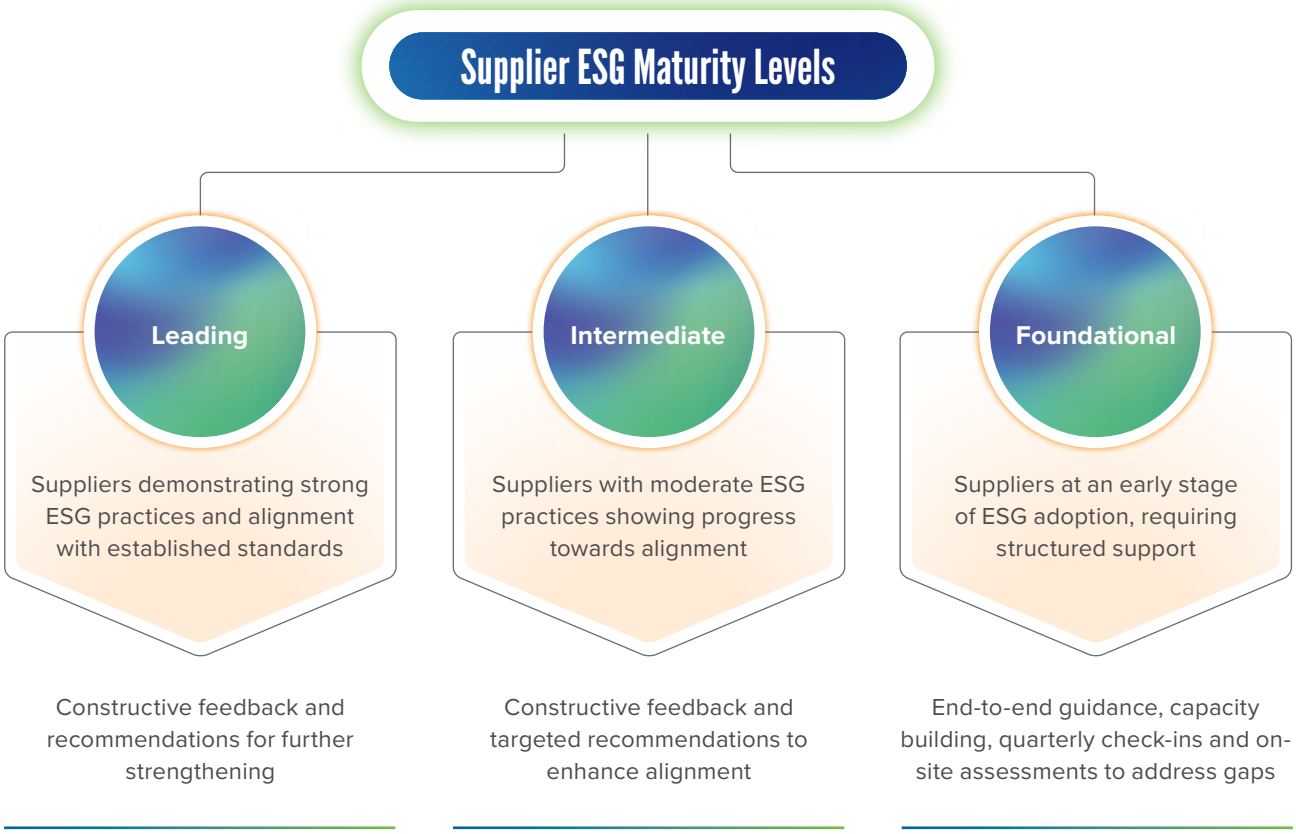
70%
of Total spend on significant suppliers in Tier-1

43
Total number of significant suppliers in Tier-1

MAJOR INITIATIVES IN FY 2025-26

Sustainable Supply Chain Programme

Hindustan Zinc assessed 52 suppliers, including significant suppliers, against established ESG frameworks, including GRI, BRSR and ICMM standards, and placed each on a maturity curve – Foundational, Intermediate and Leading. Tailored support is provided at each stage of the curve, ranging from constructive feedback for advanced suppliers to end-to-end guidance, quarterly check-ins and on-site assessments for those at the Foundational stage. 21 partners now have defined emission reduction targets, 47 have a POSH policy in place, and 48 hold relevant ISO certifications. During the year, the internal commercial team, including buyers, were trained on the topic of responsible sourcing, to deepen their understanding of ESG within the supply chain.



Supply Chain ESG Benchmark: In FY 2025-26, post the completion of the ESG Assessments for the 52 unique suppliers, the results were collated and provided a benchmark report based on the maturity level across the similar industries during the multiple hand holding sessions with the suppliers.

For suppliers at the Foundational maturity level, Hindustan Zinc provides structured ESG capacity-building support through a systematic improvement process. Based on maturity assessments against established ESG frameworks, identified gaps are documented through a Corrective and Preventive Action (CAPA) plan, outlining specific improvement actions, implementation approaches, and defined timelines. Suppliers are supported through technical guidance, capability-building interventions, collaborative development of management systems, and on-site assessments to address gaps across priority ESG topics such as emissions reduction, energy efficiency, health and safety management, chemical management, and workplace practices. Progress against agreed action plans is reviewed through quarterly performance reviews, enabling continuous monitoring, knowledge-sharing, and course correction where required. This sustained engagement approach, extending beyond corrective action closure, enables suppliers to strengthen their ESG capabilities, improve performance over time, and progress towards higher maturity levels.

SUPPLIER CAPACITY BUILDING PROGRAMMES

Responsible sourcing is strengthened through informed partnerships. We equip suppliers with in-depth technical knowledge, tools and engagement needed to advance ESG performance and responsible business practices.

Foundation

Supplier Code of Conduct learning module

Mandatory training for all suppliers to undertake and confirm their compliance, which includes Hindustan Zinc's.

Continuous Engagement

Virtual ESG Connect

Dedicated engagement sessions with suppliers to strengthen collaboration, align on ESG priorities and share leading practices.

"Wednesday for Transition" Series

Structured learning sessions covering ESG topics, such as Business Responsibility & Sustainable Reporting, Climate Risks, Human Rights, and Biodiversity Risk & Conservation.

Knowledge and Digital Enablement

Vendor Information Portal on Website

Digital gateway providing suppliers with onboarding support, ARIBA-based e-learning access, ESG guidance and essential procurement resources.

OVER 120 SUPPLIERS ENGAGED THROUGH VARIOUS ESG TRAINING AND ENGAGEMENT SESSIONS

12 sessions conducted under the "Wednesday for Transition" training series, contributing 180 person-hours of ESG training.

Occupational Health and Safety (OHS) training delivered to the contractual workforce, reinforcing zero-harm culture.

16 suppliers identified at foundational ESG maturity level engaged through dedicated ESG Connect sessions.

Capacity Building Programmes	FY 2024-25	FY 2025-26
Total number of capacity building programmes	9	12
% of significant unique suppliers in capacity building programmes	52%	58%

Read more on page 262 of the Integrated Annual Report FY 2025-26

DECARBONISING OUR VALUE CHAIN

Moving materials responsibly is vital to Hindustan Zinc's decarbonisation journey. We are transforming logistics through strategic transport contracts to accelerate the adoption of cleaner fuel alternatives and battery electric vehicles (BEVs).

Greener Logistics

Cleaner Fuel Alternatives and Battery Electric Vehicles (BEVs)

232 green vehicles deployed

52 Electric Vehicles and 180 liquefied natural gas (LNG) vehicles

42 EVs (out of total 52) were inducted in FY 2025-26, for inter-unit transportation (IUT) of calcine and concentrate

Concentrate IUT contract delivered ~11% savings over the last purchase price (LPP)

Entered into a strategic agreement for 100% electric truck fleet, phasing out diesel-operated vehicles

Supporting Regional Economies Through Local Vendor Development

Our decision to source locally is an investment in our host communities. By expanding opportunities for local enterprises through transparent, accessible and digital avenues for fair procurement, we strengthen local enterprises, create employment, deepen regional supply networks and improve supply chain responsiveness, while maintaining uncompromising standards of quality, safety and governance.

Hindustan Zinc introduced a Local Procurement Policy during the year, aligned with ICMM principles, to deepen engagement with businesses headquartered in its operating regions and strengthen regional economic inclusion and supply chain resilience. In FY 2025-26, 22% of total procurement was sourced locally. A dedicated Local Procurement Development Cell was established to identify, develop and integrate local suppliers through market research, engagement with industry bodies, site-level capability assessments, vendor screening, capacity building and ongoing performance monitoring.

FY 2025-26 Local Procurement Highlights

30

New suppliers based in India onboarded, strengthening domestic supply chains

Procurement	% Spend (basis GSTIN No.) FY 2024-25	% Spend (basis GSTIN No.) FY 2025-26
Total procurement spends on suppliers belonging to same country	89%	89%
*Total procurement spends on suppliers belonging to same state	66%	65%
#Total procurement spends on suppliers belonging to same district	38%	39%

*Same-state procurement includes procurement from Rajasthan and Uttarakhand.

#Same-district procurement includes procurement from Ajmer, Bhilwara, Chittorgarh, Rajsamand, Udaipur, and Udham Singh Nagar.



COPPER MARK JOINT DUE-DILIGENCE

As India's largest and among the world's leading zinc-lead producers, Hindustan Zinc recognises its responsibility to operate transparently and hold itself accountable to global best practices in mineral supply chains. During the year, two of our operating facilities – Chanderiya Lead Zinc Smelter and Rampura Agucha Mines underwent Zinc Mark certification audit, an assurance framework extended by The Copper Mark in collaboration with the International Zinc Association (IZA). The audit evaluates due diligence practices across mineral supply chains, including risk identification, supply chain traceability, and responsible sourcing controls, in addition to the core criteria covering environmental performance, labour practices, health and safety, community impact, and governance.

As part of our Zinc Mark journey, we underwent assessment under the Joint Due Diligence Standard, which evaluates our practices across following pillars:

Strong Management Systems

We maintain a robust management system aligned with OECD Due Diligence Guidance and London Metal Exchange (LME) requirements, embedding responsible sourcing principles into our supply chain governance and supplier engagement processes.

Risk Identification & Assessment

We reference established sources, including the TDi Sustainability tool, the EU list of conflict-affected and high-risk areas, and the Dodd Frank Act (DFA) framework, to identify Conflict-Affected and High-Risk Areas (CAHRA) within our supply chain.

Systematic Response to Identified Risks

Based on assessment results, we follow a structured, risk-based procedure to determine appropriate actions ranging from continued sourcing to enhanced due diligence or corrective engagement with suppliers, ensuring risks are addressed proportionately and consistently.

Reporting & Continuous Monitoring

Our due diligence assessment for the reporting year did not identify any red flags within our supply chain. We remain committed to ongoing monitoring and tracking of supplier performance over time to sustain responsible sourcing practices.

SUPPLIERS GRIEVANCE MECHANISM

Supplier concerns are addressed through the Sahyog Portal, which provides a dedicated grievance management system for submitting, tracking and resolving issues. The mechanism is overseen by a grievance resolution committee, and supported by defined resolution timelines, escalation protocols and automated notifications, ensuring grievances are handled fairly, transparently and in a timely manner.

No. of grievances filed during the year	Number of grievances pending resolution as at close of the year
5	2

Read more about our approach on Supply Chain Management.

Environmental Management

GRI: 2-23, 2-24, 2-27, 3-3, 101-1, 101-2, 101-4, 101-5, 101-6, 302-1, 302-3, 302-4, 303-1, 303-2, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5, 14.1.1, 14.1.2, 14.1.4, 14.1.5, 14.1.6, 14.1.7, 14.1.8, 14.1.9, 14.2.1, 14.2.2, 14.3.1, 14.3.2, 14.4.1, 14.4.2, 14.4.3, 14.4.4, 14.4.5, 14.4.6, 14.4.7, 14.4.8, 14.5.1, 14.5.2, 14.5.3, 14.5.4, 14.5.5, 14.5.6, 14.6.1, 14.6.2, 14.6.3, 14.7.1, 14.7.2, 14.7.3, 14.7.4, 14.7.5, 14.7.6, 14.8.1, 14.8.4, 14.8.5, 14.8.6, 14.8.9

ICMM: 2, 4, 6, 7, 8
UNGC: 7, 8, 9
FIMI: 5, 7, 8
SASB: EM-MM-110a.1, EM-MM-120a.1, EM-MM-130a.1, EM-MM-150a.4, EM-MM-150a.5, EM-MM-150a.6, EM-MM-150a.7, EM-MM-150a.8, EM-MM-150a.10, MM-160a.2, EM-MM-540a.1, EM-MM-540a.2, EM-MM-540a.3

Environmental stewardship and climate action are integral to our Sustainability 2.0 approach and inform every stage of the mining lifecycle. By embedding environmental considerations in strategy, investment decisions and operations, we aim to strengthen resilience, improve resource efficiency and create long-term value for ecosystems, communities and the business.

WHAT DEFINED FY 2025-26

Aligned with ICMM Mining Principle 6, we strengthened environmental performance through six priorities that advanced responsible resource management, operational resilience and long-term environmental stewardship.

Climate Action

Enhanced Renewable energy share, energy efficiency, and low-carbon mobility in mining operations to advance Net Zero Pathway.

Circular Resource Management

Advanced resource efficiency through innovative technologies, fumer technology, Paste Fill plants and circular economy initiatives.

Nature Stewardship

Enhanced biodiversity conservation through TNFD-LEAP aligned assessments, IUCN-aligned BMPs, habitat restoration, and ecosystem partnerships.

Water Stewardship

Enhanced water security through recycling, State-of-the-art Water Treatment Facilities and improved water-use efficiency.

Responsible Tailings

Strengthened tailings governance, storage integrity and long-term stability in alignment with GISTM and global leading practices.



HIGHLIGHTS FOR FY 2025-26

Climate Change and Energy Transition

0.83 million tCO_2e GHG emissions avoided through renewable electricity

80,000 GJ energy savings

18% of total electricity consumption was sourced from renewable energy 892 million kWh of green electricity was consumed during FY 2025-26.

Tailings Management

Two Filtered tailings plants are operational at Zawar and Rajpura Dariba Complex.

Circularity and Waste Management

More than 863 kt of smelting-process waste was gainfully utilised 104% utilisation of high-volume, low-toxicity waste, including drawdown of legacy inventories

Water Management

Freshwater consumption in operations decreased by 13% from the FY 2019-20 baseline, excluding mine water 3.32 times water positivity

Biodiversity and Ecosystems

8.5 lakh cumulative plantation from the base year 2020 for restoration of the habitat

100% coverage of operational sites with site-specific biodiversity management plans (BMPs)

ENVIRONMENTAL MANAGEMENT APPROACH

Environmental performance is engineered into every aspect of our operations. Our Environmental Management System (EMS) extends beyond regulatory compliance, integrating governance, technology, strategic investments and operational discipline to minimise environmental impacts and create long-term value for ecosystems, communities and our business. EMS is supported by a comprehensive framework of policies with clearly-defined roles and responsibilities to drive strict compliance with applicable environmental laws and regulations. Through continuous innovation and robust assurance mechanisms, we strengthen environmental resilience while driving sustainable growth.

Strategic Environmental Investments in FY 2025-26

₹ 161 crore
spent on operational efficiency initiatives

₹ 578 crore
capital investments focused on environmental management

Investment Priorities

- Renewable energy expansion
- Tail Gas Treatment Systems
- Advanced Zero Liquid Discharge systems
- Circular technologies, such as Fumer technology, Pastefill plants, etc.
- Responsible tailings management and long-term stability

GOVERNING POLICIES AND STANDARDS

Environmental Policies

- Environmental Policy
- Energy and Climate Change Management Policy
- Water Management Policy
- Biodiversity Management Policy
- Tailings Management Policy

Assurance Standards

- 100% operational units are certified for ISO 14001:2015 (Environmental Management), ISO 50001:2018 (Energy Management)
- Environment Product Declaration (EPD) using LCA Methodology for our zinc product, complying with ISO 14025:2006 and EN 15804:2012+ A2:2019 standards
- Tailings Management Facility Standard (TMFS) and Global Industry Standard on Tailings Management (GISTM) for responsible tailings management, tailings safety and sustainability
- Adherence to internal Technical and Management Standards for environmental management

ENVIRONMENTAL INCIDENT MANAGEMENT

Environmental incident management is integral to operational excellence and safeguarding the environment. We have embedded a digitally-enabled incident management process that promotes incident reporting, timely intervention, and continuous improvement across our operations.

Powered by "Vunified", employees can report environmental incidents occurring within the plant premises in real-time, enabling structured incident management process, and timely implementation of corrective and preventive actions. This disciplined approach reinforces accountability, strengthens environmental resilience and drives continual enhancement of our environmental performance.

Category 1 (Minor): Localised environmental impact within the premises that can be managed with little or no remediation.

Category 2 (Low): Localised environmental impact within the premises requiring remediation, with moderate clean-up effort.

Category 3 (Moderate): Environmental impact that may extend within or beyond the premises, requiring remediation typically completed within one month.

Category 4 (Major): Significant environmental incident that may result in regulatory action, fines, or sanctions, with remediation taking one to three months.

Category 5 (Severe/Critical): Serious environmental incident that may lead to operational suspension, national media attention, or major regulatory consequences, with remediation extending beyond three months.

More on Incident Classification may be found in our Management Standard on Incident Reporting

Zero Environmental incidents under Category 4 or 5 were recorded during FY 2025-26.

Environmental Compliance

Financial Year	Any fines / penalties / action taken by regulatory agencies such as Pollution Control Boards
FY 2025-26	NIL
FY 2024-25	NIL
FY 2023-24	NIL
FY 2022-23	NIL
FY 2021-22	NIL

Environmental Investments (in ₹)

	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Capital Investments	3,075,000,000	3,885,333,836	4,637,300,000	3,648,700,000	5,786,481,756
Operating Expenses	1,035,000,000	1,358,406,918	1,480,000,000	1,321,308,806	1,612,759,461
Total Expenses (Capital Investments + Operating Expenses)	4,110,000,000	5,243,740,754	6,117,300,000	4,970,008,806	7,399,241,217
Savings	653,111,392	1,370,616,216	1,666,494,500	186,365,313	238,967,929
% of Operations Covered	100%	100%	100%	100%	100%

AIR EMISSIONS AND AMBIENT AIR QUALITY

STRATEGY AND MANAGEMENT APPROACH

At Hindustan Zinc, we prioritise air quality by operating monitoring stations near our sites, supported by robust control measures and continuous monitoring systems to minimise emissions and environmental impact. In line with ICMM Principle 6, Hindustan Zinc manages non GHG air emissions through a preventive, risk-based approach, using advanced control systems and Continuous emission monitoring systems (CEMS) for real-time monitoring, with timely corrective actions and regulatory reporting.

Read more about our Approach on Air Quality Management and page 206 of Integrated-Annual-Report-2025-26.pdf.

INTEGRATED APPROACH TO REDUCE AIR EMISSIONS

Advanced Control Systems

Deploying state-of-the-art technologies and systems to continuously monitor, manage and reduce emissions across our operations.

Continuous Emissions Monitoring

Operating Continuous emission monitoring systems (CEMS) integrated with Pollution Control Board servers for real-time reporting and compliance.

Community-focused Air Stewardship

Engaging proactively with local communities to understand air quality concerns and ensure timely response and resolution of related grievances.

MERCURY MANAGEMENT

Hindustan Zinc neither produces nor uses mercury in its mining or ore processing operations, aligning with the ICMM Position Statement on Mercury Management. Any mercury recovered as a by-product of smelting process is managed and utilised as a raw material for downstream industrial applications, including chemical and other industries. Our mercury emissions remain Below Detectable Levels (BDL) and are transparently reported in this Sustainability Report.



PERFORMANCE METRICS IN FY 2025-26

Air Emissions Trend

Indicator	Unit of Measurement	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
NOx	MT	4,851	7,033	6,606	6,379
SOx	MT	17,247	25,199	26,753	22,252
Particulate Matter (PM)	MT	1,048	1,261	1,247	1,240
Hazardous Air Pollutants (HAP)*	MT	-	-	BDL	BDL

HAP here includes Mercury emissions which are below detectable levels (BDL)

TAILINGS MANAGEMENT

STRATEGY AND MANAGEMENT APPROACH

At Hindustan Zinc, tailings management is integrated into the mine lifecycle, from planning and design to closure and post closure. Guided by the Global Industry Standard on Tailings Management (GISTM), our approach combines robust governance, engineering excellence, proactive risk management and independent assurance to safeguard people, communities and the environment.

Governance

GISTM-aligned Tailings Management Framework

Design

Lifecycle engineering and consequence-based planning



Operate

Continuous monitoring and risk management

Assure

Independent reviews and continuous improvement

All tailings facilities are inventoried and classified based on consequence, with controls proportionate to risk. Currently, five active TSFs across three sites are managed under stringent monitoring and maintenance protocols to ensure safety of people and the environment.

For further information refer Hindustan Zinc-Responsible-Tailings-Management.pdf and page 200 of Integrated-Annual-Report-2025-26.pdf.

Implementing world-class tailings governance and engineering practices aligned with ICMM Tailings Good Practice Guide, ICOLD Bulletin B194, and the GISTM

Partnering with global technical experts for ongoing TSF design, real-time monitoring, and independent technical reviews

STRATEGIC FOCUS AREAS

Maintaining rigorous standards across all tailings storage facilities, with consequence classification and risk-based assurance programs

Maximising tailings value through backfill applications while enhancing safety by managing filtered tailings transition at all TSF sites

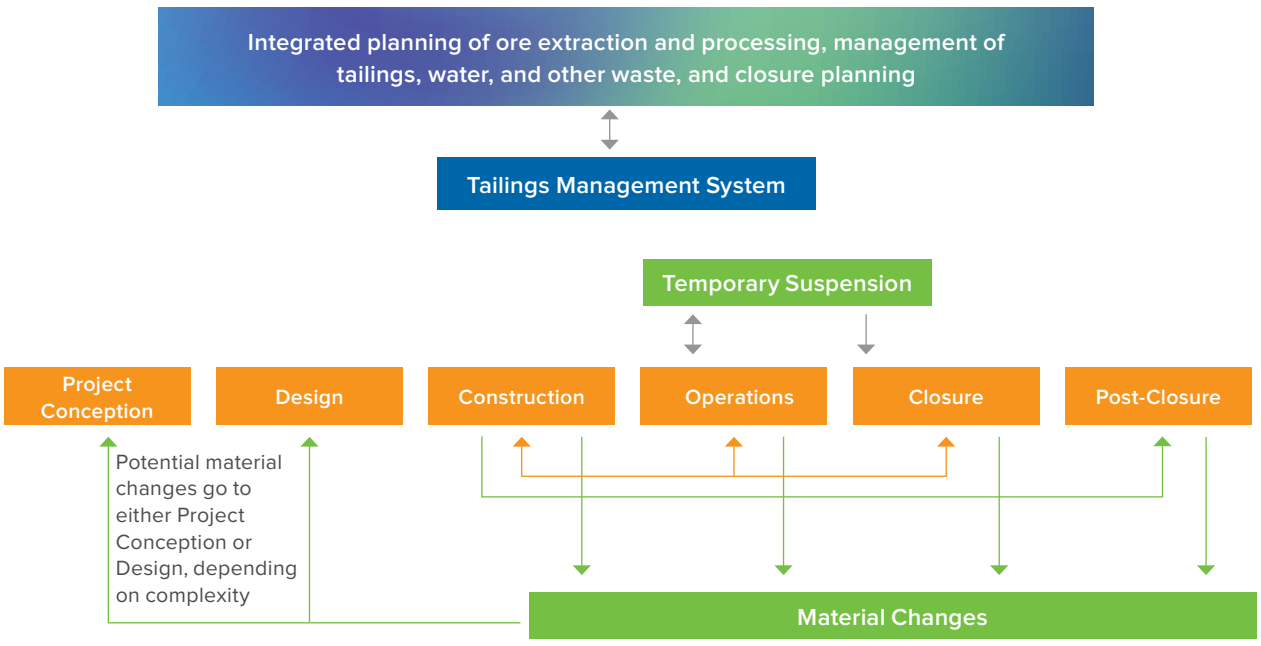
Hindustan Zinc's tailings management practices are aligned with the **ICMM Tailings Management Good Practice Guide (2nd Edition, 2025),** which sets out guidance on good governance and good engineering practices across the full **tailings facility lifecycle** — from **Project Conception** through **Design, Construction, Operations, Closure and Post-Closure.** Tailings management is embedded within **integrated mine planning**, ensuring coordination with sitewide **water management, closure planning** and the development of long-term stable **engineered landforms.**

Our Goal is to fully implement GISTM across all tailings facilities with zero tolerance for harm and reduction of risk by 2027.

5 Active TSF's

Five active tailings storage facilities across three operating sites are managed through a lifecycle-based risk-management framework, supported by continuous monitoring, maintenance, and independent technical reviews.

THE TAILINGS MANAGEMENT LIFECYCLE



Note: The red boxes and lines indicate activities/relationships expected to occur for all tailings facilities. The yellow boxes and lines indicate activities/relationships that may occur

Read for further information in 200 page of Integrated-Annual-Report-2025-26.pdf.

TSF GOVERNANCE AND ACCOUNTABILITY

The governance approach for our Tailings Storage Facilities (TSFs) is anchored in our **zero harm** objective, aligned with the **Global Industry Standard on Tailings Management (GISTM)** and designed to address short- and long-term risks, prevent catastrophic failures and safeguard people, communities, and the environment.

Guiding Standards and Policies

- Global Industry Standard on Tailings Management (GISTM)
- Tailings management policy
- Internal Standards

Strategic Oversight

Board & CEO provide strategic oversight of tailings governance, risk management and performance

Executive Accountability

The **Chief Operating Officer** ensures conformance with the GISTM requirements, Tailing Management policy and internal standards across the full TSF lifecycle, from design through closure and post-closure, with responsibilities cascaded through the IBU CEOs

Operational Governance and Independent Assurance

- Dedicated TSF Committee of **internal experts,** driving GISTM compliance
- **Independent Technical Review Board (ITRB) and Tailings Community of Practice (CoP)** provide technical oversight, engineering review, and continuous improvement

For further information on TSF governance refer Hindustan Zinc-Responsible-Tailings-Management.

OPERATIONAL CONTROLS FOR TSF INTEGRITY

The long-term integrity of our Tailings Storage Facilities (TSFs) is strengthened by ensuring highest engineering and environmental benchmarks, advanced monitoring, and emergency preparedness.

Engineering Integrity and Safety

- Regular internal and external inspections to ensure structural stability
- Progressive transition from wet to filtered tailings disposal systems
- Independent audit and technical assessments of TSF performance

Risk Surveillance

- Periodic risk assessments and mitigation planning
- InSAR satellite monitoring for early detection of ground movement
- Emergency Preparedness and Response Plans (EPRP), including dam break analyses

Resource Stewardship, and Sustainability

- Recovery and recycling of supernatant water to reduce freshwater use in operations
- Tailings reuse via paste-fill and hydro-fill backfilling
- Garland drains around TSFs maintaining zero liquid discharge

Compliance and Assurance

- A dedicated Tailings Management Community of Practice (CoP) that strengthens adherence to internal and GISTM standards
- A third-party GISTM conformance audit conducted by an external expert in FY 2025-26 to identify improvement opportunities and review compliance measures by external expert

100%

Of our active tailings facilities were covered through independent third-party reviews within the last three years, validating our compliance

Zero

Category 4 or 5 tailings facility failure incidents, including leakage and overflow events, were reported over the past four years. Lower-severity Category 1, 2, and 3 incidents were recorded and managed in accordance with established procedures.

KEY INITIATIVES FOR TAILINGS MANAGEMENT

Transition From Wet Tailings To Filtered Tailings

The commissioning of filtered tailings plants at the Zawar and Rajpura Dariba Complex in FY 2025-26 represents a key step in strengthening our tailings management practices. Further, with planning and design for the Rampura Agucha Mine at an advanced stage and implementation targeted for FY 2026-27, the Company continues to scale the adoption of filtered tailings technology, enhancing operational safety, resource efficiency and long-term environmental performance. supporting safer operations.

4.2 million m^3

of water recovery from filtered tailings dam and pastefill in FY 2025-26

Performance Indicators in FY 2025-26

High Potential Tailings Sites

	Total number of facilities	Number of facilities categorised as "high-risk potential" sites (Extreme & very high)	% of "high-risk" potential sites
Active facilities*	5	5	100%
Inactive facilities (including facilities in care maintenance or closed)	0	0	0
Planned facilities	0	0	0

*Note: The classification has been changed to include filtered tailing plant

ACID ROCK DRAINAGE MANAGEMENT

Hindustan Zinc adopts a preventive approach to Acid Rock Drainage (ARD) management, integrating site-level controls with continuous environmental monitoring to minimise potential impacts on surrounding ecosystems and water resources.

Our Approach

- Routine monitoring confirms mine water pH remains between 6.5 and 8, indicating the absence of acid drainage
- Garland drains are installed around waste dumps to prevent runoff contamination of surface bodies
- Zero-Liquid discharge approach supports the collection, treatment and recycling of water within the operational processes

SITE-LEVEL ARD RISKS

ARD risk is assessed for all mining operations, and managed through geochemical characterisation, water-quality monitoring, prevention and treatment controls, and periodic review. This was independently assessed by third party.

ARD Review at Our Four Key Mines

Mine	ARD Risk Findings
Zawar Mine	Acid Base Accounting (ABA) indicates minimal ARD risk, as the tailings' high Neutralising Potential (NP) significantly exceeds their Acid Potential (AP).
Rampura Agucha Mine	While tailings may become acid-generating over the long-term if exposed to oxygen, current conditions indicate no immediate risk. We have incorporated mitigation strategies in our waste management and mine closure plans to address this possibility.
Rajpura Dariba Mine	Although tailings may eventually generate acid under oxidising conditions, the presence of abundant neutralising minerals significantly delays acid formation over a prolonged period.
Sindesar Khurd Mine	

A comprehensive assessment of Acid Rock Drainage by ERM confirmed that none of our mines and locations are currently geochemically reactive or exhibiting acid generation. Accordingly, site-wise potential ARD sources are not reported.

WATER RESOURCES MANAGEMENT

STRATEGY AND MANAGEMENT APPROACH

Water stewardship at Hindustan Zinc is guided by the Water Management Policy and aligned with ICMM Mining Principle 6, the ICMM Water Stewardship Position Statement and SDG 6. We assess water-related risks at site and basin levels, prioritise reductions in freshwater consumption, maximise recycling and treated-water use, and engage relevant stakeholders in shared watersheds.

Each of our operational locations maintains a comprehensive water management plan with daily metered monitoring of water consumption.

Read more about our Approach to Water Management and page 195 of Integrated-Annual-Report-2025-26.pdf.

Strategic Focus Areas for Water Efficiency

01	02	03	04	05	06
Minimising reliance on freshwater sources	Investing in water saving innovation and technologies, including advanced effluent treatment and zero liquid discharge	Exploring alternative water solutions	Increasing use of recycled water	Replenishing groundwater	Monitoring and auditing



WATER MONITORING, AND ASSURANCE

We integrate real-time monitoring, automated process controls and independent assurance to strengthen operational efficiency, regulatory compliance and responsible water stewardship. Technology and data-driven insights provide end-to-end visibility of water use & quality, enabling proactive decision-making.

Real-Time Monitoring

- Continuous visibility of water quality and consumption is enabled through analysers and flow meters positioned at critical operational points throughout the facilities
- Advanced IoT-enabled systems at selected locations provide real-time insights, support proactive monitoring and timely decision-making

Water Quality and Resource Protection

- Continuous assessment of water and wastewater quality is undertaken through in-house laboratories, supported by online analysers
- Routine groundwater monitoring using piezometers help protect local aquifers and inform sustainable groundwater management

Process Control

- A digitised Closed Loop Distributed Control System (DCS) automates the tracking of water flows across operational processes
- Integrated electromagnetic flow meters at each plant provide accurate measurement of water intake and discharge, ensuring efficient operations and compliance with environmental standards

Assurance and Compliance

- Electromagnetic flow meters, and PTZ cameras are installed at plant outlets for all smelters and captive power plants, with continuous data reporting to regulatory bodies such as RSPCB and CPCB
- Annual third-party water assurance audits, aligned with GRI Standards and the Sustainability Framework, reinforce transparency, accountability and consistency

We also conduct periodic trainings and awareness sessions on water management with employees, contractual workforce and suppliers.

WATER STEWARDSHIP INITIATIVES

SEWAGE TREATMENT PLANT (STP), UDAIPUR & BHILWARA

Commissioned a cumulative **60 MLD STP capacity** under a public–private partnership, enabling the substitution of freshwater with treated sewage water and thereby meeting **32% of total water withdrawal needs**, significantly reducing dependence on freshwater sources.

WATER TREATMENT FACILITIES

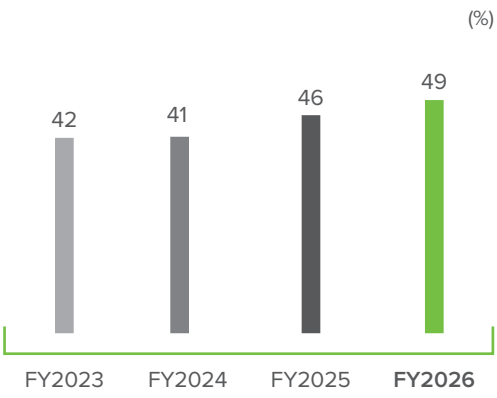
In addition to Zero Liquid Discharge (ZLD) facilities, we have significantly improved water recycling capabilities in our smelting units. We use advanced treatment technologies across all smelters such as effluent treatment plants (ETPs), reverse osmosis (RO), multiple effect evaporators (MEE), and mechanical vapour recompression (MVR), to treat and reuse water. These integrated systems maximise the recycling of process water, lowering our reliance on freshwater.

RAINWATER HARVESTING STRUCTURES (BHILWARA)

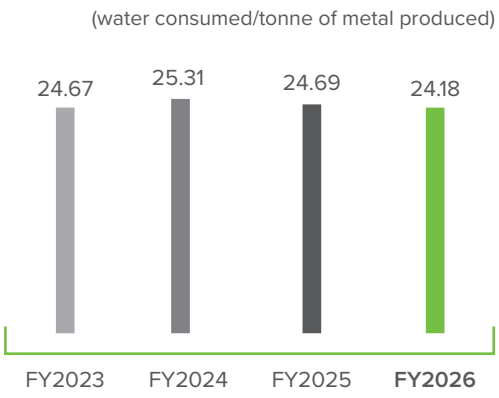
Implemented large-scale groundwater recharge interventions across Bhilwara district, including **desilting 83 ponds and constructing 358 recharge shafts,** resulting in an estimated **groundwater recharge potential of over 8.7 million m^3** per annum, strengthening long-term water security.

PERFORMANCE METRICS IN FY 2025-26

Water Recycling



Water Intensity



Exposure to Water-Stressed Areas

Number of production plants in last FY in water-stressed areas	8
Total number of production plants in last FY	9
Percentage of production plants in last FY in water-stressed areas	88.88%
Percentage of cost of goods sold COGS in last FY	100%

WATER BALANCE IN FY 2025-26 (in m^3)

Water withdrawn by source

Total water withdrawal
2,77,72,321

Surface Water
1,53,62,889

Third-Party Water
(including treated STP water)
88,68,431

Ground Water
35,41,000

Water consumption

Total water consumption
(operational + non-operational)
2,77,72,321

Total water reused + recycled
2,34,68,909

Operational use
2,53,63,614

Non-operational use*
24,08,707

Water discharge

0

*Water use in non-operational activities includes water allocated to CSR activities, losses from evaporation and water held in storage.

CIRCULARITY AND WASTE MANAGEMENT

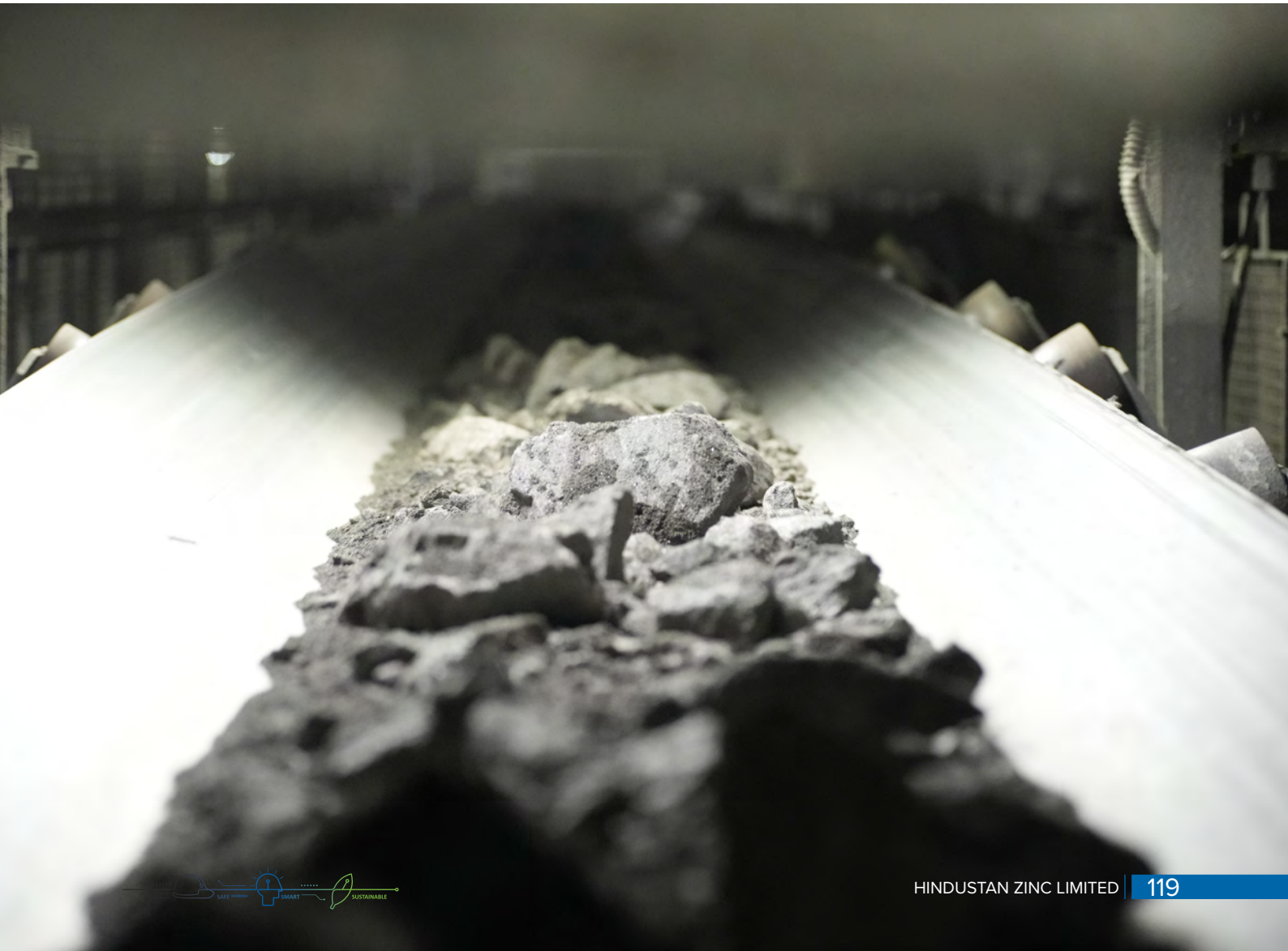
STRATEGY AND MANAGEMENT APPROACH

At Hindustan Zinc, waste is considered as a resource with a potential to create long-term environmental and economic value. Guided by our 4R principles – Reduce, Reuse, Recycle and Reclaim, we are advancing circular operating model that maximises resource recovery, minimises landfill disposal and accelerate development of innovative applications for industrial by-products. We are focused on **diverting all smelting waste from landfill** through reuse, recycling and recovery, supported by continuous monitoring of waste streams to identify opportunities for converting by-products into valuable resources.

A structured waste management plan is implemented across all sites with clearly-defined roles, responsibilities and procedures.

Strategic Focus Areas for Circular Mining

- **Minimising waste generation at source**
- **Enhancing recycling rates through best-in-class strategies**
- **Promoting a sustainability-driven mindset across the organisation**



CIRCULAR RESOURCE MANAGEMENT

KEY ELEMENTS OF OUR WASTE MANAGEMENT PLAN

Waste Identification

Systematic identification, characterisation and classification of waste streams generated across the mining lifecycle

Resource Recovery

Beneficial utilisation of waste through reuse, recycling and recovery to maximise resource efficiency

Innovation and Development

Research, development and innovation are used to reduce waste generation at source, increase material recovery and minimise disposal. Annual targets and action plans cover initiatives such as fumer and paste-fill technologies

Monitoring and Compliance

Robust monitoring, reporting and compliance systems supported by defined governance processes and periodic performance reviews

R&D AND INNOVATION FOR ZERO WASTE TO LANDFILL

Innovation plays a critical role in advancing our circularity ambitions. During FY 2025-26, we continued to invest in strengthening our research and development capabilities through strategic collaborations, technology development and process innovation, enabling greater recovery of valuable materials from industrial waste streams.

Innovation Highlights

₹ 21.24 crore

Invested in strengthening R&D capabilities

Focus Area	FY 2025-26 Progress
Jarosite Reduction	Achieved significant reduction of jarosite (101 kt) through zinc fumer operations, enhancing waste minimisation and metal recovery
Valorisation of Secondary Residues	Progressed utilisation of calcium-residue gypsum for fertiliser and industrial applications through lab-scale validation and external evaluation (Nuvoco)
Large-scale Waste Utilisation	Enabled utilisation of ~654 kt of jarosite and jarofix in cement, road, and railway applications, demonstrating multiple cycles of gainful reuse of smelting residues
Intellectual Property Advancement	Hindustan Zinc has filed 02 IPs concentrating in fields of sustainable metal valorisation from smelters waste, automation product quality check while running electrowinning process and mineral processing – generation of pyrite concentrate from tailings
Process Innovation	Advanced fumer and hot acid leaching technologies to reduce or eliminate Jarosite formation, while enabling incremental recovery of 12 kt metal and 60 MT silver annually

For further information read Waste management, Responsible production and in page 198 of our Integrated Annual Report 2025-26.



HAZARDOUS WASTE HANDLING

Hazardous waste generated across our operations is managed in accordance with appliable regulatory requirements. Most of it is recycled or sold to the authorised recyclers, while the residual quantities are stabilised prior to disposal at secure landfill facilities.

AWARENESS, TRAINING AND AUDITS

We continually strengthen our waste management practice through internal and external audits, annual employee awareness programmes and specialised training in responsible waste management and reduction. During FY 2025-26, a Workshop on Circular Economy and Waste Management was conducted to enhance employee awareness and reinforce circular economy principles across the organisation.

PERFORMANCE METRICS IN FY 2025-26

Mineral Waste Handling

Waste Type	Source of Generation	Disposal/Management Practice	% of Waste Recycled/Reused
Waste Rock	Mining	Residual waste is safely disposed of in a dedicated overburden dump yard in accordance with the mine plan	19.66%
Tailings	Ore beneficiation process	Utilised in mine backfilling and tailings dam height raising/embankment	25.85%

Non-Hazardous Waste Handling

Waste Type	Source of Generation	Disposal/Management Practice	% of Waste Recycled/Reused
Slag	Smelting process	Utilisation in cement manufacturing and road	106%
Fly Ash/Bottom Ash	Power generation	Reprocessed by cement manufacturers and brick manufacturers	101%
Jarosite/Jarofix	Hydro smelting Process	▪ Jarosite - Utilisation in Cement Industry ▪ Jarofix - Stabilisation with lime & cement as Jarofix, followed by disposal in Jarofix yard / utilisation in road construction	66.92%

CLIMATE CHANGE AND ENERGY TRANSITION

STRATEGY AND MANAGEMENT APPROACH

Our approach to climate change is driven by our Energy and Climate Change Policy, which emphasises best practices in energy management, regulatory compliance, and alignment with the Paris Agreement and global climate goals. Hindustan Zinc's near-term and long-term emissions-reduction targets are validated by the Science Based Targets initiative, covering a 50% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2030 from an FY 2019-20 baseline. Hindustan Zinc aims to achieve net-zero emissions by 2050 or earlier. We focus on the measurement and reduction of Scope 1, 2 and 3 emissions, while progressively increasing the share of renewable energy in our operations. Energy efficiency remains a key priority, supported by investments in advanced technologies, process optimisation, and employee engagement in conservation initiatives.

SBTi-aligned Net Zero by 2050

Climate considerations are integrated into business strategy, enterprise risk management and investment decisions, with a strong emphasis on building resilient infrastructure, enabling adaptation measures and creating a low-carbon future.



Renewable Energy Transition

Transitioning from captive thermal power to renewable and clean energy sources

Low-Carbon Mobility

Decarbonising mining and logistics through adoption of low emission fuels and technologies

OUR NET-ZERO TRANSITION

As climate change intensifies global risks, we are advancing coordinated action across our operations and value chain, guided four strategic priorities that underpin our decarbonisation journey.

Value Chain Partnerships

Partnering with critical value chain stakeholders to drive reduction in Scope 3 emissions

Energy Efficiency

Enhancing energy performance across operations through technology and process optimisation

ENERGY AUDITS AND INTEGRATED MANAGEMENT SYSTEMS (IMS)

A robust energy management system underpins our decarbonisation journey. All our sites are ISO 50001:2018-certified. Energy performance is continuously monitored with internal energy-saving targets integrated into planning, budgeting and efficiency upgrade programmes. A dedicated implementation team continuously monitors performance, drives energy optimisation initiatives and identifies opportunities to eliminate inefficiencies across our sites.

Our energy management framework is reinforced through annual IMS Surveillance audits and third-party energy audits are conducted by BEE-certified auditors every 3 years, ensuring compliance, while identifying opportunities for continual improvement.

We have integrated ambitious internal energy-saving targets into our planning and budgeting in line with ISO 50001, linking them to efficiency upgrades, operational improvements, and maintenance programmes.

For further information on climate-related governance, strategy, risks, opportunities, scenario analysis and financial implications, refer to the Climate Action Report FY 2025-26.

DECARBONISATION INITIATIVES

Expanding Our Renewable Energy Footprint

We are on track to increase renewable energy's share in our power mix to 70% by FY 2027-28, which will reduce our CO_2 equivalent emissions by 3.67 million tonnes.

Strengthening RE Portfolio

273.50 MW of non-captive wind, 40.70 MW of captive solar, and 63.10 MW of waste heat recovery power, supports our transition to cleaner energy mix.

RE-RTC Partnership

530 MW round-the-clock renewable energy (RE-RTC) agreement with Serentica India Renewables Limited enabled the procurement of 519 MU of renewable power, increasing RE share to ~18% of our power mix (including captive RE) and abating ~0.83 million tCO_2e of GHG emissions.

100% Green Power

Our Pantnagar Metal Plant operates on 100% green power, avoiding over 30,000 tCO_2e annually.

EcoZen: Asia's First Low-Carbon 'Green' Zinc

EcoZen, Asia's first low carbon zinc brand, exemplifies Hindustan Zinc's commitment to creating climate value beyond its own operations across the broader value chain. By offering zinc with a significantly lower carbon footprint, EcoZen helps customers advance their sustainability goals and accelerate their transition towards greener products.

EcoZen

Produced using 100% renewable energy
Lifecycle assessment (LCA)-certified
>75% lower carbon emissions than conventional zinc.

In FY 2025-26, we expanded partnerships to scale EcoZen in galvanised steel production, helping customers reduce Scope 3 Emissions across automotive, renewable energy and infrastructure.

Advancing Low-Carbon Mobility Across the Mining Fleet

Our fleet transition is redefining mobility across the mining value chain, from underground operations and employee transportation to outbound logistics, reducing emissions while enhancing operational efficiency and workplace conditions. We are driving decarbonisation and efficiency gains by reducing diesel dependence, improving underground air quality, and strengthening the pathway to Net Zero 2050.

UNDERGROUND OPERATIONS

Deployed 3 underground EVs reducing diesel dependence and improving underground air quality and 52 EVs deployed for inter-unit transport.

WORKFORCE MOBILITY

Advanced the transition to cleaner employee transportation through the deployment of electric buses.

LARGE-SCALE GREEN LOGISTICS

Committed ₹ 400 crore investment to deploy 100 electric trucks (with battery swapping) and 100 LNG trucks in partnership with GreenLine Mobility Solutions, accelerating low-carbon freight movement.

~US$ 1 billion has been allocated towards climate change initiatives, with a goal of achieving 75% fleet electrification by 2035.

DRIVING VALUE CHAIN TRANSFORMATION

Achieving our climate ambitions requires collective progress across the broader ecosystem. During the year, we strengthened engagement with key suppliers and partners to build climate capabilities and strengthen alignment on ESG priorities.

CAPABILITY BUILDING

Delivered the "Wednesdays for Transition" learning series, covering climate, ESG strategy, materiality, net zero pathways, water stewardship, waste and biodiversity, and human rights.

CLIMATE ALIGNMENT

Collaborated with suppliers to advance Scope 3 decarbonisation and align with evolving ESG expectations.

SCALING TRANSFORMATION

Equipped value chain partners with the necessary knowledge and tools, enabling lasting improvements in environmental and social performance across the value chain and building a resilient, responsible and future-ready supply network.

ADVANCING ENERGY EFFICIENCY

With electricity accounting for 85–90% of our Scope 1 and 2 emissions, energy efficiency remains one of the strategic decarbonisation levers. We embed energy efficiency across the asset lifecycle through engineering innovation, operational excellence, digital intelligence and workforce engagement, continuously improving energy performance, while advancing our Net Zero ambitions.

Regular awareness and training sessions are conducted for workforce on energy efficiency.

Targeted energy savings in FY 2025-26 through various energy saving initiatives

~80,000 GJ of energy savings realised in FY 2025-26 through:

Modernising Assets

- Compressor Optimisation - 1,435 GJ
- Compressor efficiency improvements across mines - up to 4,300 GJ
- Turbine Upgrades
- Variable Frequency Drive (VFD) installations

Optimising Operations

- Improved drill utilisation - 1,600 GJ
- Reduced idle operation of dust conveying systems - 1,887 GJ
- Cellhouse efficiency improvement

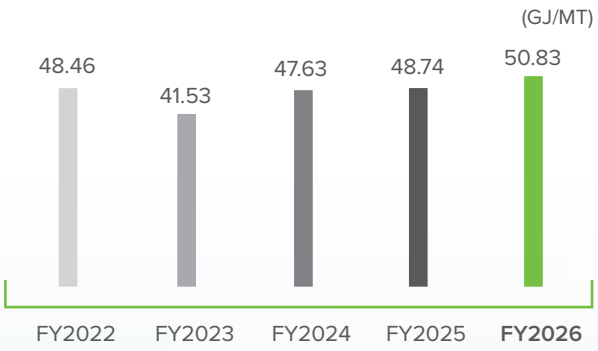
Intelligent Operations

- AI-driven real-time optimisation
- Continuous energy performance monitoring

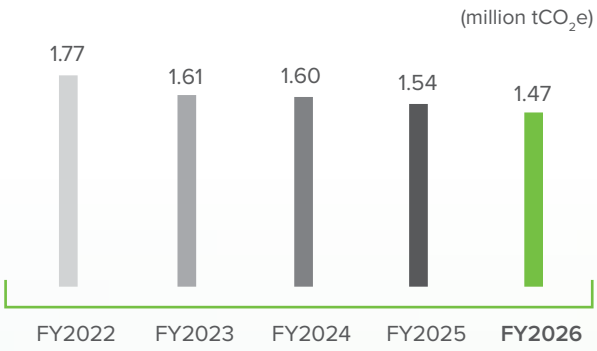


PERFORMANCE METRICS IN FY 2025-26

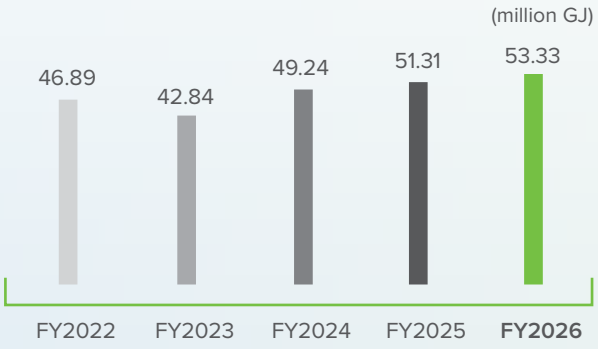
Energy Intensity



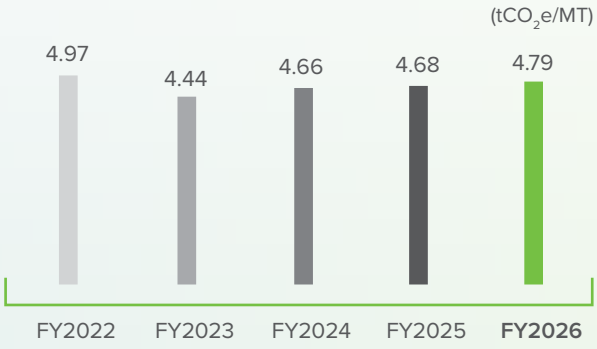
Scope 3 Emissions (across all categories)



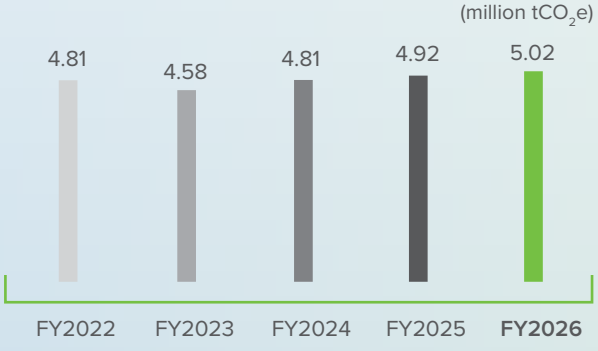
Energy Consumption



GHG Intensity (Scope 1 and 2)



Absolute Emissions (Scope 1 and 2)



Read more about our Approach on Energy and Climate Change Management and page 186 – 194 in the Integrated-Annual-Report-2025-26.pdf.



BIODIVERSITY AND ECOSYSTEMS

STRATEGY AND MANAGEMENT APPROACH

We are committed to protecting and enhancing biodiversity across the lifecycle of our operations, guided by our Biodiversity Management Policy and aligned with ICMM Mining Principle 7 and the ICMM Nature Position Statement. Our approach emphasises science-based planning, continuous assessment of biodiversity risks and dependencies, and implementation of proactive conservation measures. We work closely with recognised expert organisations to minimise impacts, strengthen ecosystem resilience, and embed biodiversity considerations into operational decision-making. For further information refer our Biodiversity management plan.

Read more about our **Biodiversity Management** and 203 page of **Integrated-Annual-Report-2025-26.pdf**

A RISK-BASED APPROACH TO BIODIVERSITY MANAGEMENT

Hindustan Zinc has developed a comprehensive three-tier process to identify and manage nature-related Dependencies, Impacts, Risks, and Opportunities (DIRO), aligned with the LEAP framework (Locate, Evaluate, Assess, Prepare). The process begins with sector-level screening of the metals and mining industry, followed by detailed site-level assessments for direct operations, and extends to upstream and downstream value chain evaluations.

For direct operations, Proximity Analysis and DIRO Mapping inform the development of site-specific Biodiversity Management Plans (BMPs) across key sites including Rampura Agucha, Chanderiya, Rajpura Dariba, Debari, Zawar, and Kayad. These plans target No Net Loss at all mine sites by closure or Net Positive Impact for critical habitats through habitat restoration, species protection, and community engagement. Upstream assessments employ Proximity Analysis to identify material locations near protected or key biodiversity areas. Hindustan Zinc's approach is further aligned with the ICMM Nature Position Statement.

Read for further information in the TNFD Report 2025-26.

INTEGRATING BIODIVERSITY INTO RISK MANAGEMENT

Our four-stage biodiversity risk assessment process follows the TNFD's LEAP framework (Locate, Evaluate, Assess, Prepare) to systematically identify, assess and manage potential impacts of our activities on ecosystems and habitats across our operational footprint and areas of influence. Biodiversity risks are also embedded with the company's Enterprise Risk Management Framework, ensuring they are considered in strategic and operational decision-making.

STAGE 1 — Biodiversity Risk Screening

(LEAP: Locate)

Every new project undergoes an initial biodiversity screening to locate ecologically sensitive areas and understand potential interactions with nature before development activities commence.

Key Activities

- Screens proximity to protected areas and Key Biodiversity Areas (KBAs)
- Evaluates site-specific biodiversity dependencies at sector and value chain level using the Integrated Biodiversity Assessment Tool (IBAT), the Species Threat Abatement and Restoration (STAR) metric, WWF's Biodiversity Risk Filter and ENCORE tool, enabling informed decisions on the nature interface and sensitive locations
- Applies company's Technical Standard on Biodiversity Management to inform project planning

STAGE 2 — Biodiversity Risk Assessment & Ecosystem Services Review

(LEAP: Evaluate)

Sites evaluated through the initial screening undergo detailed biodiversity and ecosystem services assessments to understand site-specific risks, dependencies, impacts and opportunities. The assessment focuses on both the core and buffer zones, extending up to a 10 km radius from the proposed mining area.

Assessment Includes

- Desk-based research and baseline biodiversity surveys (four-season assessments conducted in collaboration with IUCN)
- Ecosystem Service Assessment using WRI's Ecosystem Services Review (ESR) methodology
- Mapping and review of Ecosystem services to identify provisioning, regulating, cultural, and supporting services
- Dependency and impact analysis i.e., evaluating size, scale, and ranking of dependencies and impacts on ecosystem services
- Impact materiality assessment, i.e., considering impacts on operations, employees, and local communities to identify material risks and opportunities



STAGE 3 Developing Biodiversity Management Plans

(LEAP: Assess & Prepare)

Baseline studies and risk assessment outcomes are translated into site-specific Biodiversity Management Plans that define measures to avoid, minimise and manage impacts throughout the mine life cycle.

Management Focus

- Site-specific mitigation actions
- Conservation and restoration measures
- No Net Loss (NNL) and Net Positive Impact (NPI) objectives, particularly in areas where critical habitat impacts cannot be fully avoided

STAGE 4 Implementation, Monitoring and Reporting

(LEAP: Prepare)

BMP implementation is supported through continuous monitoring, performance evaluation and periodic review to strengthen biodiversity outcomes over time.

Performance Management

- Closely monitor the implementation of Biodiversity Management Plans
- Track activities, outputs and ecological outcomes against predefined indicators
- Periodically review performance to drive continuous improvements

APPLYING THE MITIGATION HIERARCHY

Our Ecosystem Services Review (ESR) assessment helps us assess our interactions with the natural ecosystems to better understand business dependencies, impacts and ecosystem services. This enables informed decision-making that strengthens environmental resilience while addressing nature-related risks and opportunities.

Mitigation Level	Actions Taken
AVOID	▪ Our Biodiversity Policy does not permit exploration or mining in World Heritage sites IUCN Category (I–IV) Protected Areas, legally designated protected areas and Key Biodiversity Areas
REDUCE / MINIMISE	▪ Zero Liquid Discharge (ZLD) systems installed across direct operations to minimise impacts on freshwater ecosystems ▪ Commissioned a 60 MLD Sewage Treatment Plant (STP) in Udaipur through a public-private partnership; ~32% of total water withdrawal is now met through treated sewage water ▪ Mandatory green belt areas maintained at each site; predominantly underground mining is conducted which preserves surface ground cover
REGENERATE / RESTORE	▪ Habitat restoration programmes employed within lease boundaries at Chanderiya Lead Zinc Smelter (CLZS), Rampura Agucha Mines (RAM) and Zawar Mines (ZM) to reclaim natural and modified habitats ▪ Biodiversity Management Plans include strategies to expand green belt and restoration areas, with additional open spaces identified to enhance on-site green cover ▪ Green Zawar Initiative launched at Rawa Village — targeting 50,000+ saplings, of which 8,000 already planted ▪ Miyawaki plantation at Dariba, Chanderiya, Debari and Kayad for faster plant growth, denser plantation, and hence higher carbon sequestration ▪ Nursery established at Rampura Agucha Mines
OFFSET & TRANSFORM	▪ Biodiversity offset strategy guided by "Like for Like" and "Like for Better" principles from IFC Performance Standard 6 ▪ Satellite imagery and historical datasets used to identify degraded habitats — floodplains, grasslands, forest patches, wetlands and deteriorating riverine environments — for targeted offsetting ▪ Commitment to surpassing No Net Loss (NNL) and achieving Net Positive Impact (NPI) on biodiversity across natural and modified habitats ▪ Collaboration with the Forest Department to develop site-specific wildlife conservation plans. ▪ A range of CSR initiatives around environmental protection, resource conservation, and promotion of healthy and resilient ecosystems across neighbouring villages ▪ Additional transformative actions include investment in Baghdarrah Crocodile Reserve

RESTORING ECOSYSTEMS THROUGH NATURE-BASED SOLUTIONS

Habitat Restoration, Afforestation and Wildlife Conservation

- Planted 500 saplings and committed 5,000 more at the Baghdarrah Crocodile Conservation Reserve under the Hariyalo Rajasthan and Ek Ped Maa Ke Naam initiatives, in partnership with the Forest Department, Udaipur
- Entered into a ₹ 5 crore MoU for public-private partnership with the Forest Department, Udaipur, to support ecological restoration of ~400 hectares at the Baghdarrah Crocodile Conservation Reserve

Reviving Degraded Landscapes

22.25 ha
Degraded land restored at Chanderiya Lead-Zinc Smelter

56,400
Native Trees Planted

Mycorrhiza Technology
Nature-Based Soil Restoration

Partnership with The Energy and Resources Institute (TERI)
Nature-Based Soil Restoration

IMPACT

- Stabilising waste dump slopes and controlling soil erosion
- Enhancing carbon sequestration and strengthening local biodiversity

Read more on page 204 of the Integrated Report 2025-26

IUCN COLLABORATION

As part of a three-year strategic collaboration with the International Union for Conservation of Nature (IUCN), we updated Biodiversity Management Plans (BMPs) across 100% of operational sites. These IUCN-aligned, science-based plans provide a structured roadmap to achieve no net loss (NNL) of biodiversity by mine closure, in line with global best practices. All BMPs are aligned with the mitigation hierarchy and are subject to periodic review, ensuring continuous improvement and alignment with corporate biodiversity commitments.

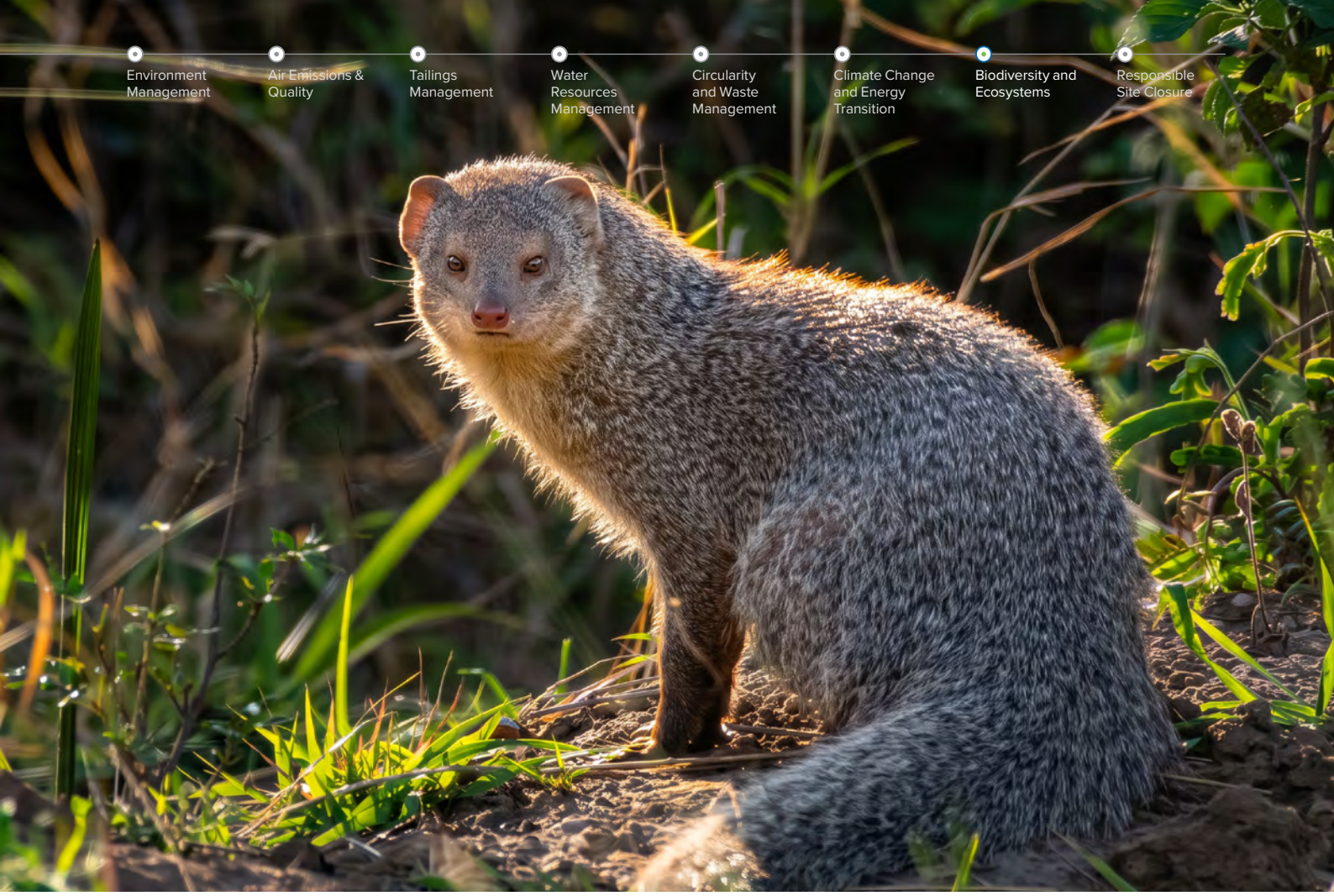
Key Enhancements

- Revised biodiversity policy, technical standards and guidance framework
- Undertook comprehensive assessment of ecosystem-related risks and opportunities
- Developed detailed protocols for managing biodiversity and ecosystem services
- Established annual action plans with defined activities, budgets and timelines
- Built internal capabilities through targeted training programmes
- Embedded a year-on-year pathway towards NNL supported by site-specific interventions

Current State
100% operational sites are covered by updated BMPs, as part of three-year strategic IUCN collaboration

Next Steps
BMPs being implemented based on the assessments, recommendations and strategies outlined within them





NATURE-RELATED RISK MANAGEMENT AND TNFD ALIGNMENTS

As an early adopter and the forum member of the Taskforce on Nature-related Financial Disclosures (TNFD), we continue to strengthen the integration of nature-related risks, dependencies, and opportunities into core business and financial decision-making. Further, we actively contribute to the development of the TNFD framework through ongoing feedback. This approach enables systematic assessment of ecosystem impacts on our operations while enhancing transparency, accountability, and quality of nature-related disclosures.

Access our Taskforce on Nature-related Financial Disclosures (TNFD) for FY 2025-26.

Our Nature-Related Disclosure Journey

Foundation FY 2022-23

- TNFD gap assessment
- LEAP framework integrated into our Corporate Ecosystem Services Review (ESR) framework

Early Adoption FY 2023-24

- Published first TNFD Report
- Became one of early adopters

Expanding Scope FY 2024-25

- Published second TNFD Report
- Extended disclosures to downstream value chain

Continuous Enhancement FY 2025-26

- Enhanced alignment with ICMM and GRI 101: Biodiversity 2024 standard

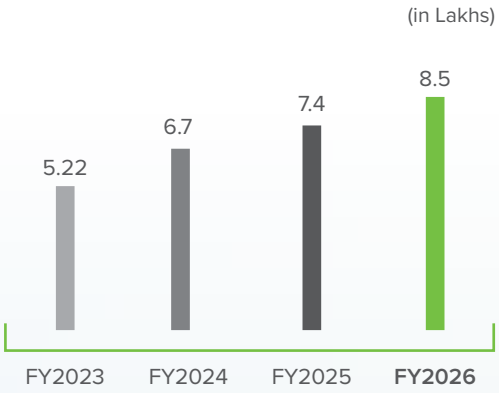
Revised Biodiversity Management Plans

For all sites in Rajasthan, as part of our 3-year engagement with International Union for Conservation of Nature (IUCN)

Performance Metrics in FY 2025-26

Plantation & Greenbelt Development

Cumulative plantation



Mining and Land Use & Disturbance

Particulars	ZM	SKM	RDM & DSC	RAM	KM	ZSD	CLZS	PMP	Maton
Total Mine lease area (Ha)	3620	199.8425	1142.2106	1200	480.5				
Acquired Area-(Ha) till FY 2025-26	483.23	125.52	554.19	1027	48.5	183	437	18.4	195.45
Plantation area-(Ha)+ Rehabilitated till FY 2025-26	170.85	62.027	190.36	348	19.69	76	181	7	50.25
Disturbed till FY 2025-26	312.38	63.52	326.59	679	28.81	107	256	11.4	145.2

Biodiversity Exposure & Assessment

	Number of Sites	Area (Ha)
Overall Total number and total area of own operational sites	9	Total acquired + Mine-lease area 7476 ha.
Assessment Information on biodiversity impact assessment conducted for own operational sites	9	Total acquired + Mine-lease area 7,476 ha.
Exposure No. of sites that have a significant biodiversity impact, or are in proximity to critical biodiversity, of the sites assessed and the total area of those sites	Nil as per IBAT report	Total acquired + Mine-lease area 7,476 ha.
Management Plans No. of sites from those assessed that have a significant biodiversity impact or are in proximity to critical biodiversity that have a biodiversity management plan with total area of those sites	Nil. None of the sites are in proximity to critical habitat BMP available at all the 9 sites	Nil. None of the sites are in proximity to critical habitat

Note: Maton has been considered in reporting boundary for biodiversity only

RESPONSIBLE SITE CLOSURE

STRATEGY AND MANAGEMENT APPROACH

CLOSURE PLANNING

Hindustan Zinc adopts a structured and progressive approach to mine closure, addressing environmental, social, economic and regulatory dimensions across the lifecycle of its mining operations. Our closure framework is aligned with Rule 23 of the Mineral Conservation & Development Rules, 2017, and draws on internationally recognised standards, including the ICMM Mining Principles and IFC Performance Standards.

Closure plans are developed on a progressive five-year basis, underpinned by clearly-defined targets and key performance indicators. Adequate financial provisions — including bank guarantees submitted to the Government of India — are maintained to cover closure and rehabilitation obligations under both planned and premature closure scenarios. Progressive closure approvals are obtained from the relevant statutory authorities, forming the foundation for the eventual final mine closure plan. The plans encompass site remediation, post-closure land use and biodiversity restoration. The site closure plan is guided by a comprehensive and structured framework, as outlined in our Technical Standard on Site Closure.

Community transition and long-term livelihood sustainability are integral to our closure approach. Hindustan Zinc supports economic diversification in its areas of operation through a range of livelihood enhancement, entrepreneurship development, and skill-building initiatives. Through programmes such as SAMADHAN, Zinc Kaushal, Self-Help Group (SHG) and Microenterprises, the Company supports climate-resilient agriculture, livestock-based livelihoods, Farmer Producer Organisations (FPO) , market-linked vocational training, entrepreneurship, women-led enterprises, access to finance and market linkages. These interventions create alternative sources of income, strengthen local institutions and build the skills and economic capacity required to support long-term community self-reliance and post-mining transition. In addition, local supplier development and procurement initiatives help stimulate regional economic growth while reducing dependence on mining-related activities. These programmes are validated through independent audits and impact assessments to ensure measurable and lasting outcomes.

Closure plans are reviewed periodically to ensure continued relevance and effectiveness, with adequate funding ring-fenced at all times. Our objective is to create enduring environmental and social value that extends well beyond the operational life of our mines.

POST CLOSURE

Our post-closure strategy ensures responsible transition from active mining to land restoration and community benefit. We align our mine reclamation practices with leading international standards, focusing on long-term ecological stability, regulatory compliance, and inclusive stakeholder engagement.

ASPECTS OF OUR SITE CLOSURE PLANS

01 **Social baseline studies**

02 **Mine closure planning prior to mine development**

03 **Social closure plans**

04 **Socio-economic, skill development programmes during mine operation for nearby communities**

05 **Closure-focused stakeholder engagement**

06 **Closure-related mitigation plans**

PERFORMANCE METRICS IN FY 2025-26

100% of our operating mines have progressive closure plans in place, ensuring readiness for responsible and sustainable site transition.

Read more about our Approach on Sustainable Mining Refer to page 203 of our Integrated-Annual-Report-2025-26.pdf

Key Performance Indicators

Economic Indicators

	UNITS OF MEASURE	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Economic Value Generated (A)						
Revenue from Operation (including excise duty)	₹ crore	29,440	34,098	28,932	34,083	40,844
Other Income	₹ crore	1,216	1,379	1,074	983	1,090
Total (A)	₹ crore	30,656	35,477	30,006	35,066	41,934
Economic Value Distributed - Expenses (B)						
Employee Wages and Benefits	₹ crore	717	845	828	886	771
Operating Costs	₹ crore	8,643	11,465	10,666	11,441	12,800
Payment to Providers of Capital	₹ crore	290	333	955	1,095	881
Payment to Government (Income Tax & Mining Royalty)	₹ crore	8,138	8,845	6,065	7,303	9,624
Community Investments	₹ crore	187	214	265	265	261
Total (B)	₹ crore	17,975	21,702	18,779	20,990	24,337
Economic Value Retained (A-B)	₹ crore	12,681	13,775	11,227	14,076	17,597
Profit before Depreciation, Interest and Tax	₹ crore	17,307	18,885	14,730	18,371	23,154
Profit before Tax	₹ crore	14,100	15,288	10,307	13,553	18,508
Net Tax Expense/(benefit)	₹ crore	4,471	4,777	2,548	3,200	4,676
Profit for the year	₹ crore	9,629	10,511	7,759	10,353	13,832
Earnings Per Equity Share	₹	23	25	18	25	33

Return on Environmental Investments (in ₹)	FY 2023-24	FY 2024-25	FY 2025-26
Capital Investments	4,637,300,000	3,648,700,000	5,786,481,756
Operating Expenses	1,480,000,000	1,321,308,806	1,612,759,461
Total Expenses (Capital Investments + Operating Expenses)	6,117,300,000	4,970,008,806	7,399,241,217
Savings	1,666,494,500	186,365,313	238,967,929
% of Operations Covered	100%	100%	100%

Labour Practice Indicators

WORKFORCE

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26			
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	OTHER	TOTAL
Full-time Employees	Number	3,088	412	**3,500**	2,953	519	**3,472**	2,941	623	**3,564**	2,745	741	**3,486**	2,555	757	2	**3,314**
Senior Management	Number	57	3	**60**	59	4	**63**	57	1	**58**	101	8	**109**	99	11	-	**110**
Middle Management	Number	942	95	**1,037**	961	117	**1,078**	999	142	**1,141**	901	161	**1,062**	889	190	1	**1,080**
Junior Management	Number	1,097	293	**1,390**	1,054	380	**1,434**	1,141	465	**1,606**	1,124	559	**1,683**	1,081	543	1	**1,625**
Non-Management	Number	992	21	**1,013**	879	18	**897**	744	15	**759**	619	13	**632**	486	13	-	**499**
Contract Employees	Number	19,228	186	**19,414**	19,490	234	**19,724**	19,937	295	**20,232**	21,751	294	**22,045**	23,605	323	21	**23,949**

HIRING

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
New Hires	Number	328	124	**452**	367	191	**558**	401	196	**597**	295	206	**501**	230	117	**347**
New Hires (Age-wise split)																
< 30 Yrs	Number	261	121	**382**	332	185	**517**	380	191	**571**	280	203	**483**	206	114	**320**
30 - 50 Yrs	Number	56	3	**59**	33	5	**38**	16	5	**21**	10	3	**13**	16	2	**18**
> 50 Yrs	Number	11	0	**11**	2	1	**3**	4	0	**4**	5	0	**5**	8	1	**9**
New Hire Rate	Percentage			**12.91%**			**16.07%**			**16.72%**			**17.55%**			**12.33%**

EMPLOYEE TURNOVER RATE

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
	Percentage	17%	26%	**18%**	17%	19%	**17%**	14%	17%	**15%**	18%	15%	**18%**	15%	16%	**15%**

TRAINING HOURS

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Full-time Employees	Man hours	95,191.732	17,755.268	**112,947**	90,762	25,347	**116,109**	99,740	22,367	**122,107**	142,175	48,304.033	**190,479.033**	181,418.9	59,631.6	**241,050.5**
Contract Employees	Man hours			**506,087**			**1,462,709**			**227,749**			**247,477.317**			**230,481.3**

WORKFORCE BREAKDOWN: NATIONALITY

Nationality	FY 2024-25		FY 2025-26	
	Representation in total workforce (as % of total workforce)	Representation in management positions (as % of total management workforce)	Representation in total workforce (as % of total workforce)	Representation in management positions (as % of total management workforce)
India	99.80%	99.80%	99.82%	99.79%
Nepal	0.04%	0.04%	0.00%	0.00%
Australia	0.07%	0.07%	0.12%	0.14%
United Kingdom	0.03%	0.03%	0.03%	0.04%
Canada	0.03%	0.03%	0.00%	0.00%
Brazil	0.03%	0.03%	0.03%	0.04%

Environment Indicators

MATERIALS USED

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Raw Material	Million MT	16.34	0.00	**16.34**	16.74	0.00	**16.74**	16.52	0.00	**16.52**	16.33	0.00	**16.33**	16.61	0.00	**16.61**
Semi-manufactured goods or parts	Million MT	0.00	4.22	**4.22**	0.00	4.39	**4.39**	0.00	4.48	**4.48**	0.00	3.73	**3.73**	0.00	3.61	**3.61**
Associated Process Materials	Million MT	0.49	0.55	**1.04**	0.49	0.52	**1.01**	0.48	0.41	**0.89**	0.45	0.52	**0.97**	0.35	0.40	**0.75**
Packing Material	MT	0.00	239	**239**	0	182	**182**	0	181	**181**	0	55.290	**55.29**	0	337	**337**

Total Finished Metal Production

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Zinc	Million MT			**0.776**			**0.821**			**0.817**			**0.827**			**0.851**
Lead	Million MT			**0.191**			**0.211**			**0.216**			**0.225**			**0.197**
Silver	MT			**647**			**714**			**746**			**687**			**627**

ENERGY CONSUMPTION

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Direct Energy (Non-Renewable)	Million GJ	9.52	33.860	**43.38**	7.93	26.70	**34.64**	8.50	35.99	**44.49**	9.48	37.39	**46.87**	8.81	40.07	**48.88**
Indirect Energy (Non-Renewable)	Million GJ	0.37	1.90	**2.27**	0.79	5.26	**6.06**	0.66	2.20	**2.86**	0.48	1.43	**1.91**	0.55	0.68	**1.23**
Renewal Energy (Solar Energy)	Million GJ	0.185	0.106	**0.29**	0.17	0.10	**0.27**	0.17	0.08	**0.25**	0.17	0.08	**0.25**	0.18	0.07	**0.25**
Renewal Energy (WHRB)	Million GJ	0.00	0.75	**0.75**	0.00	0.78	**0.78**	0.00	0.77	**0.77**	0.00	0.82	**0.82**	0.00	0.96	**0.96**
Biomass	Million GJ	0.01	0.19	**0.20**	0.20	0.73	**0.93**	0.20	0.53	**0.73**	0.06	0.16	**0.21**	0.00	0.01	**0.01**
Renewable Energy (Indirect)	Million GJ				0.00	0.16	**0.16**	0.00	0.14	**0.14**	0.14	1.11	**1.25**	0.32	1.67	**1.99**

TOTAL ENERGY CONSUMPTION

Energy Consumption (MWh)	FY 2023-24	FY 2024-25	FY 2025-26
a. Total Non-renewable Energy Consumption	13,151,306	13,318,427	13,917,186
b. Total Renewable Energy Consumption	526,019	702,938	892,421

WATER WITHDRAWAL

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Ground water	Million m^3	3.02	0.03	**3.05**	3.83	0.04	**3.87**	4.51	0.03	**4.55**	3.78	0.04	**3.82**	3.50	0.04	**3.54**
Surface water	Million m^3	5.31	8.40	**13.71**	4.96	9.03	**13.99**	3.99	9.69	**13.68**	4.83	10.36	**15.18**	4.00	11.35	**15.35**
Rainwater	Million m^3	0.00	0.02	**0.02**	0.00	0.23	**0.23**	0.00	0.01	**0.01**	0.00	0.01	**0.01**	0.00	0.01	**0.01**
Waste water from another organisation	Million m^3	0.61	8.91	**9.52**	2.41	6.16	**8.57**	1.99	7.35	**9.34**	1.33	7.41	**8.74**	0.38	8.49	**8.87**
Municipal water supplies or other water utilities	Million m^3	0.002	0.00	**0.002**	0.002	0.00	**0.002**	0.003	0.00	**0.00**	0.003	0.00	**0.00**	0.002	0.00	**0.00**
Total water consumption (incl. STP)	Million m^3	8.170	16.53	**24.700**	10.85	14.61	**25.46**	9.883	16.28	**26.16**	9.029	16.95	**25.98**	6.957	18.41	**25.36**
Total net fresh water consumption (excl. STP)	Million m^3	7.56	10.32	**17.88**	9.73	9.87	**19.60**	7.89	8.93	**16.82**	7.70	9.54	**17.24**	6.58	9.92	**16.50**
Total net water consumption in water-stressed area	Million m^3	8.17	16.48	**24.65**	10.85	14.56	**25.46**	9.30	16.81	**26.11**	9.03	16.90	**25.93**	6.96	18.35	**25.31**
Water recycled	Million m^3	14.41	4.82	**19.22**	13.04	5.35	**18.40**	11.87	6.53	**18.40**	15.21	6.61	**21.82**	16.81	6.65	**23.47**
Total fresh water withdrawn	Million m^3	8.33	8.45	**16.78**	8.79	9.31	**18.10**	9.08	9.74	**18.82**	8.61	10.41	**19.02**	7.50	11.41	**18.91**

AIR EMISSIONS

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
PM Emission from stacks	MT			963			1048			1261			1247			1240
SOx Emission from stacks	MT			22006			17247			25199			26753			22252
NOx Emission from stacks	MT			6145			4851			7033			6606			6379

GHG EMISSION*

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Scope 1 Emission	Million MT CO_2 e			4.32			3.44			4.25			4.54			4.78
Furnace Oil (FO)	Million MT CO_2 e			0.00			0.00			0.00			0			0
High Speed Diesel (HSD) & Light Diesel Oil (LDO)	Million MT CO_2 e			0.16			0.21			0.22			0.184			0.225
Propane	Million MT CO_2 e			0.00			0.02			0.02			0.02			0.02
Liquified Petroleum Gas (LPG)	Million MT CO_2 e			0.000			0.000			0.000			0.001			0.0005
Coal	Million MT CO_2 e			3.87			2.92			3.74			3.985			4.158
Coke	Million MT CO_2 e			0.23			0.28			0.27			0.32			0.37
Pyrolysis Oil	Million MT CO_2 e			0.00			0.00			0.00			0			0
LSHS	Million MT CO_2 e			0.00			0.00			0.003			0.032			0.000
PNG	Million MT CO_2 e			0.02			0.01			0.003			0.003			0.004
Scope II Emissions (Location-based)	Million MT CO_2 e			0.49			1.14			0.59			0.63			0.63
Scope II Emission (Market-based)	Million MT CO_2 e			0.49			1.14			0.56			0.39			0.24
Scope 3 Emission																
Total	Million MT CO_2 e			1.77			1.62			1.60			1.54			1.47
Cat 1: Purchased goods & services (Upstream)	Million MT CO_2 e			0.37			0.37			0.43			0.41			0.50
Cat 2: Capital goods				0.01			0.02			0.002			0.053			0.060
Cat 3: Fuel & energy-related activities (Not included in Scope 1 & 2)	Million MT CO_2 e			1.01			0.92			0.84			0.73			0.59
Cat 4: Upstream transportation and distribution	Million MT CO_2 e			0.01			0.01			0.01			0.03			0.03
Cat 5: Waste generated in operations (Composting, Incinerating, etc.)*	Million MT CO_2 e			0.01			0.01			0.01			0.02			0.02
Cat 6: Business travel	Million MT CO_2 e			0.00			0.00			0.000			0.001			0.001
Cat 7: Employee commuting	Million MT CO_2 e			0.00			0.00			0.001			0.001			0.002
Cat 8: Upstream leased	Million MT CO_2 e			0.00			0.00			0.00			0			0
Cat 9: Downstream transportation and distribution	Million MT CO_2 e			0.03			0.05			0.04			0.050			0.047
Cat 10: Processing of sold goods	Million MT CO_2 e			0.32			0.22			0.24			0.23			0.21
Cat 12: End of life treatment of sold products	Million MT CO_2 e			0.02			0.02			0.02			0.019			0.013

* Change in methodology 21-22 - Methane emission from generated waste is not significant , hence no GHG emissions are considered from our generated waste
Scope 1 emission of FY 2024-25 has been restated from previous year

WASTE GENERATION

Hazardous Waste Generated

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Hazardous waste generated	Million MT	0.003	0.105	**0.108**	0.021	0.098	**0.118**	0.002	0.101	**0.103**	0.002	0.106	**0.108**	0.002	0.124	**0.125**
Total hazardous waste recycled/ reused	Million MT	0.002	0.056	**0.058**	0.014	0.057	**0.070**	0.002	0.063	**0.065**	0.001	0.066	**0.067**	0.002	0.066	**0.068**
Total hazardous waste disposed	Million MT	0.001	0.054	**0.055**	0.003	0.045	**0.049**	0.00013	0.044	**0.044**	0.00042	0.047	**0.047**	0.000031	0.059	**0.059**
Hazardous waste landfilled	Million MT	0.001	0.054	**0.055**	0.003	0.045	**0.049**	0.000	0.044	**0.044**	0.000040	0.047	**0.047**	0.000	0.058	**0.058**
Hazardous waste incinerated with energy recovery	Million MT	0.000	0.000	**0.000**	0.000	0.000	**0.000**	0.000009	0.000	**0.000009**	0.000	0.00000002	**0.00000002**	0.0000015	0	**0.0000015**
Hazardous waste incinerated without energy recovery	Million MT	0.00015	0.000004	**0.0002**	0.00008	0.000001	**0.00008**	0.000003	0.00000665	**0.000009**	0.00036	0.0000119	**0.00037**	0.0000012	0.0000116	**0.000013**
Hazardous waste with unknown disposal method	Million MT	0.000	0.000	**0.000**	0.000	0.000	**0.000**	0.00001	0.00001	**0.00001**	0.00002	0.00000417	**0.00003**	0.000	0.001	**0.001**

The increase in reported hazardous waste is primarily attributable to improved reporting practices and the inclusion of additional waste categories within the reporting scope, which may not have been comprehensively captured in previous years.

Non-Hazardous Waste Generated

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Non-hazardous waste generated	Million MT			**1.26**			**1.17**			**1.27**	0.01	1.49	**1.49**	0.10	1.46	**1.56**
Total Non-hazardous waste recycled/ reused	Million MT			**0.58**			**0.61**			**0.787**	0.10	1.14	**1.24**	0.11	1.36	**1.470**
Total Non-hazardous waste disposed	Million MT			**0.64**			**0.58**			**0.48**	0.00	0.56	**0.56**	0.00	0.18	**0.18**
Non-hazardous waste to landfill				**0.64**			**0.58**			**0.48**	0.00	0.56	**0.56**	0.00	0.18	**0.18**

Mineral Waste

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Mineral waste generated – Waste rock	Million MT	4.31	0.00	**4.31**	5.28	0.00	**5.28**	4.42	0.00	**4.42**	3.86	0.00	**3.86**	4.27	0.00	**4.27**
Mineral waste generated - Tailings	Million MT	14.18	0.00	**14.18**	14.51	0.00	**14.51**	14.44	0.00	**14.44**	14.30	0.00	**14.30**	14.59	0.00	**14.59**
Mineral waste repurposed/ reused	Million MT	5.54	0.00	**5.54**	5.85	0.00	**5.85**	5.47	0.00	**5.472**	4.75	0.00	**4.75**	4.61	0.00	**4.61**
Total mineral waste disposed	Million MT	13.78	0.00	**12.95**	13.94	0.00	**13.93**	13.40	0.00	**13.40**	13.41	0.00	**13.41**	14.24	0.00	**14.24**

Total Waste

	UNITS OF MEASURE	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26		
		MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL	MINES	SMELTERS	TOTAL
Total waste recycled/ reused	Million MT			**6.17**			**6.54**			**6.324**			**6.05**			**6.148**
Total waste disposed	Million MT			**14.48**			**13.54**			**13.92**			**14.01**			**14.48**
Total waste generated	Million MT			**19.85**			**21.08**			**20.243**			**19.76**			**20.49**

Health & Safety Indicators

HEALTH & SAFETY INDICATORS*

	Units of Measure	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
FATALITIES						
Full-time Employees	Number	0	1	0	1 (subsidiary)	0
Contract Employees	Number	4	6	0	3	2
LOST TIME INJURY FREQUENCY RATE						
Full-time Employees	Numbers per million hours worked	0.94	0.83	1.22	0.42	0.26
Contract Employees	Numbers per million hours worked	0.79	0.68	0.83	0.56	0.72
Overall HZL	Numbers per million hours worked	0.81	0.70	0.88	0.55	0.67
TOTAL RECORDABLE INJURY FREQUENCY RATE						
Full-time Employees	Numbers per million hours worked	1.42	1.39	1.36	0.84	0.79
Contract Employees	Numbers per million hours worked	2.34	2.00	1.90	1.24	1.65
Overall HZL	Numbers per million hours worked	2.22	1.93	1.84	1.21	1.57
OCCUPATIONAL DISEASE RATE	Numbers per million hours worked	0.00	0.00	0.00	0	0
PROCESS INCIDENTS#	Numbers	5	6	0	0	0
PROCESS INCIDENTS	Numbers per million hours worked	0.08	0.91	0.00	0.00	0.00

* As per ICMM Guidelines

#-Change in methodology of reporting - earlier we were reporting all incidents, however, as per revised Management Standard 11 incidents falling under definition (Appendix 2) are being considered as Tier 1 Process Safety Incidents

LEADING INDICATORS

	Units of Measure	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Near Miss	Number	23,790	21,310	29,362	37,693	39,389	39,389
Unsafe Acts	Number	133,251	152,597	141,287	146,301	58,429	58,429
Unsafe Conditions	Number	54,511	95,059	104,711	122,297	62,422	62,422

Mapping with Frameworks

GRI CONTENT INDEX 2025-26

Statement of use

Hindustan Zinc Limited has reported the information cited in this GRI content index **for the period between April 1, 2025 to March 31, 2026**, in accordance to the GRI Standards (GRI 1: Foundation 2021) and (GRI 14: Mining Sector 2024).

GRI STANDARD	DISCLOSURE	GRI 14: MINING STANDARD	LOCATION/REFERENCE	PAGE NO.
GRI 2: General Disclosures 2021	2-1 Organisational details		SR: The Company behind the metals of tomorrow	4-5
	2-2 Entities included in the organisation's sustainability reporting		SR: The Company behind the metals of tomorrow	4-5
	2-3 Reporting period, frequency and contact point		SR: Approach to Reporting	2-3
	2-4 Restatements of information		SR: Approach to Reporting	2-3
	2-5 External assurance		SR: Approach to Reporting	2-3
	2-6 Activities, value chain and other business relationships		IAR 2025-26: Business snapshot IAR 2025-26: Business Model	44-49 72-75
	2-7 Employees		SR: Our People SR: Labour Practice Indicators 2-7 b(iii) - NA as there is no such employee category	50, 135
	2-8 Workers who are not employees		SR: KPIs - Labour Practice	135
	2-9 Governance structure and composition		IAR 2025-26: Report on Corporate Governance	328 onwards
	2-10 Nomination and selection of the highest governance body		IAR 2025-26: Directors' Report	315
	2-11 Chair of the highest governance body		IAR 2025-26 Separate Role of Chairperson and Chief Executive Officer & Whole-time Director IAR 2025-26: Report on Corporate Governance FY 2025-26 - Board of Directors	330-337
	2-12 Role of the highest governance body in overseeing the management of impacts		IAR 2025-26: Report on Corporate Governance FY 2025-26 - Board of Directors IAR - BRSR 2025-26	330-337 390-391
	2-13 Delegation of responsibility for managing impacts		IAR 2025-26: Governance - Board Committees and Executive Committee IAR - BRSR 2025-26: Section B	271-273 390 -391
	2-14 Role of the highest governance body in sustainability reporting		SR: ESG Governance and Accountability; Double Materiality Assessment IAR 2025-26 - BRSR: Section B	21, 26 390-391
	2-15 Conflicts of interest		SR: Business Ethics IAR 2025-26 - BRSR: Principle 1 and Corporate Governance	34, 393-394
	2-16 Communication of critical concerns		IAR 2025-26: Report on Corporate Governance FY 2026 - Information supplied to the Board	339

GRI STANDARD	DISCLOSURE	GRI 14: MINING STANDARD	LOCATION/REFERENCE	PAGE NO.
	2-17 Collective knowledge of the highest governance body		IAR 2025-26: Report on Corporate Governance FY 2025-26 - Key Board Qualifications, Skills and Attributes - Familiarisation Programme for Directors	334, 343
	2-18 Evaluation of the performance of the highest governance body		IAR 2025-26: Directors' Report IAR 2025-26: Report on Corporate Governance FY 2025-26	315, 338
	2-19 Remuneration policies		SR: Sustainability 2.0: Redefining the Standards of Responsible Mining IAR 2025-26: Report on Corporate Governance FY 2025-26: - Board and Executive Remuneration Policy	SR: 24 IAR: 339
	2-20 Process to determine remuneration		IAR 2025-26: Report on Corporate Governance FY 2025-26: Board and Executive Remuneration Policy	339
	2-21 Annual total compensation ratio		IAR 2025-26: Annexure 4 to Directors' Report	327
	2-22 Statement on sustainable development strategy		IAR 2025-26: BRSR	374
	2-23 Policy commitments		IAR 2025-26: BRSR: Section B	387
	2-24 Embedding policy commitments		IAR 2025-26: BRSR - Section B	BRSR: 387-391
			SR: Sustainability 2.0	SR: 16-24
			SR: Business Ethics and Corporate Governance	SR: 34-41
			SR: Social Performance & Management	SR: 72-82
	2-25 Processes to remediate negative impacts		SR: Social Performance & Management	SR: 72-82
			SR: Indigenous Peoples and Cultural Heritage	SR: 85
			SR: Community Engagement and Development	SR: 88
			IAR 2025 - BRSR- Principle 8	IAR: 429-430
	2-26 Mechanisms for seeking advice and raising concerns		SR: Business Ethics and Corporate Governance	SR: 38-39
			SR: Social Performance & Management	SR: 82
			SR: Indigenous Peoples and Cultural Heritage	SR: 85
			SR: Sustainable and Inclusive Supply Chain	SR: 107
			IAR: BRSR - Principle 8	IAR: 429-430
	2-27 Compliance with laws and regulations		IAR 2025-26: BRSR - Principle 1 and Principle 6	393, 422
	2-28 Membership associations		IAR 2025-26: BRSR - Principle 7	IAR: 427;
			SR: Responsible Advocacy	SR: 40-41
	2-29 Approach to stakeholder engagement		IAR 2025-26: Stakeholder Engagement, BRSR- Principle 4	76-79, 407
	2-30 Collective bargaining agreements		SR: Social Performance & Management	81
GRI 3: Material Topics 2021	3-1 Process to determine material topics		SR: Double Materiality Assessment	25-26
	3-2 List of material topics		SR: Double Materiality Assessment	27
	3-3 Management of material topics		SR: Materiality Assessment Process	SR: 28-33
			IAR 2025-26: BRSR - Section A (VII.26)	IAR: 381-386

GRI STANDARD	DISCLOSURE	GRI 14: MINING STANDARD	LOCATION/REFERENCE	PAGE NO.
GRI 201: Economic Performance 2016	3-3: Management of material topics	Climate adaptation and resilience: 14.2.1 Economic impacts: 14.9.1 Payments to governments: 14.23.1	SR: Local Employment SR: Sustainable and Inclusive Supply Chain	51, 99 106
	201-1 Direct economic value generated and distributed	Economic Impacts: 14.9.2 Payments to Governments: 14.23.2	SR: Economic Indicators	134
	201-2 Financial implications and other risks and opportunities due to climate change	Climate adaptation and resilience: 14.2.2	SR: Environment Management; SR: Climate Change and Energy Transition Climate Action Report (CAR): Financial Alignment	109, 122-125
	201-3 Defined benefit plan obligations and other retirement plans		IAR 2025-26: Notes forming part of the Consolidated Financial Statements	499-501, 553, 577
	201-4 Financial assistance received from government	Payments to Governments: 14.23.3	IAR 2025-26: Consolidated Statement of Profit and Loss	539
GRI 202: Market Presence 2016	3-3: Management of material topics	Employment Practices: 14.17.1 Non-discrimination and equal opportunity: 14.21.1	SR: Social Performance & Management SR: People Management	72 and 46
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Employment Practices: 14.17.2	IAR 2025-26: BRSR - Principle 5	414
	202-2 Proportion of senior management hired from the local community	Non-discrimination and equal opportunity: 14.21.2	SR: Our People - Local Employment	51
GRI 203: Indirect Economic Impacts 2016	3-3: Management of material topics		SR: Community Engagement and Development	86-97
	203-1 Infrastructure investments and services supported	Economic Impacts: 14.9.3	SR: Community Engagement and Development IAR 2025-26: BRSR - Principle 8	SR: 86-97 IAR: 429-431
	203-2 Significant indirect economic impacts	Economic Impacts: 14.9.4	SR: Community Engagement and Development IAR 2025-26: BRSR - Principle 8	SR: 86-97 IAR: 429-431
GRI 204: Procurement Practices 2016	3-3: Management of material topics		SR: Sustainable and Inclusive Supply Chain	98-107
	204-1 Proportion of spending on local suppliers	Economic Impacts: 14.9.5	SR: Sustainable and Inclusive Supply Chain IAR 2025 - 26: BRSR - Principle 8	SR: 99, 106 IAR: 430
GRI 205: Anticorruption 2016	3-3: Management of material topics	Anti-Corruption: 14.22.1	SR: Business Ethics and Corporate Governance	34-39
	205-1 Operations assessed for risks related to corruption	Anti-Corruption: 14.22.2	IAR 2025-26: Governance - Anti Bribery and Anti Corruption SR: Business Ethics & Corporate Governance (Embedding the Code)	IAR: 277 SR: 37
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption: 14.22.3	IAR 2025-26: Governance - Anti Bribery and Anti Corruption IAR 2025 - 26: BRSR - Principle 1 SR: Business Ethics & Corporate Governance	IAR: 277 IAR: 392 SR: 37
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption: 14.22.4	SR: Business Ethics and Corporate Governance	39
GRI 206: Anti-competitive Behavior 2016	3-3: Management of material topics		IAR 2025-26: BRSR - Principle 7	427
	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		IAR 2025-26: BRSR - Principle 7	427

GRI STANDARD	DISCLOSURE	GRI 14: MINING STANDARD	LOCATION/REFERENCE	PAGE NO.
GRI 207: Tax 2019	3-3: Management of material topics	Payments to Governments: 14.23.1	Tax Transparency Report	
	207-1 Approach to tax	Payments to Governments: 14.23.4	Tax Transparency Report	09
	207-2: Tax governance, control, and risk management	Payments to Governments: 14.23.5	Tax Transparency Report	08 and 09
	207-3 Stakeholder engagement and management of concerns related to tax	Payments to Governments: 14.23.6	Tax Transparency Report	
	207-4 Country-by-country reporting	Payments to Governments: 14.23.7	Tax Transperancy Report (Hindustan Zinc earns all its profits from operations in India as there are no operations, sales or marketing offices outside India.)	02, 11 and 12
GRI 301: Materials 2016	3-3: Management of material topics		IAR 2025-26: BRSR - Section A	376
	301-1: Materials used by weight or volume		SR: KPIs - Environment	136
	301-2: Recycled input materials used		IAR 2025-26: BRSR- Principle 2- Leadership Indicator	397
	301-3: Reclaimed products and their packaging materials		IAR 2025-26: BRSR- Principle 2- Leadership Indicator	398
GRI 302: Energy 2016	3-3: Management of material topics	GHG Emissions: 14.1.1	SR: Environment Management: Climate Change & Energy Transition	122-126
	302-1: Energy consumption within the organisation	GHG Emissions: 14.1.2	SR: KPIs - Environment IAR 2025-26: BRSR - Principle 6 302-1 c (ii) & (iii) - NA	SR:136 IAR: 418
	302-2 Energy consumption outside of the organisation	GHG Emissions: 14.1.3	SR: KPIs - Environment	SR:136
	302-3 Energy intensity	GHG Emissions: 14.1.4	IAR: BRSR - Principle 6	418
	302-4: Reduction of energy consumption		SR: Climate Change and Energy Transition SR: KPIs - Environment	125-126, 136
	302-5: Reductions in energy requirements of products and services		IAR 2025-26: BRSR - Principle 2	396-397
GRI 303: Water and Effluents 2018	3-3: Management of material topics	Water and effluents: 14.7.1	SR: Top Material Issues For Enterprise Value Creation SR: Environmental Management: Water Resource Management	29, 116-118
	303-1 Interactions with water as a shared resource	Water and effluents: 14.7.2	SR: Water Resource Management	116-118
	303-2 Management of water discharge related impacts	Water and effluents: 14.7.3	SR: Water Resource Management	116-118
	303-3 Water withdrawal	Water and effluents: 14.7.4	IAR 2025-26: BRSR - Principle 6 SR: KPIs - Environment	IAR: 418-419 and 422-423; SR: 136
	303-4 Water discharge	Water and effluents: 14.7.5	IAR: BRSR - Principle 6	418-419; 422-423
	303-5 Water consumption	Water and effluents: 14.7.6	SR: Water Resource Management	SR: 118 IAR: 418-419 and 422-423;
GRI 101: Biodiversity 2024	101-1: Policies to halt and reverse biodiversity loss	14.4.2: Biodiversity	HZL TNFD: About the report: Our Nature Commitments & Journey so far	TNFD: 1
	101-2: Management of biodiversity impacts	14.4.3: Biodiversity	HZL TNFD: HZL Actions in accordance with the Mitigation Hierarchy and SBTN's Action Framework (AR3T)	TNFD: 30-34
	101-4: Identification of biodiversity impacts	14.4.4: Biodiversity	HZL TNFD: Strategy section: Nature-related impacts & dependencies at Site Level (Direct Operation) & Nature-related Risk Identification for Upstream and Downstream value-chain	TNFD: 19-34
	101-5: Locations with biodiversity impacts	14.4.5: Biodiversity	HZL TNFD: Sensitivity of HZL Business Operations	TNFD: 49
	101-6: Direct drivers of biodiversity loss	14.4.6: Biodiversity	HZL TNFD:Metrics & Targets: Area disturbed, Area restored	TNFD: 39-43

GRI STANDARD	DISCLOSURE	GRI 14: MINING STANDARD	LOCATION/REFERENCE	PAGE NO.
GRI 305: Emissions 2016	3-3: Management of material topics	GHG Emissions: 14.1.1 Air Emissions: 14.3.1	SR: Environment Management: Climate Change & Energy Transition	122-126
	305-1 Direct (Scope 1) GHG emissions	GHG Emissions: 14.1.5	SR: KPIs - Environment (Operational control)	137
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions: 14.1.6	SR: KPIs - Environment	137
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions: 14.1.7	SR: KPIs - Environment	137
	305-4 GHG emissions intensity	GHG Emissions: 14.1.8	IAR 2025-26: BRSR-Principle 6	419-420, 423
	305-5 Reduction of GHG emissions	GHG Emissions: 14.1.9	IAR 2025-26: BRSR-Principle 6	419-420, 423
	305-6 Emissions of ozone-depleting substances (ODS)		NA- Our Operations do not emit ODS	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Emissions: 14.3.2	SR: KPIs - Environment 305-7 a(iii, iv, v) - NA	136
GRI 306: Waste 2020	3-3: Management of material topics	Waste: 14.5.1 Critical incident management: 14.15.1	SR: Circularity & Waste Management	119-121
	306-1 Waste generation and significant waste-related impacts	Waste: 14.5.2	SR: Circularity & Waste Management SR: KPIs - Environment	119-121 138
	306-2 Management of significant waste-related impacts	Waste: 14.5.3	SR: Circularity & Waste Management	119-121
	306-3 Waste generated 306-3 Significant Spills	Waste: 14.5.4 Critical incident management: 14.15.1	SR: Circularity & Waste Management SR: KPIs - Environment	119-121, 138
	306-4 Waste diverted from disposal	Waste: 14.5.5	SR: Circularity & Waste Management SR: KPIs - Environment	119-121, 138
	306-5 Waste directed to disposal	Waste: 14.5.6	SR: Circularity & Waste Management SR: KPIs - Environment	119-121, 138
GRI 308: Supplier Environmental Assessment 2016	3-3: Management of material topics		SR: Sustainable and Inclusive Supply Chain	98-107
	308-1 New suppliers that were screened using environmental criteria		SR: Sustainable and Inclusive Supply Chain	103
	308-2 Negative environmental impacts in the supply chain and actions taken		SR: Sustainable and Inclusive Supply Chain	103
GRI 401: Employment 2016	3-3: Management of material topics	Employment Practices: 14.17.1	SR: Our People	46-61
	401-1 New employee hires and employee turnover	Employment Practices: 14.17.3	SR: Our People SR: Labour Practice Indicators	51-52, 135
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	Employment Practices: 14.17.4	SR: Our People IAR 2025 - 26: BRSR - Principle 3	SR: 56 IAR: 398-399
	401-3 Parental leave	Employment Practices: 14.17.5 Non-discrimination and equal opportunity: 14.21.3	SR: Our People IAR 2025-26: BRSR - Principle 3	SR: 56 IAR: 400
GRI 402: Labour / Management Relations 2016	3-3: Management of material topics	Employment Practices: 14.17.1	SR: Social Performance & Management	72 onwards
	402-1 Minimum Notice Periods regarding operational changes	Closure and Rehabilitation: 14.8.2 Employment Practices: 14.17.6	SR: Social Performance & Management	56

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GRI 403: Occupational Health and Safety 2018	3-3: Management of material topics	Occupational health and safety: 14.16.1	SR: Health, Safety and Wellbeing IAR 2025-26: BRSR - Principle 3	SR: 62-71; IAR: 402-406
	403-1 Occupational health and safety management system	Occupational health and safety: 14.16.2	SR: Health, Safety and Wellbeing IAR 2025-26: BRSR - Principle 3	SR: 63-64; IAR: 402
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety: 14.16.3	SR: Health, Safety and Wellbeing Approach on Safety Management IAR 2025-26: BRSR - Principle 3	SR: 64-68; IAR: 402-403 and 405
	403-3 Occupational health services	Occupational health and safety: 14.16.4	SR: Health, Safety and Wellbeing IAR 2025-26: BRSR - Principle 3	SR: 69-61; IAR: 227, 403 and 405
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety: 14.16.5	SR: Health, Safety and Wellbeing Approach on Safety Management IAR 2025-26: BRSR - Principle 3	SR: 65, 80 IAR: 403
	403-5 Worker training on occupational health and safety	Occupational health and safety: 14.16.6	SR: Health, Safety and Wellbeing IAR 2025-26: BRSR - Principle 3	SR: 63; IAR: 401
	403-6 Promotion of worker health	Occupational health and safety: 14.16.7	SR: Health, Safety and Wellbeing IAR 2025-26: BRSR - Principle 3	SR: 69-71; IAR: 228, 403 and 405
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety: 14.16.8	SR: Health, Safety and Wellbeing IAR 2025: Contractor Safety Management IAR 2025-26: BRSR - Principle 3	IAR: 229, 406
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety: 14.16.9	SR: Health, Safety and Wellbeing	64
	403-9 Work-related injuries	Occupational health and safety: 14.16.10	SR: Health, Safety and Wellbeing SR: KPIs - Health & Safety Indicators	71, 139
	403-10 Work-related ill health	Occupational health and safety: 14.16.11	SR: Health, Safety and Wellbeing SR: KPIs - Health & Safety Indicators	71, 139
GRI 404: Training and Education 2016	3-3: Management of material topics	Employment practices: 14.17.1 Non-discrimination and equal opportunity: 14.21.1	SR: Our People	46- 61
	404-1 Average hours of training per year per employee	Employment Practices: 14.17.7 Non-discrimination and equal opportunity: 14.21.4	SR: Our People SR: KPI: Labour Practices	61, 135
	404-2 Programs for upgrading employee skills and transition assistance programs	Closure and Rehabilitation 14.8.3 Employment Practices: 14.17.8	SR: Our People IAR 2025-26: BRSR - Principle 3	SR: 53-55 IAR: 401
	404-3 Percentage of employees receiving regular performance and career development reviews	Employment practices: 14.17.1	SR: Our People IAR 2025-26: BRSR - Principle 3	SR: 53-55 IAR: 401
GRI 405: Diversity and Equal Opportunity 2016	3-3: Management of material topics	Non-discrimination and equal opportunity: 14.21.1	SR: Our People Approach on Human Rights and Security Management	46-50
	405-1 Diversity of governance bodies and employees	Non-discrimination and equal opportunity: 14.21.5	SR: Our People SR: KPIs - Labour Practice	SR: 49-50, 135
	405-2 Ratio of basic salary and remuneration of women to men	Non-discrimination and equal opportunity: 14.21.6	SR: Social Performance & Management	81
GRI 406: Non-discrimination 2016	3-3: Management of material topics	Non-discrimination and equal opportunity: 14.21.1	SR: Social Performance & Management	72 onwards
	406-1 Incidents of discrimination and corrective actions taken	Non-discrimination and equal opportunity: 14.21.7	NIL	78
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3: Management of material topics	Freedom of association and collective bargaining: 14.20.1	SR: Social Performance and Management - Approach to Human Rights and Labour Relations	81
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of association and collective bargaining: 14.20.2	SR: Social Performance and Management - Approach to Human Rights and Labour Relations'	

GRI STANDARD	DISCLOSURE	GRI 14: MINING STANDARD	LOCATION/REFERENCE	PAGE NO.
GRI 408: Child Labour 2016	3-3: Management of material topics	Child Labour: 14.18.1	SR: Social Performance & Management	75-80
	408-1 Operations and suppliers at significant risk for incidents of child labour	Child Labour: 14.18.2	SR: Social Performance & Management	77-78
GRI 409: Forced or Compulsory Labour 2016	3-3: Management of material topics	Forced labour and modern slavery: 14.19.1	SR: Social Performance & Management	75-81
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Forced labour and modern slavery: 14.19.2	SR: Social Performance & Management	77-78
GRI 410: Security Practices 2016	3-3: Management of material topics	Security Practices: 14.14.1	SR: Social Performance & Management Approach on Human Rights and Security Management	82
	410-1 Security personnel trained in human rights policies or procedures	Security Practices: 14.14.2	SR: Social Performance & Management IAR 2025-26: BRSR: Principle 5	SR: 82 IAR: 413
GRI 411: Rights of Indigenous Peoples 2016	3-3: Management of material topics	Rights of indigenous peoples: 14.11.1	SR: Indigenous Peoples and Cultural Heritage	83-85
	411-1 Incidents of violations involving rights of indigenous peoples	Rights of indigenous peoples: 14.11.2	SR: Indigenous Peoples and Cultural Heritage	85
GRI 413: Local Communities 2016	3-3: Management of material topics	Local Communities: 14.10.1	SR: Community Engagement and Development	86-97
	413-1 Operations with local community engagement, impact assessments, and development programmes	Local Communities: 14.10.2	SR: Community Engagement and Development Impact Assessment	
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities: 14.10.3	Impact Assessment Report	
GRI 414: Supplier Social Assessment 2016	3-3: Management of material topics	Employment practices: 14.17.1 Child Labour: 14.18.1 Forced labour and modern slavery: 14.19.1	SR: Sustainable and Inclusive Supply Chain	98-107
	414-1 New suppliers that were screened using social criteria	Employment practices: 14.17.9 Child Labour: 14.18.3 Forced labour and modern slavery: 14.19.3	SR: Sustainable and Inclusive Supply Chain	103
	414-2 Negative social impacts in the supply chain and actions taken	Employment practices: 14.17.10	SR: Sustainable and Inclusive Supply Chain	103
GRI 415: Public Policy 2016	3-3: Management of material topics	Public Policy: 14.24.1	SR: Governance - Business Ethics & Corporate Governance	34-41
	415-1 Political contributions	Public Policy: 14.24.2	SR: Political Contribution	38
GRI 416: Customer Health and Safety 2016	3-3: Management of material topics		SR: Product Stewardship	42-45
	416-1 Assessment of the health and safety impacts of product and service categories		IAR 2025-26: BRSR: Principle 9	431-432
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		IAR 2025-26: BRSR: Principle 9	431-432
GRI 417: Marketing and Labeling 2016	3-3: Management of material topics		SR: Product Stewardship IAR 2025-26: BRSR - Principle 9	42-45
	417-1 Requirements for product and service information and labelling		SR: Product Stewardship IAR 2025-26: BRSR: Principle 9	SR: 43-45; IAR: 431-432
	417-2 Incidents of non-compliance concerning product and service information and labelling		IAR 2025-26: BRSR: Principle 9	IAR: 431-432
	417-3 Incidents of Non-Compliance concerning marketing communications		IAR 2025-26: BRSR: Principle 9	IAR 431 -432
GRI 418: Customer Privacy 2016	3-3: Management of material topics		IAR 2025-26: BRSR: Principle 9	IAR 432-433
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		IAR 2025-26: BRSR: Principle 9	IAR 432-433

ADDITIONAL DISCLOSURES UNDER GRI 14

Sector Standard Ref #	Reporting Requirement	Location	Page No.
14.6.1	3-3 Management of material topic: Tailing	SR: Tailings Dam Management Hindustan Zinc's Responsible Tailings Management	112 - 115
14.6.2	Report the tailings disposal methods used by the organisation	SR: Tailings Dam Management	112 - 115
14.6.3	List the organisation's tailings facilities, and report the name, location, and ownership status, including whether the organisation is the operator	Hindustan Zinc's Responsible Tailings Management	7 - 11
14.8.1	3-3 Management of material topic: Closure and rehabilitation	SR: Responsible Site Closure	133
14.8.4	For each mine site, report whether it: ▪ has a closure and rehabilitation plan in place; ▪ is undergoing closure and rehabilitation activities; ▪ has been closed and rehabilitated	SR: Responsible Site Closure	133
14.8.5	For each closure and rehabilitation plan: ▪ report whether the plan has been approved by relevant authorities; ▪ report the dates of the most recent and next reviews of the plan.	SR: Responsible Site Closure	133
14.8.6	For each mine site, report in hectares: ▪ total land disturbed and not yet rehabilitated; ▪ total land disturbed and rehabilitated (including progressively rehabilitated, if applicable).	SR: Biodiversity & Ecosystems	132
14.8.9	Describe non-financial provisions made by the organisation to manage the local community's socioeconomic transition to a sustainable post-mining economy, including collaborative efforts, projects, and programmes.	SR: Responsible Site Closure IAR 2025 -26: Closure & Rehabilitation planning	SR: 133 IAR: 205
14.9.6	Report the percentage of workers hired from the local community at the mine-site level, broken down by gender, and the organisation's definition used for 'local community.	SR: Our People	51
14.10.4	For each mine site, report: ▪ the number and types of grievances from local communities during the reporting period; ▪ the percentage of grievances that were addressed and resolved during the reporting period; ▪ the percentage of grievances resolved through remediation during the reporting period.	IAR 2025-26: BRSR-Section A.VII.25	09
14.11.3	List the locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organisation.	No indigenous people have been identified near the operating areas	

Sector Standard Ref #	Reporting Requirement	Location	Page No.
14.12.1	Management of material topic: Land and resource rights	IAR 2025-26: Closure & Rehabilitation Planning SR: Responsible Site Closure SR: Our Approach to Resettlement	IAR: 205 SR: 78 SR: 133
14.12.2	List the mine sites where involuntary resettlement is planned, ongoing, or has taken place. ▪ report the number of persons who have been or will be displaced, and a breakdown by gender; ▪ describe how peoples' livelihoods and human rights are or could be affected and restored.	IAR 2025-26: BRSR - Principle 8	429
14.12.3	List the locations of operations where conflicts or violations of land and resource rights (including customary, collective, and informal tenure rights) occurred, and describe the incidents and the stakeholders whose rights are or could be affected.	NA	
14.13.1	Management of material topic: Artisanal and small scale mining	SR: Social Performance & Management	76
14.13.2	List the mine sites where ASM occurs on or in close proximity to the site.	SR: Social Performance & Management	76
14.15.4	Report the percentage of mine sites that have emergency preparedness and response plans in place, and list the sites that do not	IAR 2025-26: BRSR - Principle 6	426
14.22.6	b) Report the following information about the organisation's beneficial owners, including joint ventures: ▪ name, nationality, and country of residence; ▪ whether they are politically exposed persons; ▪ level of ownership; ▪ how ownership or control is exerted	IAR 2025-26: About Hindustan Zinc IAR 2025-26: Report on Corporate Governance FY2026	42 & 354
14.25.1	Management of material topic: Conflict-affected and high-risk areas	SR: Social Performance & Management	78
14.25.2	List the locations of operations in conflict-affected or high-risk areas and how these were identified	SR: Social Performance & Management	78
14.25.3	Describe the due diligence process applied for operations in, or when sourcing from, conflict-affected and high-risk areas and whether it aligns with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.	SR: Social Performance & Management	78
14.25.4	For operations in conflict-affected or high-risk areas, report the potential negative impacts on workers and local communities, including actions to prevent or mitigate the impacts	SR: Supply Chain Management	78

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) STANDARDS INDEX - METALS AND MINING SECTOR

Topic	Code	Location	Page No.
Greenhouse Gas Emissions	EM-MM-110a.1	SR: KPIs - Environment	137
	EM-MM-110a.2	SR: Sustainability Goals 2030	8
Air Quality	EM-MM-120a.1	SR: KPIs - Environment	136
Energy Management	EM-MM-130a.1	SR: KPIs - Environment	126, 136
Water Management	EM-MM-140a.1	IAR 2025-26 BRSR Principle 6	418, 422
	EM-MM-140a.2	IAR 2025-26 : BRSR Principle 6	422
Waste & Hazardous Materials Management	EM-MM-150a.4	SR: KPIs - Environment	138
	EM-MM-150a.5	SR: KPIs - Environment	138
	EM-MM-150a.6	SR: KPIs - Environment	138
	EM-MM-150a.7	SR: KPIs - Environment	138
	EM-MM-150a.8	SR: KPIs - Environment	138
	EM-MM-150a.9	SR: Environment Management	110
	EM-MM-150a.10	Waste Management Approach Note	
Biodiversity Impacts	EM-MM-160a.1	TNFD: Governance	
	EM-MM-160a.2	SR: Acid Rock Drainage Management	115
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.3	SR: Social Performance & Management	72-82
		SR: Indigenous Peoples and Cultural Heritage	83-85
Community Relations	EM-MM-210b.1	SR: Social Performance & Management	72-82
Labour Practices	EM-MM-310a.1	SR: Social Performance & Management	81
Workforce Health & Safety	EM-MM-320a.1	SR: KPI: Health & Safety	139
Business Ethics & Transparency	EM-MM-510a.1	SR: Business Ethics & Corporate Governance	34-39
Tailings Storage Facilities Management	EM-MM-540a.1	SR: Tailings Management	112-115
	EM-MM-540a.2	SR: Tailings Management	112-115
	EM-MM-540a.3	SR: Tailings Management	112-115
Production of (1) Metal Ores and (2) Finished Metal Products	EM-MM-000.A	IAR 2025-26: Performance that Powers the next phase	IAR: 2
		SR: KPIs - Environment	SR: 136
Total number of employees, percentage contractors	EM-MM-000.B	SR: KPI Labour Practice Indicators	135

UN GLOBAL COMPACT (UNGC) TEN PRINCIPLES

Principles		Statement	Location	Page No.
HUMAN RIGHTS	**Principle 1**	Businesses should support and respect the protection of internationally proclaimed human rights	SR: Social Performance & Management	72 -82
	Principle 2	Make sure that they are not complicit in human rights abuses.	Approach Note on Human Rights	
LABOUR RIGHTS	**Principle 3**	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	SR: Social Performance & Management Approach Note on Human Rights	72-82
CHILD AND FORCED LABOUR	**Principle 4**	The elimination of all forms of forced and compulsory labour	SR: Social Performance & Management Approach Note on Human Rights	72-82
	Principle 5	The effective abolition of child labour	SR: Social Performance & Management Approach Note on Human Rights	72-82
	Principle 6	The elimination of discrimination in respect of employment and occupation	SR: Social Performance & Management Approach Note on Human Rights	72-82
ENVIRONMENT	**Principle 7**	Businesses should support a precautionary approach to environmental challenges	SR: Environment Management	108-133
	Principle 8	Undertake initiatives to promote greater environmental responsibility	SR: Environment Management IAR: BRSR: Principle 6	SR: 108-133 IAR: 418-427
	Principle 9	Encourage the development and diffusion of environmentally friendly technologies	SR: Environment Management IAR: BRSR: principle 6	SR: 108-133 IAR: 423-424
ANTI-CORRUPTION	**Principle 10**	Businesses should work against corruption in all its forms, including extortion and bribery	SR: Governance - Business Ethics; IAR: Governance; IAR: BRSR - Principle 1	SR: 34-39 IAR: 274-277 and 392-394

FIMI PRINCIPLES

Principles	Statement	Location	Page No.
Principle 1	Integrate sustainable development considerations within the corporate decision-making process	SR: Sustainability 2.0: Redefining the Standards of Responsible Mining	SR: 16-33
		SR: Double Materiality Assessment	SR: 8
		SR: Governance - Embedding Social Performance into Business Decision	SR: 9
		IAR 2025-26: Risk and Opportunity Management	IAR: 102
Principle 2	Conduct business with ethical practices and sound systems of corporate governance	SR: Sustainability 2.0: Redefining the Standards of Responsible Mining	SR: 21-22
		SR: Business Ethics and Corporate Governance	SR: 34-39
		SR: Sustainable and Inclusive Supply Chain	SR: 99-103
		IAR 2025-26: Fostering Trust Through Corporate Governance	IAR: 268-277, 392
		IAR 2025-26: BRSR - Principle 1	
Principle 3	Implement risk management strategies based on valid data and sound science	SR: Integrating Materiality Into ERM SR: Social Performance and Management SR: Sustainable and Inclusive Supply Chain SR: Health, Safety and Well-Being	SR: 28, 75-78, 102, 66-67
		IAR: Risk and Opportunity Management	IAR: 86-107
Principle 4	Seek continual improvement in health and safety performance	SR: Health, Safety and Well-Being	SR: 62-71
		IAR 2025-26: BRSR - Principle 3	IAR: 402-406
		Approach Note for Human Rights	
Principle 5	Seek continual improvement of our environment performance based on a precautionary approach	SR: Environmental Management	SR: 108-132
		SR: KPIs - Environment	SR: 136
		IAR 2025-26: BRSR - Principle 6	IAR: 418
Principle 6	Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities	SR: Social Performance and Management	SR: 72-82
		SR: Indigenous Peoples and Cultural Heritage	SR: 83-85
		SR: Our People	SR: 47
		Approach Note for Human Rights	
Principle 7	Contribution to conservation of biodiversity and integrated approaches to land use planning and management	SR: Biodiversity and Ecosystems	SR: 127-133
		SR: Responsible Site Closure	
Principle 8	Facilitate and encourage responsible use, reuse and recovery of mined materials including associated natural resources	SR: Product Stewardship	SR: 42-45
		SR: Circularity and Waste Management	SR: 119-121
		IAR 2025-26: BRSR - Principle 9	IAR: 423-426
Principle 9	Contribute to the social, economic and institutional development of the communities in which we operate	SR: People Practices: Local Employment	SR: 51
		SR: Community Engagement and Development	SR: 86-97
		SR: Supporting Regional Economies Through Local Vendor Development	SR: 106
Principle 10	Implement effective and transparent engagement, communication and verifiable reporting arrangements with our stakeholders	SR: Employee Engagement	SR: 57-58
		SR: Social Performance and Management	SR: 75-78
		SR: Indigenous Peoples and Heritage	SR: 85
		SR: Community Engagement and Development	SR: 86-97
		SR: Assurance Statement	SR: 175
		IAR 2025-26: Stakeholder Engagement	IAR: 76
		IAR 2025-26: BRSR - Principle 4	IAR: 407

MAPPING WITH ICMM PRINCIPLES

Principle	Statement	Location	Page No.
Principle 1: Ethical Business	Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development	SR: Business Ethics and Corporate Governance	SR: 34-39
		IAR 2025-26: Governance	IAR: 268-277
		IAR 2025-26: BRSR - Principle 1	IAR: 392-394
Principle 2: Decision Making	Integrate sustainable development in corporate strategy and decision-making processes	SR: Sustainability 2.0: Redefining the Standards of Responsible Mining	SR: 16-24
		SR: Integrating Materiality into Enterprise Risk Management	SR: 28
		SR: Governance - Embedding Social Performance into Business Decision	SR: 89
		IAR 2025-26: Risk and Opportunity Management	IAR: 102
Principle 3: Human Rights	Respect human rights and the interests, cultures, customs and values of workers, communities, and other vulnerable groups - such as human rights defenders - who may be affected by our activities	SR: Social Performance and Management	SR: 72-82
		SR: Indigenous Peoples and Cultural Heritage	SR: 83-85
		SR: Our People	SR: 47
		Approach Note on Health & Safety	
Principle 4: Risk Management	Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.	SR: Integrating Materiality Into ERM	SR: 28
		SR: Health, Safety and Well-Being	SR: 66-67
		SR: Social Performance and Management	SR: 75 -78
		SR: Sustainable and Inclusive Supply Chain	SR: 102
		IAR 2025-26: Risk and Opportunity Management	IAR: 86-107
Principle 5: Health and Safety	Pursue continual improvement in physical and psychological health and safety performance with the ultimate goal of zero harm.	SR: Health, Safety and Well-Being	SR: 62 -71
		IAR 2025-26: BRSR - Principle 3	IAR: 402-406
		Approach Note on Health & Safety	
Principle 6: Environmental Performance	Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change	SR: Environmental Management	SR: 108-132
		SR: KPIs - Environment	SR: 136
		IAR 2025-26: BRSR - Principle 6	IAR: 418
Principle 7: Conservation of Biodiversity	Contribute to the conservation of biodiversity and integrated approaches to land-use planning	SR: Environment Management: Biodiversity and Ecosystems	SR: 127-133
		SR: Responsible Site Closure	
Principle 8: Responsible Production	Facilitate and support the knowledgebase and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals.	SR: Product Stewardship	SR: 42-45
		SR: Circularity & Waste Management	SR: 119 -121
		IAR 2025-26: BRSR - Principle 9	IAR: 423 -426
Principle 9: Social Performance	Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.	SR: People Practices: Local Employment	SR: 51
		SR: Community Engagement and Development	SR: 86-97
		SR: Supporting Regional Economies Through Local Vendor Development	SR: 106
Principle 10: Stakeholder Engagement	Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.	SR: Employee Engagement	SR: 57 -58
		SR: Social Performance and Management	SR: 75-78
		SR: Indigenous Peoples and Heritage	SR: 85
		SR: Community Engagement and Development	SR: 86-97
		SR: Independent Assurance Statement	SR: 175
		IAR 2025-26: Stakeholder Engagement	IAR: 76
		IAR 2025-26: BRSR - Principle 4	IAR: 407

SOCIAL & ECONOMIC REPORTING FRAMEWORK - SERF MAPPING FOR HINDUSTAN ZINC

ICMM Indicator		Indicator Requirements	Reference Location	Page Number
Indicator 1	Taxes – Country-by-country reporting	If reporting under GRI 207-4, companies should provide information on: a. All tax jurisdictions where the entities included in the organisation's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported: i. Names of the resident entities; ii. Primary activities of the organisation; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4.'	HZL reports on all the criteria across our Integrated Annual Report HZL Tax Transparency Report	538 to 607
Indicator 2	Workforce composition	Companies to provide information on their employees and other workers including: a. Total direct workforce split by region. b. Proportion of permanent vs contractor workforce. For their direct workforce, companies should also report on the percentage (%) of employees per employee category, by age group, gender and other indicators of diversity (egg ethnicity) to the extent practicable based on their local operating context and what is legally permissible. Wherever possible, this disaggregation should also be considered for reporting on contractor workforce.	SR: Talent Management SR: KPIs - Labour Practice HZL Reports on all the criteria. However, we do not disaggregate data basis ethnicity as it is not relevant for our operating context. We do disaggregate headcount basis gender, age, nationality	50 135
Indicator 3	Pay equality	Companies to report on the ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas (as appropriate based on their local operating context and what is legally permissible). This should be provided for direct employees only.	SR: Social Performance and Management We report gender pay indicator disaggregated by gender. However, we do not disaggregate data basis ethnicity as it is not relevant for our operating context.	81

ICMM Indicator		Indicator Requirements	Reference Location	Page Number
Indicator 4	Wage level	Companies to provide an overview of the following ratios: a. Ratios of standard entry level wage by gender compared to local living wage. Where a value for a representative living wage is not available, then the ratio to local minimum wage should be reported. b. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all the organisation's employees, except the CEO. This should be provided for direct employees only. This indicator should also be disaggregated per gender and, if appropriate, ethnicity to the extent practicable based on the local operating context and what is legally permissible.	IAR: a. BRSR - Principle 5 -Question 2 - b. Annexure 4 of Directors' Report HZL reports these parameters considering the local minimum wage at Rajasthan & Uttarakhand	414 327
Indicator 5	Training provided	Companies to provide an overview of the training provided to their direct employees including: a. Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). b. Average training expenditure per full time employee (total cost of training provided to employees divided by the number of employees). c. Percentage of employees that received training (split per employee category and where relevant equality categories). This indicator should also be disaggregated per gender and, if appropriate, ethnicity to the extent practicable based on the local operating context and what is legally permissible.	SR: People Practices - Learning and Development The training hours data is disaggregated basis age, gender and management levels. The average training expenditure is disaggregated basis gender. However, we do not disaggregate data basis ethnicity as it is not relevant for our operating context.	58 - 61
Indicator 6	Local procurement	Companies to report on the percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). This information should also be disaggregated per gender, e.g. to reflect women-owned businesses in the local supply chain and, if appropriate, ethnicity to the extent practicable based on the local operating context and what is legally permissible.	SR: Sustainable and Inclusive Supply Chain section	106

ICMM Indicator		Indicator Requirements	Reference Location	Page Number
Indicator 7	Education and skills support	Companies to provide details on the range of education and skills programmes that they deploy outside of their workforce, including: a. Number of education and skills programmes supported (including early childhood development (ECD), bursaries and scholarships provided across all education levels, provision of primary, secondary and tertiary education support (including after school programmes or online support) and adult learning programmes). b. Total investment on education and skills programme(s) (outside of workforce) split by programme area. c. Total number of beneficiaries of education and skills programmes (disaggregated per gender and ethnicity to the extent practicable based on the local operating context and what is legally permissible).	SR: Community Engagement and Development Initiatives on focus area: **Education**: Shiksha Sambal Unchi Udan	86 - 97
Indicator 8	Capacity and institution support	Companies to provide details on the range of capacity and institution programmes that they support, including: a. Number of capacity and institution programmes supported with a proposed initial classification to cover training programmes specifically focused on local government or community leadership development, funding for civic organisations and, where relevant, other programmes such as staff secondments or leadership development programmes external to the workforce. (Programmes reported under this core indicator should be distinct to the programmes reported in relation to education and skills to avoid duplication of reporting.) b. Total investment on capacity and institution programmes split by programme area. c. Total number of beneficiaries of capacity and institution programmes (disaggregated per gender and ethnicity to the extent practicable based on their local operating context and what is legally permissible).	SR: Community Engagement and Development We do not however have specific capacity building programs for institutions, rather built-in leadership programs across our other CSR activities.	86- 97

ICMM PE SELF-ASSESSMENT RESULTS

Priority Sites Selection Rationale:

Hindustan Zinc has selected Rampura Agucha Mine (RAM) and the Chanderiya Lead-Zinc Smelter (CLZS) as the priority sites for ICMM Self Assessment validation as part of our first year of ICMM aligned voluntary assurance, following our membership in August 2025.

Both sites represent critical strategic assets for Hindustan Zinc.

Rampura Agucha Mine (RAM) is the world's largest zinc mining operation and delivers 57% Metal in Concentrate (MIC) -the highest among all Hindustan Zinc mining units.

Chanderiya Lead-Zinc Smelter (CLZS) is Hindustan Zinc's largest smelting complex, with a total installed capacity of 195 kt of pyro-metallurgical (including Ausmelt) and 489.5 kt of hydro-metallurgical processing. It contributes approximately 60% of the total metal production (zinc + lead + silver) across Hindustan Zinc's three smelting units.

The table below outlines the Mining Principles and Performance Expectations as defined by ICMM. The Performance Expectations ("PE") rating is the rating that Assurance agency has asserted within the Self-Assessment. Each PE is rated as either:

- Meets: Systems and/or practices related to the performance expectation have been implemented and there is sufficient evidence to demonstrate that the intent of the performance expectation is being met, however opportunities for improvement may remain.
- Partially Meets: Systems and/or practices related to meeting the intent of the performance expectation have been only partially implemented. Gaps or weaknesses persist that may contribute to an inability to meet the intended outcome of the performance expectation, or insufficient verifiable evidence can be provided to demonstrate that the activity is aligned to the intent of the performance expectation.
- Does Not Meet: Systems and/or practices required to support implementation of the substantive intent of the performance expectation are not in place, or are not being implemented, or cannot be evidenced.
- Not Applicable (NA): This PE is either applicable at the corporate level only or not relevant to Hindustan Zinc.

The final column within the table below represents findings from our limited assurance procedures, as described in the assurance report, relating to each PE. The observations listed below are in the context of our assurance of the Self-Assessment as a whole, and in forming our conclusion thereon, and we do not provide a separate conclusion on these matters.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
Principle 1 : Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development	1.1 Establish systems to maintain compliance with applicable law	Meets	Meets	Meets	Hindustan Zinc has implemented and maintains internal systems and procedures to ensure ongoing compliance with all relevant legal requirements
	1.2 Implement policies and practices to prevent bribery and corruption, and to publicly disclose facilitation payments.	Meets	Meets	Meets	Hindustan Zinc has policies and procedures in place to prevent bribery, corruption, and facilitation payments, supported by management systems and regular training to ensure compliance.
	1.3 Implement policies and standards consistent with the ICMM policy framework	NA	NA	Meets	Hindustan Zinc has established sustainable management system which comprises standards procedures and guidance notes in line with ICMM requirement.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
	1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level	NA	NA	Meets	Hindustan Zinc has implemented a three-tier ESG governance framework covering Board, executive, and operational levels, with defined oversight, strategy-setting, and implementation responsibilities. The structure demonstrates clear accountability and alignment with good governance practices.
	1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.	NA	NA	Meets	Hindustan Zinc meets this requirement through its Business Ethics & Code of Conduct, which prohibits political contributions using company funds or assets unless legally permitted, approved by shareholders, and authorised by the Chairperson or Board of Directors. All such contributions, including their value and beneficiaries, are publicly disclosed.
Principle 2: Integrate sustainable development in company strategy and decision-making processes	2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments in the design, operation and closure of facilities	NA	NA	Meets	Hindustan Zinc has integrated sustainable development principles into its corporate strategy and decision-making through its strategic priority of progressing towards a sustainable future, supported by its Integrated Management System (IMS). Sustainability is embedded across business planning and operations through ISO-certified management systems, alignment with UN SDGs and 2030 Sustainability Goals, and the Management Standard – New Projects, Planning Processes and Site Closure, which incorporates sustainability considerations throughout the project lifecycle from design and operation to closure. Investment decisions are further guided by ESG commitments and the Technical Standard – Social Investment Management, with oversight from senior leadership.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	2.2 Support the adoption of responsible physical and psychological health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has policies, practices, and risk-based mechanisms to support and monitor health and safety, environmental, human rights, and labour performance across its value chain. However, psychological health and safety requirements for suppliers and contractors are not yet fully integrated and implemented, representing a partial gap against ICMM Requirement 2.2.
Principle 3: Respect human rights and the interests, cultures, customs and values of workers, communities, and other vulnerable groups, such as human rights defenders, who may be affected by our activities.	3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respecting human rights, undertaking human rights due diligence (including undertaking processes that assess perceived, potential and actual human rights impacts on rightsholders, including human rights defenders and other vulnerable groups), and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has established a documented Human Rights Policy that includes a commitment to respecting human rights and avoid causing or contributing to adverse human rights impacts. Mechanisms such as supplier human rights assessments and stakeholder grievance channels are in place to identify and address human rights risks and impacts. However, human rights training effectiveness requires strengthening, as awareness among certain workers was found to be limited. In addition, integration of human rights considerations across business functions is not yet fully structured, and the human rights integration matrix required under ICMM expectations is still under development. Limited clarity was also noted regarding the identification of Human Rights Defenders and associated screening and operational processes, despite recognition of the concept within the Human Rights Policy.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible, apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people	Meets	Meets	NA	Hindustan Zinc has established commitments to avoid and minimise involuntary physical and economic displacement through its Human Rights Policy and Technical Standard on Land and Resettlement Management, aligned with IFC Performance Standard 5. The standard incorporates the mitigation hierarchy and provides for social impact assessments, Resettlement Action Plans, compensation, livelihood restoration, stakeholder engagement, and monitoring where resettlement is unavoidable. Hindustan Zinc has not initiated any involuntary resettlement activities; where land acquisition or resettlement has occurred as part of government-led expansion requirements, it has been managed in accordance with the Technical Standard and IFC Performance Standard 5.
	3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights. This includes identifying potential and actual human rights impacts on vulnerable groups	Partially Meets	Partially Meets	NA	Hindustan Zinc has committed to implementing a security and human rights approach aligned with the Voluntary Principles on Security and Human Rights (VPSHR) through its Human Rights Management Approach and Technical Standard – Security Management. Security personnel have received VPSHR-related training, and security risk assessments have been revised to incorporate social risks and security management measures. Engagement processes with public security providers on human rights are not fully implemented, and a structured approach for responding to and remediating adverse human rights impacts associated with security personnel has not been established.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	3.4 Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/ dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.	Meets	Meets	Meets	Hindustan Zinc has established robust mechanisms to identify, assess, and eliminate risks related to child labour, forced labour, human trafficking, underage engagement in hazardous work, harassment, and discrimination. The Company demonstrates strong controls through strict age-verification processes, a zero-tolerance approach to child labour, contractor requirements, and periodic audits. Appropriate and confidential grievance mechanisms are also in place for workers to raise concerns and seek resolution
	3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.	Meets	Meets	Meets	Hindustan Zinc has established policies, collective bargaining agreements, and remuneration practices that ensure employees and contractor workers are compensated fairly and in compliance with legal requirements. The Company pays above statutory minimum wages, assesses living wages using the Anker Methodology, and monitors market benchmarks to maintain competitive remuneration. Working hours and overtime are monitored against legal limits, while implementation of fair remuneration is demonstrated through collective bargaining coverage, gender pay parity commitments, performance-linked compensation, and public disclosure of gender pay ratios in sustainability reporting.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	3.6 Respect the rights, interests, aspirations, culture, Indigenous knowledge and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; carry out due diligence to address potential adverse impacts; and share benefits in a manner that is aligned with Indigenous Peoples' aspirations for social and economic development.	Meets	Meets	NA	Hindustan Zinc has established a Technical Standard for Indigenous Peoples that outlines the Company's approach to respecting Indigenous and Tribal Peoples' rights and applying the mitigation hierarchy to avoid, minimise, and manage potential impacts. In the Indian context, Hindustan Zinc recognises Scheduled Tribes (STs) and Government-identified Vulnerable Tribal Groups (VTGs) within its interpretation of Indigenous Peoples. Processes are in place to identify vulnerable groups and assess potential social and human rights impacts as part of project planning and due diligence activities. No Indigenous Peoples have been identified in the vicinity of Hindustan Zinc's operations; however, the standard applies to new and brownfield projects where Indigenous Peoples may be affected.
	3.7 Obtain agreement with affected Indigenous Peoples demonstrating their consent to anticipated impacts to their land or other rights, and setting out the terms by which impacts may occur and be managed. Where potential impacts include the relocation of Indigenous Peoples from their lands or territories, or significant impacts to their critical cultural heritage, companies will explore feasible alternatives to project design in order to avoid such impacts. If relocation and/or significant impacts on critical cultural heritage are unavoidable, companies will obtain agreement demonstrating the consent of affected Indigenous Peoples in accordance with ICMM's Indigenous Peoples and Mining Position Statement. In any instance where agreement is not obtained, ICMM members will develop a policy or approach outlining the steps they have taken to fulfil the commitments set out in the position statement	Partially Meets	Partially Meets	NA	Hindustan Zinc has established a Technical Standard for Indigenous Peoples and recognises Scheduled Tribes (STs) and vulnerable tribal groups within its approach to Indigenous Peoples. Documented evidence of formal agreements or consent processes with potentially affected communities, including ST populations, will be applicable for future projects. In addition, comprehensive identification and documentation of ST communities, assessment of their rights and interests, and integration of these considerations into due diligence, engagement planning, and consent-related processes require further strengthening to fully align with ICMM expectations on Free, Prior and Informed Consent (FPIC).

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace	Meets	Meets	Meets	Hindustan Zinc has established a comprehensive framework to respect and promote the rights and interests of women through its Human Rights, Equal Opportunity, Diversity & Inclusion, Anti-Harassment, Anti-Discrimination, and POSH policies. These are supported by gender-responsive work practices, including appropriate PPE, workplace facilities, safety measures, maternity benefits, return-to-work support, and grievance mechanisms. Implementation is overseen through defined governance structures, regular training, awareness programmes, monitoring of gender-related workforce indicators, and periodic reviews to promote equal opportunity, prevent discrimination and harassment, and support women's participation and advancement in the workplace.
	3.9 Implement policies and practices to respect the rights and interests of all workers and improve workforce representation in the workplace so it is more inclusive	Meets	Meets	Meets	Hindustan Zinc has established and implemented a Diversity, Equity and Inclusion (DEI) Policy and Equal Opportunity Policy that promote fair, inclusive, and non-discriminatory employment practices. Hindustan Zinc monitors diversity metrics, tracks gender parity targets, and implements women-focused and LGBTQ+ inclusion initiatives to improve workforce representation. Mechanisms are in place to provide safe and secure facilities, appropriate workplace support measures, and channels to address diversity-based harassment and bullying, including POSH training and grievance processes. Workforce diversity and inclusion performance is regularly monitored and reviewed to support continuous improvement.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
Principle 4: Implement effective risk-management strategies and systems based on sound science and which account for stakeholder perceptions of risks.	4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results	Meets	Meets	Meets	Hindustan Zinc has established mechanisms to assess environmental and social risks and opportunities for new projects and significant operational changes through detailed Environmental and Social Impact Assessments (ESIAs) and related studies. These assessments cover environmental, social, safety, chemical, traffic, and infrastructure-related risks, with findings incorporated into Environmental and Social Management Plans (ESMPs) that define mitigation measures, monitoring requirements, and responsibilities. Stakeholder engagement is undertaken in accordance with Hindustan Zinc's Stakeholder Engagement Standard to ensure interested and affected stakeholders are consulted during the assessment process and informed of identified impacts and mitigation measures.
	4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict Affected and High Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area	Meets	Meets	Meets	Hindustan Zinc has established mechanisms to identify and assess conflict and human rights risks through its supplier due diligence processes, including screening for Conflict-Affected and High-Risk Areas (CAHRAs). Hindustan Zinc's operations are not located in CAHRAs, and supplier due diligence reviews include assessments to determine whether suppliers operate in or source from such areas. These processes support the implementation of risk-based due diligence aligned with the intent of the OECD Due Diligence Guidance and provide a mechanism for ongoing monitoring and risk management across the supply chain

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	4.3 Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy physical and psychological health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system	Partially Meets	Partially Meets	NA	Hindustan Zinc has implemented risk management, integrated management systems and Social & Human Rights Impact & Risk Assessments to identify, assess, and control health, safety, and environmental risks across its operations. However, the current risk management framework does not fully demonstrate comprehensive identification and assessment of psychological health risks as required under ICMM PE 4.3. Mechanisms for managing risks associated with bullying, harassment, discrimination, and other psychosocial hazards require further strengthening and formalisation.
	4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice	Meets	Meets	NA	Hindustan Zinc has identified foreseeable hazards and risks that could lead to emergency situations and established comprehensive emergency response plans aligned with applicable legal requirements and industry good practices. Emergency preparedness and response plans are regularly maintained and tested through drills and simulations, with involvement of relevant emergency response agencies and potentially affected external stakeholders to ensure readiness and effective response.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
Principle 5: Pursue continual improvement in physical and psychological health and safety performance with the ultimate goal of zero harm	5.1 Implement practices aimed at continually improving workplace physical and psychological health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, psychosocial hazards and prevention of occupational diseases, based upon a recognised international standard or management system.	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has implemented health and safety management practices based on recognised international standards and management systems to identify, assess, and control workplace health and safety hazards and occupational diseases. Mechanisms are in place to monitor health and safety performance and drive continual improvement. However, the health risk assessment process does not explicitly incorporate psychological health risks, such as mental well-being, workplace stress, bullying, harassment, and other psychosocial hazards, resulting in partial alignment with ICMM PE 5.1 requirements.
	5.2 Provide workers with training in accordance with their responsibilities for physical and psychological health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures	Partially Meets	Partially Meets	Partially Meets	Hindustan Zinc has established mechanisms to provide health and safety training aligned to employee roles and responsibilities, undertake occupational health surveillance based on risk, monitor occupational exposures against defined limits, and implement workplace health and safety controls. However, structured training programmes specifically addressing psychological health and safety risks, including employee mental well-being and psychosocial hazards, have not been demonstrated, resulting in partial alignment with ICMM PE 5.2 requirements.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
	5.3 Safeguard the health of workers against exposure to diesel particulate matter (DPM) emissions in all underground mining operations by implementing a comprehensive DPM management programme.	NA	Meets	Meets	Hindustan Zinc has implemented a comprehensive Diesel Particulate Matter (DPM) management approach across its underground mining operations in alignment with DGMS Circular No. 01 of 2018 and ICMM expectations. Baseline and routine DPM monitoring is conducted at a minimum frequency of once every three months, with worker exposure maintained below prescribed limits. The Company utilises mine ventilation systems, equipment controls, industrial hygiene studies, and exposure monitoring programmes to manage DPM-related risks. Training, occupational health surveillance, equipment management, regulatory compliance monitoring, and continuous improvement processes are in place to support effective DPM management and protect worker health
Principle 6: Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change	6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised	NA	Meets	Meets	Hindustan Zinc has established mine closure planning and financial provisioning processes through its Technical Standard – Site Closure, aligned with IFC guidelines and applicable regulatory requirements. Closure planning is initiated early in the project lifecycle and addresses environmental, health and safety, socio-economic, and reputational risks. Progressive mine closure plans have been approved for all mines, with regular monitoring, reporting, and public disclosure of closure progress and associated financial provisions, including decommissioning, rehabilitation, restoration, and contingency costs. While social transition measures will be further developed as operations progress towards closure, Hindustan Zinc has established the necessary framework and processes to support closure and post-closure commitments.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use	Meets	Meets	Meets	Hindustan Zinc has established effective site-level water management practices and governance mechanisms to manage water use, efficiency, and operational water-related risks. We have completed catchment identification and basin mapping for all our sites. Water conservation structures have been implemented across each identified catchment and checkdams such as Gosunda, Tidi, Mansiwakal, Matrikundia, have been constructed under Public-Private Partnership Gosunda as part of our intervention strategy, which caters to freshwater demand of local communities. In addition, a virtual water risk assessment has been completed for every catchment using the WWF Water Risk Filter and WRI Aqueduct to identify the major water-related risks within each basin and catchment. These assessments help prioritise actions and strengthen our water stewardship approach. Before implementing any intervention, regular stakeholder engagement is conducted to understand local needs, gather feedback, and ensure community participation. We also organise ongoing water stewardship awareness sessions and community engagement programmes to build awareness, promote responsible water management practices, and encourage long-term ownership of water conservation initiatives among local communities.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure	NA	Partially meets	Partially meets	Hindustan Zinc has established a comprehensive tailings governance framework through its Tailings Management Policy, technical standards, OMS manuals, monitoring systems, and tailings reprocessing initiatives, demonstrating alignment with internationally recognised tailings management practices. However, further work is required to achieve full alignment with GISTM expectations, including strengthening human rights due diligence, formalising consequence classification and disclosure processes, enhancing community engagement and communication of tailings-related risks, completing breach and inundation analyses linked to population-at-risk assessments, incorporating climate-adaptive design triggers, and strengthening emergency preparedness and long-term remediation planning. Hindustan Zinc has identified these gaps and is progressing actions towards full GISTM alignment by the targeted timeline.
	6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment	Meets	Meets	NA	Hindustan Zinc has management systems in place, based on the mitigation hierarchy, designed to prevent, minimise, and address pollution, manage releases and waste, and impacts to human health and the environment from its operations.
	6.5 Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO_2 equivalent (GHG) emissions	Meets	Meets	Meets	Hindustan Zinc has management systems in place designed to improve energy efficiency, reduce operational greenhouse gas emissions, and report outcomes in line with internationally recognised protocols.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
Principle 7 **Contribute to the conservation of biodiversity and integrated approaches to land-use planning**	7.1 Neither explore nor develop new mines in UNESCO World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated	Meets	Meets	Meets	Hindustan Zinc has established commitments and management processes that prohibit exploration and development of new mines within UNESCO World Heritage Sites and require consideration of legally designated protected areas during project planning and development. Environmental and social assessment processes are implemented to identify, assess, and manage potential impacts on protected areas, ensuring that new projects and operational changes are designed and managed in accordance with applicable regulatory and conservation requirements.
	7.2 Assess and address material risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy , to achieve a minimum of no net loss (NNL) or net gain of biodiversity by completion of closure	Meets	Meets	Meets	Hindustan Zinc has established a Biodiversity Policy aligned with ICMM Principles, IFC Performance Standard 6, and TNFD guidance, and applies the mitigation hierarchy to assess and manage biodiversity and ecosystem service impacts. Biodiversity baseline assessments, biodiversity management plans, and offset strategies are implemented to support the Company's commitment to No Net Loss (NNL) of biodiversity, with an aspiration towards Net Positive Impact (NPI) where feasible. Biodiversity conservation and restoration initiatives, including habitat restoration, afforestation, wildlife conservation measures, biodiversity parks, and ecological enhancement projects, demonstrate implementation of the mitigation hierarchy and ongoing efforts to manage biodiversity impacts throughout the mine lifecycle.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
Principle 8 : Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals	8.1 In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources, and materials	Meets	Meets	Meets	Hindustan Zinc has integrated sustainable development principles into operational design and decision-making through initiatives focused on energy efficiency, water management, resource recovery, recycling, and reuse. Practices are in place to identify and evaluate opportunities for resource optimisation and circularity, including the recovery and reuse of materials and water throughout the asset lifecycle. These initiatives are supported by defined processes, monitoring systems, and performance tracking mechanisms that demonstrate effective implementation. While opportunities exist to further strengthen documentation of downstream recycling linkages and circular resource management practices, no material gaps were identified against the requirements of ICMM PE 8.1.
	8.2 Assess the hazards of the products of mining according to UN Globally Harmonised System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate	Meets	Meets	Meets	Hindustan Zinc has established practices to identify, assess, and classify product hazards in accordance with the UN Globally Harmonised System (GHS) and applicable regulatory requirements. Appropriate hazard communication mechanisms, including Safety Data Sheets (SDSs), product labelling, and regulatory disclosures, are implemented to ensure that product hazards are effectively communicated to workers, contractors, customers, and other relevant stakeholders. No material gaps were identified against the requirements of ICMM PE 8.2.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
Principle 9 : Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities	9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate	Meets	Meets	Meets	Hindustan Zinc has implemented inclusive community engagement and development processes that enable local communities to identify and communicate their development priorities. Through stakeholder consultations, participatory planning, and partnerships with government agencies, civil society organisations, and other stakeholders, the Company supports programmes aimed at enhancing long-term social and economic wellbeing. Strong evidence of community engagement, collaborative partnerships, and sustainable development initiatives demonstrates substantial alignment with the requirements of ICMM PE 9.1.
	9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities	Meets	Meets	Meets	Hindustan Zinc has committed to supporting local economic development through local employment, procurement, and contracting opportunities, as reflected in its Social Performance Policy. The Company provides procurement opportunities to local enterprises and actively sources goods and services locally where feasible, contributing to local economic growth, supply chain resilience, and operational efficiency. Hindustan Zinc also tracks local procurement performance and supports broader economic opportunities for local communities. While a formal local procurement strategy and policy framework is under development, existing practices demonstrate alignment with the intent of ICMM PE 9.2.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	9.3 Conduct stakeholder engagement based upon an analysis of the local context, including with human rights defenders and other vulnerable groups, and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities	Meets	Meets	NA	Hindustan Zinc has established and implemented stakeholder engagement processes based on local context and stakeholder identification, including consideration of vulnerable groups. Hindustan Zinc maintains an accessible and effective grievance mechanism aligned with the UN Guiding Principles on Business and Human Rights, supported by defined governance structures, transparent processes, community participation, and escalation pathways. Mechanisms are in place to enable the monitoring, management, and timely resolution of grievances, with no material gaps identified against the requirements of ICMM PE 9.3.
	9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local Artisanal and Small-scale Mining (ASM)	NA	Meets	NA	Hindustan Zinc has established a Social Performance Policy and a Standard for Engagement with Artisanal and Small-Scale Mining (ASM), which commit the Company to supporting responsible ASM practices and collaborating with governments, NGOs, and industry bodies to promote sustainable development, capacity building, safety, and environmental performance. While no ASM activities are present within Hindustan Zinc's operational areas of influence, the Company actively participates in government- and industry-led forums, workshops, training programmes, safety initiatives, and knowledge-sharing platforms that contribute to improving environmental and social practices across the wider mining sector. These mechanisms demonstrate alignment with the intent of ICMM PE 9.4.

Summary of Finding					
ICMM Principles	**Performance Expectations**	**PE Rating**			**Remarks**
		CLZS	**RAM**	**Corporate**	
Principle 10 Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance	10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.	NA	NA	Meets	Hindustan Zinc has established processes to identify and engage with key corporate-level external stakeholders on sustainable development issues through structured stakeholder engagement, materiality assessments, sustainability reporting, industry forums, and ongoing dialogue mechanisms. These processes support transparent communication, incorporation of stakeholder perspectives into decision-making, and disclosure of sustainability-related performance and commitments.
	10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project	Meets	Meets	Meets	Hindustan Zinc publicly supports the principles of the Extractive Industries Transparency Initiative (EITI) and discloses material payments to governments through its Annual Report and Tax Transparency Report. The Company has established processes for reporting and transparency of government payments across its operations. While project-level disaggregation of payment disclosures could further enhance alignment with ICMM expectations, current disclosures demonstrate a strong commitment to transparency and accountability regarding payments to governments.

Summary of Finding					
ICMM Principles	Performance Expectations	PE Rating			Remarks
		CLZS	RAM	Corporate	
	10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards or the European Sustainability Reporting Standards (ESRS).	NA	NA	Meets	Hindustan Zinc reports its economic, social, and environmental performance annually through its Integrated Annual Report and sustainability disclosures in alignment with recognised reporting frameworks. The Company discloses payments to governments through its Annual Report and Tax Transparency Report and demonstrates transparency regarding its economic contributions. While project-level reporting of government payments is not feasible due to Hindustan Zinc's business structure and regulatory context, the Company provides entity-level disclosures and openly communicates the basis for this approach.
	10.4 Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements	NA	NA	Meets	Hindustan Zinc conducts annual independent assurance of its sustainability performance and discloses the results through its public sustainability reporting, in alignment with ICMM membership requirements.

Independent Assurance Statement

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Chartered Accountants

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INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON SELECT NONFINANCIAL INDICATORS CONTAINED IN HINDUSTAN ZINC LIMITED'S SUSTAINABILITY REPORT

The Management and Board of Directors
Hindustan Zinc Limited
Yashad Bhavan
Udaipur – 313004
Rajasthan, India

Scope

We have been engaged by Hindustan Zinc Limited (hereafter "Hindustan Zinc"or the "Company") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements 3000 (Revised), here after referred to as the engagement, to report on select non-financial indicators as per Annexure 1 (the "Subject Matter") contained in Hindustan Zinc's Sustainability Report **as of October 9, 2026 for the year ended March 31, 2026 and for the period from April 01, 2025 to March 31, 2026** (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Hindustan Zinc

In preparing the **Subject Matter**, Hindustan Zinc applied the Global Reporting Initiative (GRI) Standards (the "Criteria"). As a result, the Subject Matter information may not be suitable for another purpose.

Hindustan Zinc's responsibilities

Hindustan Zinc's management is responsible for selecting the Criteria, and for presenting the **Subject Matter** in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

Our responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Hindustan Zinc Limited on February 2, 2026.Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

S.R. Batliboi & Co LLP, a Limited Liability Partnership with LLP Identity No. AAB-4294
Regd. Office : 22, Camac Street, Block 'B', 3rd Floor, Kolkata-700 016

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Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

We also apply International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the **Subject Matter** and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Conducting interviews of relevant staff at corporate and selected sites, concerning policies on environmental and social aspects and the implementation of these across the business;
- Obtained an understanding of the control environment, processes and information systems relevant to the preparation of the information subject to limited assurance, but did not evaluate the design of particular control activities or test their operating effectiveness;
- Inspected, at selected sites, a limited number of samples as appropriate to check the accuracy of the data :
    - Chanderiya Lead Zinc Smelter
    - Dariba Smelting Complex
    - Zawar Mines
    - Rampura Agucha Mine
    - Rajpura Dariba Mine
    - Sindesar Khurd Mine
    - Kayad Mine
    - Debari Zinc Smelter
    - Pantnagar Metal Plant
    - Corporate Office, Udaipur

- Conducted analytical procedures, as appropriate; and made inquiries of management to obtain explanations for any differences we identified
- Evaluated the overall presentation of the subject matter to determine whether it is consistent with the criteria and in line with our overall knowledge of, and experience with, the entity's operations.

We also performed such other procedures as we considered necessary in the circumstances.

S.R. BATLIBOI & CO. LLP
Chartered Accountants

Other Information

- The Company's management is responsible for the other information. The other information comprises the information included within the Sustainability Report other than Subject Matter and our independent assurance report dated October 9, 2026, thereon.

- Our conclusion on the Subject Matter does not cover the other information and we do not express any form of assurance thereon. In connection with our assurance engagement of the Subject Matter, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Subject Matter or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Exclusions

- Data and information outside the defined reporting period: April 01, 2025 – March 31, 2026;
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to **the Subject Matter as of October 9, 2026, for the year ended** March 31, 2026, and **for the period from** April 01, 2025, to March 31,2026, in order for it to be in accordance with the Criteria.

Intended use or purpose

This report has been prepared in accordance with the terms of our engagement solely for the management and Board of Directors of the Company in connection with the Subject Matter described in this report and to enable the Company to publish the report as part of its sustainability disclosures, including on its website. The Subject Matter and this report are intended for users who have a reasonable understanding of the applicable Reporting Criteria and recognise that the Subject Matter has been prepared and assured having regard to appropriate levels of materiality. To the fullest extent permitted by law, we do not accept or assume any responsibility for any reliance on this assurance report to any persons other than the management and the Board of Directors of the Company, or for any other purpose other than that for which it was prepared.

For **S.R. Batliboi & CO. LLP**
Chartered Accountants
Firm's Registration No.: 301003E/E300005

Amit Chugh
Digitally signed by Amit Chugh
Date: 2026.10.09 12:27:12 +05'30'

Amit Chugh
Partner
Membership No.: 505224
UDIN: 26505224ECGKFQ5398
Place of Signature: Gurugram
Date: October 9,2026

S.R. BATLIBOI & CO. LLP
Chartered Accountants

Annexure-1

Subject matter: (non-financial KPIs contained within sustainability report)			
Indicator	Description	Indicator	Description
GRI 2-1	Organizational details	GRI 305-1	Direct (Scope 1) GHG emissions
GRI 2-2	Entities included in the organization's sustainability reporting	GRI 305-2	Indirect (Scope 2) GHG emissions
GRI 2-3	Reporting period, frequency and contact point	GRI 305-3	Other Indirect (Scope 3) GHG emissions
GRI 2-4	Restatements of information	GRI 305-4	GHG emission intensity
GRI 2-6	External assurance	GRI 305-5	Reduction of GHG emissions
GRI 2-6	Activities, value chain and other business relationships	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
GRI 2-7	Employees	GRI 306-1	Waste generation and significant waste-related impacts
GRI 2-8	Workers who are not employees	GRI 306-2	Management of significant waste-related impacts
GRI 2-9	Governance structure and composition	GRI 306-3	Waste generated
GRI 2-10	Nomination and selection of the highest governance body	GRI 2-11	Chair of the highest governance body
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	GRI 306-4	Waste diverted from disposal
		GRI 306-5	Waste directed to disposal
		GRI 308-1	New suppliers that were screened using environmental criteria
GRI 2-13	Delegation of responsibility for managing impacts		
GRI 2-14	Role of the highest governance body in sustainability reporting		
GRI 2-15	Conflicts of interest	GRI 308-2	Negative environmental impacts in the supply chain and actions taken
GRI 2-16	Communication of critical concerns		
GRI 2-17	Collective knowledge of the highest governance body		
GRI 2-18	Evaluation of the performance of the		

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	highest governance body		
GRI 2-19	Remuneration policies		
GRI 2-20	Process to determine remuneration		
GRI 2-21	Annual total compensation ratio		
GRI 2-22 (	Statement on sustainable development strategy	GRI 401-1	New employee hires and employee turnover
GRI 2-23	Policy commitments	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
GRI 2-24	Embedding Policy commitments	GRI 401-3	Parental leave
GRI 2-25	Processes to remediate negative impacts		
GRI 2-26	Mechanisms for seeking advice and raising concerns		
GRI 2-27	Compliance with laws and Regulations		
GRI 2-28	Membership associations	GRI 402-1	Minimum notice periods regarding operational changes
		GRI 403-1	Occupational health and safety management system
		GRI 403-2	Hazard identification, risk assessment, and incident investigation
GRI 2-29	Approach to stakeholder engagement	GRI 403-3	Occupational health services
GRI 2-30	Collective bargaining agreements	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety
		GRI 403-5	Worker training on occupational health and safety
GRI 3-1	Process to determine material topics	GRI 403-6	Promotion of worker health
GRI 3-2	List of material topics	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
GRI 3-3		GRI 403-8	Workers covered by an occupational health and safety management system
GRI 201-1	Direct economic value generated and distributed	GRI 403-9	Work related injuries
GRI 201-2	Financial implications and other risks and opportunities due to climate change	GRI 403-10	Work-related ill health
GRI 201-3	Defined benefit plan obligations and other retirement plans		
GRI 201-4	Financial assistance received from government		

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GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage		
GRI -202-2	Proportion of senior management hired from the local community	GRI 404-1	Average hours of training per year per employee
GRI 203-1	Infrastructure investments and services supported	GRI 404-2	Programs for upgrading employee skills and transition assistance programs
GRI 203-2	Significant indirect economic impacts	GRI 404-3	Percentage of employees receiving regular performance and career development reviews
GRI 204-1	Proportion of spending on local suppliers	GRI 405-1	Diversity of governance bodies and employees
GRI 205-1	Operations assessed for risks related to corruption	GRI 405-2	Ratio of basic salary and remuneration of women to men
GRI 205-2	Communication and training about anti-corruption policies and procedures	GRI 406-1	Incidents of discrimination and corrective actions taken
GRI 205-3	Confirmed incidents of corruption and actions taken	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		
GRI 301-1	Materials used by weight or volume		
GRI 301-2	Recycled input materials used		
GRI 301-3	Reclaimed products and their packaging materials		
GRI 302-1	Energy consumption within the organization	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor
		GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
		GRI 410-1	Security personnel trained in human rights policies or procedures
		GRI 411-1	Incidents of violations involving rights of indigenous peoples
GRI 302-2	Energy consumption outside of the organization	GRI 413-1	Operations with local community engagement, impact assessments, and development programs
GRI 302-3	Energy intensity	GRI 413-2	Operations with significant actual and potential negative impacts on local communities
GRI 302-4	Reduction of energy consumption	GRI 414-1	New suppliers that were screened using social criteria

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GRI 302-5	Reductions in energy requirements of products and services	GRI 414-2	Negative social impacts in the supply chain and actions taken
		GRI 415-1	Political contribution
GRI 303-1	Interaction with water as a shared resource	GRI 416-1	Assessment of the health and safety impacts of product and service categories
GRI 303-3	Water withdrawal	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
GRI 303-2	Management of water discharge-related impacts	GRI 417-1	Requirements for product and service information and labeling
GRI 303-4	Water discharged	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling
		GRI 417-3	Incidents of Non-Compliance concerning marketing communications
GRI 303-5	Water consumption	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data
		11.7.4, 11.7.5, 11.7.6	Reporting on closures and rehabilitation
GRI 101-1	Policies to halt and reverse biodiversity loss	MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks
GRI 101-3	Access and benefit-sharing	GRI 101-2	Management of biodiversity impacts
		GRI 101-4	Identification of biodiversity impacts
		GRI 101-6	Direct drivers of biodiversity loss
		GRI 101-5	Locations with biodiversity impacts

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INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON ICMM (International Council on Mining and Metals) SUBJECT MATTER 1-5 AND PE SELF-ASSESSMENT OF PERFORMANCE EXPECTATIONS STATUS ACROSS SELECTED ASSETS CONTAINED WITHIN SUSTAINABILITY REPORT

The Management and Board of Directors
Hindustan Zinc Limited
Yashad Bhawan
Udaipur - 313004
Rajasthan, India

Scope

We have been engaged by Hindustan Zinc Limited (hereafter "Hindustan Zinc" or the "Company") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements 3000 (Revised), here after referred to as the engagement, to report on ICMM Subject Matter (1-5) and PE self-assessment of performance expectations status across selected assets as per Annexure 1 and Annexure 2 (the "Subject Matter") contained in Hindustan Zinc's Sustainability Report **as of October 9, 2026 for the year ended March 31, 2026 and for the period from April 01, 2025 to March 31, 2026** (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Hindustan Zinc

In preparing the **Subject Matter**, Hindustan Zinc applied the requirements of the ICMM Mining Principle (the "Criteria"). As a result, the Subject Matter information may not be suitable for another purpose.

Hindustan Zinc's responsibilities

Hindustan Zinc's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject matter, such that it is free from material misstatement, whether due to fraud or error.

Our responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Hindustan Zinc on 02 February 2026.Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

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We also apply International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the **Subject Matter** and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Conducting interviews, both in-person and virtually, of relevant stakeholders at Corporate office, to gain insights into the self-assessment reporting process performed by the client's management
- Checking accuracy and completeness of the information presented in self assessment report and sustainability report as per the requirement of criteria.
- Undertaking site visit of the following selected assets of Hindustan Zinc:
    - Chanderiya Lead Zinc Smelter
    - Rampura Agucha Mine
- Performing inquiries of internal and external stakeholders at the sites to validate documentation and interviews and written evidence
- Obtained an understanding of the control environment, processes and information systems relevant to the preparation of the information subject to limited assurance, but did not evaluate the design of particular control activities or test their operating effectiveness
- Checking whether the information disclosed in the Self-Assessment is consistent with our understanding and knowledge of Hindustan's governance, accountability and sustainability management processes

We also performed such other procedures as we considered necessary in the circumstances.

Other Information

- The Company's management is responsible for the other information. The other information comprises the information included within the Sustainability Report other than Subject Matter and our independent assurance report dated October 9, 2026, thereon.

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- Our conclusion on the Subject Matter does not cover the other information and we do not express any form of assurance thereon. In connection with our assurance engagement of the Subject Matter, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Subject Matter or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Exclusions

- Data and information outside the defined reporting period: April 01, 2025 – March 31, 2026;
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources;
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to **the Subject Matter as of October 9, 2026, for the year ended** March 31, 2026, and **for the period from** April 01, 2025, to March 31,2026, in order for it to be in accordance with the Criteria.

Intended use or purpose

This report has been prepared in accordance with the terms of our engagement solely for the management and Board of Directors of the Company in connection with the Subject Matter described in this report and to enable the Company to publish the report as part of its sustainability disclosures, including on its website. The Subject Matter and this report are intended for users who have a reasonable understanding of the applicable Reporting Criteria and recognise that the Subject Matter has been prepared and assured having regard to appropriate levels of materiality. To the fullest extent permitted by law, we do not accept or assume any responsibility for any reliance on this assurance report to any persons other than the management and the Board of Directors of the Company, or for any other purpose other than that for which it was prepared.

For **S.R. Batliboi & CO. LLP**
Chartered Accountants
Firm's Registration No.: 301003E/E300005

Amit Chugh
Digitally signed by Amit Chugh
Date: 2026.10.09 12:26:33 +05'30'

Amit Chugh
Partner
Membership No.: 505224
UDIN: 26505224WSKZAG3681
Place of Signature: Gurugram
Date: October 9, 2026

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Annexure-1

(ICMM Subject Matter 1-5) contained within Sustainability Report	
SM -1	The alignment of the company member's sustainability policies, management standards and procedures to the ICMM Principles, any mandatory requirements set out in ICMM Position Statements, the corporate-level PEs, and corporate-level aspects of combined PEs
SM - 2	The company's material sustainability risks and opportunities based on its own review of the business and the views and expectations of its stakeholders.
SM -3	The existence of systems and approaches that the company is using to manage each (or a selection) of the identified material sustainability risks and opportunities.
SM -4	The company's reported performance during the given reporting period for each (or a selection) of the identified material sustainability risks and opportunities.
SM -5	Disclosures regarding the company's prioritisation process for selecting assets for third-party PE Validation.

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Annexure 2:

The table below outlines the Mining Principles and Performance Expectations as defined by ICMM which is available on public domain (https://www.icmm.com/our-principles)

ICMM Principles	Performance Expectations
Principle 1 : Apply ethical business practices and sound systems of corporate governance and transparency to support sustainable development.	1.1 Establish systems to maintain compliance with applicable law
	1.2 Implement policies and practices to prevent bribery and corruption, and to publicly disclose facilitation payments.
	1.3 Implement policies and standards consistent with the ICMM policy framework
	1.4 Assign accountability for sustainability performance at the Board and/or Executive Committee level
	1.5 Disclose the value and beneficiaries of financial and in-kind political contributions whether directly or through an intermediary.
Principle 2: Integrate sustainable development in company strategy and decision-making processes	2.1 Integrate sustainable development principles into corporate strategy and decision-making processes relating to investments in the design, operation and closure of facilities
	2.2 Support the adoption of responsible physical and psychological health and safety, environmental, human rights and labour policies and practices by joint venture partners, suppliers and contractors, based on risk
Principle 3: Respect human rights and the interests, cultures, customs and values of workers, communities, and other vulnerable groups, such as human rights defenders, who may be affected by our activities.	3.1 Support the UN Guiding Principles on Business and Human Rights by developing a policy commitment to respect human rights, undertaking human rights due diligence (including undertaking processes that assess perceived, potential and actual human rights impacts on rightsholders, including human rights defenders and other vulnerable groups), and providing for or cooperating in processes to enable the remediation of adverse human rights impacts that members have caused or contributed to
	3.2 Avoid the involuntary physical or economic displacement of families and communities. Where this is not possible apply the mitigation hierarchy and implement actions or remedies that address residual adverse effects to restore or improve livelihoods and standards of living of displaced people
	3.3 Implement, based on risk, a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights. This includes identifying potential and actual human rights impacts on vulnerable groups
	3.4 Respect the rights of workers by: not employing child or forced labour; avoiding human trafficking; not assigning hazardous/ dangerous work to those under 18; eliminating all forms of harassment and discrimination; respecting freedom of association and collective bargaining; and providing an appropriate mechanism to address workers grievances.
	3.5 Equitably remunerate employees with wages that equal or exceed legal requirements or represent a competitive wage within that job market (whichever is higher) and assign regular and overtime working hours within legally required limits.
	3.6 Respect the rights, interests, aspirations, culture, Indigenous knowledge and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation; carry out due diligence to address potential adverse impacts; and share benefits in a manner that is aligned with Indigenous Peoples' aspirations for social and economic development.
	3.7 Obtain agreement with affected Indigenous Peoples demonstrating their consent to anticipated impacts to their land or other rights, and setting out the terms by which impacts may occur and be managed. Where potential impacts include the relocation of Indigenous Peoples from their lands or territories, or significant impacts to their critical cultural heritage, companies will explore feasible alternatives to project design in order to avoid such impacts. If relocation and/or significant impacts on critical cultural heritage are unavoidable, companies will obtain agreement demonstrating the consent of affected Indigenous Peoples in accordance with ICMM's Indigenous Peoples and Mining Position Statement. In any instance where agreement is not obtained, ICMM members will develop a policy or approach outlining the steps they have taken to fulfil the commitments set out in the position statement
	3.8 Implement policies and practices to respect the rights and interests of women that reflect gender-informed approaches to work practices and job design, and that protect against all forms of discrimination and harassment, and behaviours that adversely impact on women's successful participation in the workplace
	3.9 Implement policies and practices to respect the rights and interests of all workers9 and improve workforce representation in the workplace so it is more inclusive
Principle 4 Implement effective risk-management	4.1 Assess environmental and social risks and opportunities of new projects and of significant changes to existing operations in consultation with interested and affected stakeholders, and publicly disclose assessment results

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strategies and systems based on sound science and which account for stakeholder perceptions of risks.	4.2 Undertake risk-based due diligence on conflict and human rights that aligns with the OECD Due Diligence Guidance on Conflict Affected and High Risk Areas, when operating in, or sourcing from, a conflict-affected or high-risk area
	4.3 Implement risk-based controls to avoid/prevent, minimise, mitigate and/or remedy physical and psychological health, safety and environmental impacts to workers, local communities, cultural heritage and the natural environment, based upon a recognised international standard or management system
	4.4 Develop, maintain and test emergency response plans. Where risks to external stakeholders are significant, this should be in collaboration with potentially affected stakeholders and consistent with established industry good practice
Principle 5 Pursue continual improvement in physical and psychological health and safety performance with the ultimate goal of zero harm	5.1 Implement practices aimed at continually improving workplace physical and psychological health and safety, and monitor performance for the elimination of workplace fatalities, serious injuries, psychosocial hazards and prevention of occupational diseases, based upon a recognised international standard or management system.
	5.2 Provide workers with training in accordance with their responsibilities for physical and psychological health and safety and implement health surveillance and risk-based monitoring programmes based on occupational exposures
	5.3 Safeguard the health of workers against exposure to diesel particulate matter (DPM) emissions in all underground mining operations by implementing a comprehensive DPM management programme.
Principle 6 : Pursue continual improvement in environmental performance issues, such as water stewardship, energy use and climate change	6.1 Plan and design for closure in consultation with relevant authorities and stakeholders, implement measures to address closure-related environmental and social aspects, and make financial provision to enable agreed closure and post-closure commitments to be realised
	6.2 Implement water stewardship practices that provide for strong and transparent water governance, effective and efficient management of water at operations, and collaboration with stakeholders at a catchment level to achieve responsible and sustainable water use
	6.3 Design, construct, operate, monitor and decommission tailings disposal/storage facilities using comprehensive, risk-based management and governance practices in line with internationally recognised good practice, to minimise the risk of catastrophic failure
	6.4 Apply the mitigation hierarchy to prevent pollution, manage releases and waste, and address potential impacts on human health and the environment
	6.5 Implement measures to improve energy efficiency and contribute to a low-carbon future, and report the outcomes based on internationally recognised protocols for measuring CO2 equivalent (GHG) emissions
Principle 7 Contribute to the conservation of biodiversity and integrated approaches to land-use planning	7.1 Neither explore nor develop new mines in UNESCO World Heritage sites, respect legally designated protected areas, and design and operate any new operations or changes to existing operations to be compatible with the value for which such areas were designated
	7.2 Assess and address material risks and impacts to biodiversity and ecosystem services by implementing the mitigation hierarchy , to achieve a minimum of no net loss (NNL) or net gain of biodiversity by completion of closure
Principle 8 : Facilitate and support the knowledge-base and systems for responsible design, use, re-use, recycling and disposal of products containing metals and minerals	8.1 In project design, operation and de-commissioning, implement cost-effective measures for the recovery, re-use or recycling of energy, natural resources, and materials
	8.2 Assess the hazards of the products of mining according to UN Globally Harmonized System of Hazard Classification and Labelling or equivalent relevant regulatory systems and communicate through safety data sheets and labelling as appropriate
Principle 9 : Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities	9.1 Implement inclusive approaches with local communities to identify their development priorities and support activities that contribute to their lasting social and economic wellbeing, in partnership with government, civil society and development agencies, as appropriate
	9.2 Enable access by local enterprises to procurement and contracting opportunities across the project life cycle, both directly and by encouraging larger contractors and suppliers, and also by supporting initiatives to enhance economic opportunities for local communities
	9.3 Conduct stakeholder engagement based upon an analysis of the local context, including with human rights defenders and other vulnerable groups7, and provide local stakeholders with access to appropriate and effective mechanisms for seeking resolution of grievances related to the company and its activities
	9.4 Collaborate with government, where appropriate, to support improvements in environmental and social practices of local Artisanal and Small-scale Mining (ASM)
Principle 10 Proactively engage	10.1 Identify and engage with key corporate-level external stakeholders on sustainable development issues in an open and transparent manner.

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key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance	10.2 Publicly support the implementation of the Extractive Industries Transparency Initiative (EITI) and compile information on all material payments, at the appropriate levels of government, by country and by project
	10.3 Report annually on economic, social and environmental performance at the corporate level using the GRI Sustainability Reporting Standards or the European Sustainability Reporting Standards (ESRS).
	10.4 Each year, conduct independent assurance of sustainability performance following the ICMM guidance on assuring and verifying membership requirements



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