







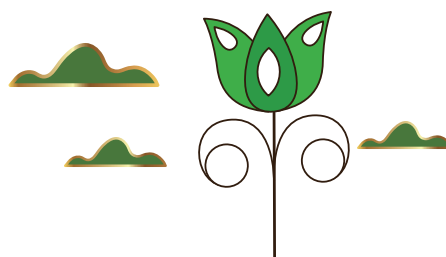


ESG PERFORMANCE SNAPSHOT

ENVIRONMENT

SUSTAINABLE OPERATIONS[^]

	Metric	Baseline value	Performance 2024-25	Target 2025	Target 2030
ENERGY CONSERVATION	Reduction in specific electricity consumption per KL of finished product (KWh/KL) 	116 FY 2013-14	83.1 ↓ 28%	60.5 ↓ 48%	54.4 ↓ 53%
	Renewable electricity in total electricity consumed across factories (%) 	0.1 FY 2013-14	57.6	75	100@
	Greenhouse Gases (GHGs) footprint reduction through formulation optimisation (tCO ₂ e) 	3,700 FY 2020-21	Cumulative reduction of 89,888 From FY 2022-23	Cumulative reduction of 70,000 From FY 2022-23	Cumulative reduction of 120,000 From FY 2022-23
PRODUCT STEWARDSHIP	Renewable/bio-based raw materials in product offerings (%) 	6.5 FY 2020-21	6.8 5% Increase in renewable content	20% Increase in renewable content	30% Increase in renewable content
	Lead and heavy metals-free paint 	100% Products free of lead and added heavy metals FY 2020-21	100% Architectural coatings free of lead and heavy metals	100%\$ Architectural coatings to be lead and heavy metals-free	
	Minimising/eliminating the use of CMR* raw materials (Kg/KL)  <small>*CMR stands for carcinogenic, mutagenic and reprotoxic substances.</small>	19.9 with styrene FY 2020-21	23.8 ↑ 24%	15% reduction	25% reduction
WATER NEUTRALITY		4.5 without styrene FY 2020-21	3.8 ↓ 6%		
	Reduce specific non-process water intensity (KL/KL) 	0.97 FY 2013-14	0.46 ↓ 52%	0.27 ↓ 72%	0.24 ↓ 75%
	Water replenishment as a percentage of freshwater consumption (%) 	0.1 FY 2013-14	478	400	600





NATURE POSITIVE	Metric	Baseline value	Performance 2024-25	Target 2025	Target 2030
	Collection points for plastic packaging from painters and consumers across states 🔄	-	31 points across 10 town/cities	100 points across 25 towns/cities	500 points across 100 towns/cities
	Proportion of recycled plastic used in our packaging (%) 🌱	7 (20% in GS-11 products) FY 2020-21	30	30	60
	Reduction in specific hazardous waste per KL of finished product (Kg/KL) 🔄	2.7 FY 2013-14	0.57 ↓ 79%	0.50 ↓ 81%	0.45 ↓ 83%
	Reduction in specific non-hazardous waste per KL of finished product (Kg/KL) 🔄	14.1 FY 2013-14	8.39 ↓ 41%	6.7 ↓ 52%	6.0 ↓ 57%
	Reduction in specific effluent generated per KL of the finished product (L/KL) 🌱	82.4 FY 2013-14	17.1 ↓ 79%	17.5 ↓ 79%	15.8 ↓ 81%
	Reduction in specific (Scope 1 & 2) emission per KL of finished product (KgCO ₂ e/KL) 🔄	131.2 FY 2013-14	40.9 ↓ 69%	32.8 ↓ 75%	26.2 ↓ 80%

🌱 On track 🔄 Progress underway

Factors for non-fulfilment of Environment 2025 targets:

1. Lower-than-expected production volumes impacted intensity-based metrics, coupled with impact of backward integration projects.
2. One-time impact of capacity expansion projects in multiple factories.
3. Share of renewable electricity impacted due to government state policies mandating minimum grid utilisation & banking policies limiting netting off of renewable energy against requirements from the grid.
4. Plastic packaging collection points has been limited as painters (and consumers) utilise alternate reuse mechanisms.

^The energy, emissions, water, waste & wastewater indicators pertain to decorative paint manufacturing factories.

®We aspire to achieve 100% renewable electricity share subject to state policies relating to minimum grid utilisation requirements & banking policies.

§No heavy metals are added to products as part of our formulation. We intend to measure heavy metals contained in raw materials and eliminate these and make our products free from heavy metals.

ESG PERFORMANCE SNAPSHOT

SOCIAL

SYNERGISING RELATIONSHIPS

	Metric	Baseline value	Performance 2024-25	Target 2025	Target 2030
CUSTOMER CELEBRATIONS	St+art/ community sites 🌱	-	550+	500	1,000
	Net Promoter Score (NPS) 🌱	-	70	70	70
COMMUNITY OWNERSHIP	Participants trained at Asian Paints Beautiful Homes Academy 🌱	199,000+ FY 2020-21	950,000+	600,000	1,000,000
	Beneficiaries impacted through healthcare initiatives 🌱	170,000+ FY 2020-21	280,000+*	500,000	650,000
WATER STEWARDSHIP	Water harvesting potential created as % of annual freshwater consumption every year (%) 🌱	8.1 FY 2013-14	273.3	>70	>70
ENERGISING, EQUITABLE & INCLUSIVE WORKPLACE	Employee engagement score (%) 🌱	67 FY 2020-21	78@	80	80
	Psychological safety score (out of 10) 🌱	-	7.4	7	7
	Wellness initiative score (out of 10) 🌱	-	8.8	8	8

SAFE WORKPLACE	Metric	Baseline value	Performance 2024-25	Target 2025	Target 2030
	Total Recordable Frequency Rate (TRFR) 🔄	2.9 FY 2020-21	1.0 [^]	</=0.98	To sustain as global benchmark in safety
	Total Severity Rate (TSR) 🟢	200 FY 2020-21	40.7	</=150	To sustain as global benchmark in safety
	Tier-1 process safety incidents 🟢	-	3	</=3	To sustain as global benchmark in safety

Factors for non-fulfilment of Social 2025 targets:

*Enhanced focus on water as a thrust area as compared to health and hygiene.

@ Since FY 2022-23, our engagement score has consistently ranged between 78% and 81%. We continue to make dedicated efforts to sustain targeted level of engagement.

^ Variation in actual manhours vs planned manhours as well as increase in incidents.

GOVERNANCE

Metric	Target 2025
World-class governance 🟢	Committed to achieving best-in-class governance as rated by third-party governance firm
Ethics, transparency, quality and accountability 🟢	100% of risk impacting business resilience based on annual assessment and score
Sustainable supply chain management 🟢	Proactive engagement with value chain partners to educate, empower, and align them with our ESG commitments

🟢 On track 🔄 Progress underway

