

MOLD-TEK
Packaging Limited

THE PACKAGING PARTNER
YOU DESERVE!

**ANNUAL
REPORT**

2025



Product & Process
Innovations



New End-Use
Applications



Business
Diversification



Sustainability &
Circularity



Geographical
Expansion

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Mold-Tek Developed
Packaging Solutions with many
innovative concepts

FROM THE DESK OF THE CHAIRMAN

Dear Shareholders,

As we close another remarkable chapter in Mold-Tek's journey, I am pleased to share my reflections on what has been a pivotal year for our organization. We not only expanded plant capacities at Panipat, Cheyyar and Satara but also created our first plant for pharma packaging at Sultanpur. In less than 12 months, this new Pharma division not only achieved break-even but also turned profitable, an achievement that speaks volumes about our strategic foresight, execution and marketing abilities. This segment holds immense promise, and we are excited about its market potential, especially as we prepare to launch new and custom built products in this space.

I am pleasantly surprised to find a yawning gap in Pharma packaging field, especially the lack of agility in new product development. Given our strengths of in-house product and mold designing coupled with world class tool-room, we hope to capture sizeable business in pharma packing in next few years.



J. LAKSHMANA RAO

Chairman and Managing Director

Financial Performance:

The global and domestic economic landscape in FY 2024-25 was shaped by uncertainty—tariffs, ongoing geopolitical tensions, inflationary pressures, and cautious consumer spending. Despite these headwinds, Mold-Tek demonstrated resilience and agility. Our Revenue from operations stood strong at ₹78,132 lakhs up by 11.83% from ₹69,865 lakhs in FY 2023-24. Whereas EBITDA rose to ₹14,386 lakhs, an increase of 6.98% over the previous year's ₹13,448 lakhs. This steady growth is a testament to our robust business fundamentals and our ability to adapt quickly to dynamic market conditions.

Segment wise performance

Our product segments delivered differentiated performance during the year. The Square Packs segment achieved a growth of 22%, while the Food & FMCG Packs segment grew by 9.58%. The Lubes-Packs segment reported just 1% growth, and the Paints-Pack segment growth stood at 13.39%. Most notably, the Pharma Packaging division registered impressive growth to stand out as it started contributing to the Company's growth in the inaugural year itself.

We are soon starting Food and FMCG (Fast Moving Consumer Goods) products plant at Panipat, to cater to the needs of North Based Clients. This plant will be functional by September 2025 and will be ramped up by March 2026. This move should sustain our growth in Food and FMCG segment in future.

Strategic Positioning

Our diverse product portfolio including Q-packs, FMCG containers, pails and now pharma packaging continues to be a cornerstone of our stability and growth. Our in-house tool room is our backbone, giving us a competitive advantage, enabling us to rapidly implement design changes and customizations in alignment with client specifications.

Mold-Tek currently operates manufacturing facilities across India. These plants are equipped with advanced infrastructure, giving us a critical edge in optimizing delivery times, reducing costs, and enhancing customer satisfaction.

Customer Trust

With over four decades of experience in packaging industry, I can proudly say that we've built lasting relationships with our clients grounded on trust, consistent product quality, and responsiveness to evolving needs. Our deep understanding of market trends and client expectations, empower us to deliver tailored, value-added packaging solutions. As we continue to serve our marquee clients, we are equally focused on expanding our customer base and solidifying Mold-Tek's footprint as a leading supplier of a wide range of packaging solutions.

Future Outlook

The huge investments and capacities built by the Company in the last three years have started bearing fruit. As we look ahead, our focus remains on better utilization of our manufacturing capacities, exploring export opportunities, launching new and differentiated products and driving R&D initiatives. We are optimistic about the road ahead. We are confident that our initiatives will help us deliver sustainable, long-term growth and create enduring value for our stakeholders.

I thank you for your continued trust and support. Together, let us look forward to another year of purposeful growth and meaningful achievements.

Growth Drivers

PAILS



- ✓ Registered significant sales growth with Grasim Industries
- ✓ The orders from Pidilite posted a growth of 200% compared to previous year
- ✓ Achieved a double digit growth for Petronas, ExxonMobil, Raj Petro etc., in Lube pails
- ✓ Export volumes to Gulf and Middle East countries grew over 100%, reflecting our expanding international footprint

Food & FMCG



- ✓ Growth of 140% in 2024-25 in Restaurant Packs, which were introduced in 23-24
- ✓ Registered over 50% sales growth in some key ice cream brands
- ✓ Registered 25% growth with one of the leading detergent brands in India
- ✓ Successfully on-boarded new clients like ID Fresh, Marico, Mankind in Health and foods category.
- ✓ Our Thinwall Export grew by 55% owing to our new focused sales team

Q Packs



- ✓ Q-PACKS recorded a 20% growth owing to our patented innovations.
- ✓ We are strengthening our presence in the North by setting up new facility at Panipat, ensuring capacity expansion and future growth.
- ✓ FMCG led overall growth with our successful entry into the detergent segment through a market leader
- ✓ The Food & FMCG recorded 40% growth, followed by dairy at 18% and Agriculture at 16%

Pharma



- ✓ Added cutting-edge automated systems and 100% camera inspections that comply with global pharmaceutical standards.
- ✓ Successfully completed more than 20 audits with majors like Marksans, Pulse, MSN, Graviti etc.
- ✓ Achieved DMF certifications for several new products and actively pursuing additional certifications
- ✓ Tablet containers showed strong growth in over 15 SKUs among the available 40+ SKUs
- ✓ Effervescent Tubes with fully backward integrated IML decoration adopted by the top companies in Pharma segment.
- ✓ Successfully working with top 4 out of top 5 EV segment CMOs in India
- ✓ Expanded capacity by getting into strategic agreements with clients for top 2 sizes
- ✓ Single Piece Desiccant Canisters are launched with Advanced Laser Engraving in export market, top pharma clients are now entering.
- ✓ Got into strategic agreements for expanding business in export markets.

New Business Stream

- Introduced 2KG rectangular pack with IML for the most famous protein powder brand in India
- Our 200 ml IBM Milk bottle is gaining popularity in the dairy and on-the-go segment.

Our Core Competencies



Our Clients



Expanded our operations to support the packaging needs of M/s. Grasim Industries (Aditya Birla Group – Paints Division) which selected Mold-Tek as preferred supplier in 3 out of their 6 locations.



Our partnership with Gemini in the refined oil segment has only grown stronger over the years, a testament to our shared commitment to quality and excellence.

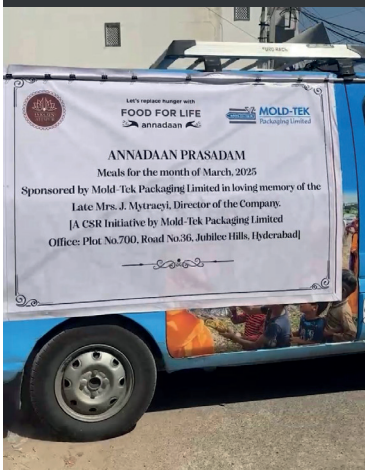


We also take immense pride in our association with Patanjali, a brand that mirrors our values of trust and innovation.



CORPORATE SOCIAL RESPONSIBILITY

At Mold-Tek Packaging Limited (MTPL), we believe responsible business means looking beyond profitability. Our CSR efforts focus on education, health, environment, and empowerment to create sustainable value for communities. By collaborating with trusted partners, we drive inclusive growth and long-term social impact. Guided by integrity and compassion, we view CSR not as an obligation but as a shared responsibility and a core part of who we are.



AWARDS & ACHIEVEMENTS

2024-25



Business Excellence Award 2025 was presented to Mr. P. V. Rao, Deputy Managing Director, Moldtek Packaging Ltd. by Honourable Shri D. Sridhar Babu, Minister for Information Technology, Electronics, Communications, Industries and Commerce, Government of Telangana.



Mold-Tek Packaging Limited has been honoured with the esteemed title of "Great Place to Work." This accolade underscores our steadfast dedication to nurturing a supportive and inclusive workplace environment.

2023-24



The Company received the Title of "Great Manufacturing Practice" at the Telangana Leadership Award which aim to celebrate Outstanding Leaders & Organization whose contribution has shaped the Future.



The Company has been conferred the Title by Dun & Bradstreet of "India's Top Value Creator 2023 – Packaging & Allied Activities" at India's Top 500 Value Creators 2023-Summit & Awards, which features keynote addresses and panel deliberations on what transforms a company into a value creator and how to deliver value to its stakeholders.

2022-23



The Patent Office of GOI granted Patent for 20 years w.e.f. 25.09.2014 for an invention entitled "Tamper-Evident Leak-Proof Pail Closure Systems" on 15.07.2022. Apart from the above the Company has Patent(s) registration for inventions like i) "A Container with Lid Locking Involving Pilfer Proof Arrangement" and ii) "A Tamper Proof Lid Having Spout for Containers and Process for its Manufacture".

2021-22



Received best Packaging Partner Award from Red Bucket Biryani and Fast Foods Pvt. Ltd.



Received the prestigious SIES SOP Star Awards 2021 from SIES School of Packaging for PACKAGING EXCELLENCE along with Asian Paints Limited for TRUGRIPDYNAMO SQUARE PACK SERIES in the category of Transit/Industrial/ Distribution on 9th April, 2022 at Mumbai.

“THE MOLDTEK EDGE: REVOLUTIONIZING PHARMA PACKAGING WITH INNOVATION AND RESPONSIBILITY”



For over 40 years, Moldtek has transformed packaging across industries with innovation, agility, and a relentless pursuit of excellence. From paints to lubricants, food to FMCG, our journey has been one of creating benchmarks that redefine packaging standards. Today, we bring the same entrepreneurial spirit and disruptive mindset to the pharma segment—a sector where packaging is not just about aesthetics, but about safeguarding health, ensuring efficacy, and protecting lives.

A World-Class Pharma Facility

In 2025, Moldtek commissioned its state-of-the-art Pharma facility at Sultanpur, equipped with CLASS 100k cleanrooms and ISO 8 facilities. Accredited with Type III US-DMF and Health Canada certification, the facility symbolizes our global aspirations. With 10 ISO-certified units across India, Moldtek is uniquely positioned to serve pharma companies with precision, speed, and reliability.

Backward Integration: Our Competitive Edge

What sets Moldtek apart is our 100% backward integration—from design and tooling to production and delivery. Our pharma portfolio spans HDPE bottles (30–750cc), CT and CRC caps, and single piece laser-marked desiccant canisters, among others. Each product is built with micron-level precision, powered by all-electric machines and 100% camera-based inspection systems. To ensure reliability, we’ve also set up a 15,000 sq. ft warehouse that guarantees just-in-time service.

The D3 Advantage: Design, Develop, Deliver

At Moldtek innovation is a process. Our proven D3 suite (Design, Develop, Deliver) is now at the heart of pharma packaging:

Design:

Our design studio has launched 200+ concepts, bagged 3 India Star Awards, and holds 2 patents in product design. With world-class visualization tools, we create solutions that blend functionality with innovation.

Develop:

With an in-house tool room equipped with 3-axis and 5-axis CNC machines, we’ve developed 500+ molds and secured 2 patents in mold construction. This speeds up sampling and commercialization for our clients.

Deliver:

Our production and quality teams, supported by a 50-member new development team, ensure unmatched turnaround times, optimized costs, and uncompromising quality.

Built on Responsibility and Innovation

For us, packaging is more than a container—it’s a responsibility. In pharma, every pill, every dose carries the promise of a healthier tomorrow. That’s why we put patient safety and drug efficacy first, with uncompromising quality standards and future-ready innovations.

The Road Ahead

This is just the beginning. We are already innovating with tablet containers, CR closures with smoother functionality, and laser-marked desiccant canisters. With agility, expertise, and a vision to disrupt, Moldtek is ready to change the dynamics of pharma packaging in India and beyond.

Moldtek Packaging – The Pharma Packaging Partner You Deserve.

LIFE AT MOLDTEK

At Mold-Tek, we believe that a positive work culture is the foundation of innovation, growth, and long-term success. Our people-first approach fosters a collaborative, inclusive, and high-performance environment where employees feel valued and empowered. Whether it's through continuous learning opportunities, transparent communication, or celebrating milestones together, we strive to create a workplace that encourages both personal and professional development.

Great
Place
To
Work®

Certified

JUL 2024-JUL 2025

INDIA



MOLD-TEK PACKAGING LIMITED HAS BEEN HONORED WITH THE ESTEEMED TITLE OF "GREAT PLACE TO WORK."



This recognition reflects our ongoing efforts to cultivate an atmosphere where every team member can excel and contribute to our shared achievements.

CORPORATE INFORMATION

BOARD OF DIRECTORS:

Mr. J. Lakshmana Rao

Chairman & Managing Director

Mr. A. Subramanyam

Deputy Managing Director

Mr. P. Venkateswara Rao

Deputy Managing Director

Mr. Srinivas Madireddy

Whole-time Director

Dr. T. Venkateswara Rao[#]

Non-Executive Independent Director

Mr. Eswara Rao Immaneni

Non-Executive Independent Director

Mr. Togaru Dhanrajtirimala Narasimha

Non-Executive Independent Director

Mrs. Madhuri Venkata Ramani Viswanadham

Non-Executive Independent Director

Mr. Ponnuswamy Ramnath

Non-Executive Independent Director

Retired on account of completion of term on September 29, 2024.

CHIEF FINANCIAL OFFICER:

Mrs. A. Seshu Kumari

COMPANY SECRETARY:

Mr. Subhojeet Bhattacharjee

(Resigned w.e.f. December 13, 2024)

Ms. Harshita Suresh Chandnani

(appointed w.e.f. March 11, 2025)

STATUTORY AUDITORS:

M/s. M. Anandam & Co.

Chartered Accountants

7 'A', Surya Towers, Sardar Patel, Road, Secunderabad-500 003

INTERNAL AUDITORS:

M/s. Praturi & Sriram

Chartered Accountants

3-6-220, Street No.15,

Himayatnagar, Hyderabad - 500 029

SECRETARIAL AUDITOR:

Mr. Ashish Kumar Gaggar

Company Secretary in Practice

Flat No.201, IInd Floor,

Lake View Towers, Safari Nagar,

Kothaguda, Kondapur,

Hyderabad-500085

BANKERS:

Citibank

ICICI Bank Limited

HSBC

REGISTERED OFFICE:

8-2-293/82/A/700, Road No. 36,

Jubilee Hills,

Hyderabad - 500 033, Telangana.

Phone : +91 40 40300300

Fax : +91 40 40300328

REGISTRAR &

SHARE TRANSFER AGENT:

M/s. KFin Technologies Limited

Selenium Building, Tower-B,

Plot No.: 31 & 32, Financial District,

Narakramguda, Serilingampally,

Hyderabad- 500032

Phone : +91-40-67162222 / 7961 1000

Toll Free Number : 1800 309 4001

Email id : einward.ris@kfintech.com

STATUTORY COMMITTEES*:

(as on 31.03.2025):

AUDIT COMMITTEE:

Mr. Eswara Rao Immaneni-Chairman

Mr. Ponnuswamy Ramnath-Member

Mrs. Madhuri Venkata Ramani Viswanadham-Member

STAKEHOLDERS RELATIONSHIP COMMITTEE:

Mr. Ponnuswamy Ramnath-Chairman

Mr. P. Venkateswara Rao -Member

Mr. Srinivas Madireddy -Member

**Details of Committees forms part of the Report on Corporate Governance*

NOMINATION AND REMUNERATION COMMITTEE:

Mr. T. Dhanrajtirimala Narasimha - Chairman

Mr. Ponnuswamy Ramnath - Member

Mr. Eswara Rao Immaneni- Member

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE:

Mr. J. Lakshmana Rao- Chairman

Mr. A. Subramanyam-Member

Mr. P. Venkateswara Rao-Member

Mrs. Madhuri Venkata Ramani Viswanadham

-Member

MANUFACTURING FACILITIES AND DEPOTS:

TELANGANA

- Survey No. 54,55/A, 70,71 & 72, Near Air force Academy, Annaram Village, Gummadidala Mandal, Sangareddy District - 502313
- Survey No. 164/Part, Dommarapochampally, Village-Gandimaisamma, Dundigal Mandal, Medchal District - 500043 (Depot)
- Survey No. 79, Alinagar Village, Chetlapotharam Panchayat, Jinnaram Mandal, Sangareddy District - 502 313
- Shed No. D-17 & D-18, Survey No.283, Phase -1, APIIC, IDA Jeedimetla, Quthbullapur Mandal, Medchal District - 500055
- Plot Nos. G40/2, G41 & G42/1, Sultanpur Village, TSIC Ameenpur Mandal, Sangareddy District - 502032

DADRA & NAGAR HAVELI AND DAMAN & DIU

- Survey No.160-A, 161-1, &161-5, Kund Falia, Behind Hotel Hilltop, Near Coastal Highway, Bhimpore, Nani Daman, Daman - 396 210

MAHARASHTRA

- GAT No. 656, Khandala - Lonand Road, Mhavashi (Village), Dhawad Wadi, Khandala Satara District - 412802
- Plot No. C-86, M IDC, Mahad - 402309 (Depot)

KARNATAKA

- Plot No-94, SY No-186-P, 187-P, 193-P, 178-P,179-P, 116-P, Adakanahally Industrial, Hobli, Nanajangud (Taluq), Mysore District - 571302

ANDHRA PRADESH

- Plot No. 2A, SY No. 251P, 255P, 256P, 261P, IC-Pudi, Pudi Village, Rambilli Mandal, Visakhapatnam District - 531 011

UTTAR PRADESH

- Gata Number 1269, 1270, 1271, &1272, C/O Kumar Woolen Mill, Magarwara Village, Unnao District - 209862.
- C-83/88, Phase - II, Sandila Industrial Area, Hardoi District - 241127

HARYANA

- Plot No. 29, HSIIDC Industrial Area, Refinery Road, Panipat -132140

TAMILNADU

- C-11, Mathur Village, SIPCOT Industrial Complex, Cheyyar, Tiruvannamalai District - 631701
- Sy No. 110/1A1 & 110/1A2, Street No.1, Onnalavadi, Hosur, Krishnagiri District - 635125 (Depot)

WEST BENGAL

- P-12, Hide Road, Kolkata - 700043 (Depot)

CIN: L21022TG1997PLC026542 | Website: <https://www.moldteckpackaging.com>

FIVE YEARS PERFORMANCE REVIEW

All amounts in ₹ lakhs, unless otherwise stated

Particulars	2024-25	2023-24	2022-23	2021-22	2020-21
Income from Operations (excluding taxes)	78,132	69,865	72,992	63,147	47,893
Growth Rates (%)	11.83	(4.28)	15.59	31.85	9.48
Other Income	225	130	138	156	60
NET INCOME	78,357	69,995	73,130	63,303	47,953
Growth Rates (%)	11.95	(4.29)	15.52	32.01	9.33
Materials Cost	44,026	39,669	43,597	37,659	27,240
% to Net Income	56.19	56.67	59.62	59.49	56.81
Over Heads	19,945	16,878	15,851	13,419	11,057
% to Net Income	25.45	24.11	21.68	21.20	23.06
EBDITA	14,386	13,448	13,682	12,225	9,656
% to Net Income	18.36	19.21	18.71	19.31	20.14
Depreciation	4,869	3,850	3,023	2,642	2,149
Interest & Finance Expenses	1,390	735	387	932	994
Exceptional items	-	-	-	-	108
PBT	8,127	8,863	10,272	8,651	6,405
% to Net Income	10.37	12.66	14.05	13.67	13.36
Taxes	2,072	2,204	2,229	2,285	1,597
PAT	6,055	6,659	8,043	6,366	4,808
% to Net Income	7.73	9.51	11.00	10.06	10.03
Growth Rates (%)	(9.07)	(17.21)	26.34	32.40	25.90
Equity Dividend (%)	80	60	120	160	140
Dividend Payout (including Tax)	1,329	997	1,990	2,601	1,954
Equity	1,662	1,662	1,658	1,563	1,396
Other equity (excludes Other Comprehensive income, Capital reserve and Share options outstanding)	59,470	54,453	49,707	42,706	23,550
NETWORTH	61,132	56,115	51,365	44,269	24,946
Net Fixed Assets	58,131	48,766	39,272	27,648	25,087
Total Assets	93,690	81,982	69,564	57,416	43,632
Market Capitalization	1,39,977	2,60,049	2,99,461	2,28,163	1,09,142
KEY INDICATORS					
Basic Earnings per share (Face Value of ₹5)-(₹)	18.22	20.07	24.40	22.12	16.86
Turnover per share (Face Value of ₹5)-(₹)	235.81	211.01	221.90	219.98	168.19
Book Value per share (Face Value of ₹5)-(₹)	183.91	168.82	154.90	141.62	89.35
Dividend Pay-Out Ratio	21.95	14.97	24.74	40.86	40.64
Debt:Equity Ratio	0.28 : 1	0.22 : 1	0.09 : 1	0.10 : 1	0.42 : 1

Notice of the Twenty-Eighth (28th) Annual General Meeting of Mold-Tek Packaging Limited

Reg. Office: 8-2-293/82/A/700, Ground Floor, Road No. 36, Jubilee Hills, Hyderabad- 500033, Telangana.

CIN: L21022TG1997PLC026542

Email: cs@moldtekpackaging.com; ir@moldtekpackaging.com

Website: <https://www.moldtekpackaging.com>

NOTICE Is hereby given that the Twenty-Eighth (28th) Annual General Meeting of the Members of Mold-Tek Packaging Limited will be held on Tuesday, the 30th Day of September, 2025 At 10:00 AM (IST) through Video-Conferencing/ Other Audio-Visual Means (VC/OAVM) to transact the following business(es):

The venue of the meeting shall be deemed to be the registered office of the company.

ORDINARY BUSINESS:

- 1) **To receive, consider and adopt the Audited Financial Statements of the Company for the financial year ended March 31, 2025, the Reports of the Board of Directors' and Auditors' thereon and in this regard, to consider and if thought fit, to pass the following resolution as an Ordinary Resolution:**

“RESOLVED THAT the Audited Financial Statements of the Company for the financial year ended March 31, 2025 together with schedules and notes appended thereto and the reports of the Board of Directors' and Auditors' thereon, as circulated to the members be and are hereby received, considered and adopted.”

- 2) **To confirm the payment of interim dividend paid during the year and to declare the final dividend maximum to the extent as recommended by Board i.e., ₹ 2/- (40%) per equity share of face value of ₹ 5/- each for the financial year ended March 31, 2025 and in this regard, to consider and if thought fit, to pass the following resolution as an Ordinary Resolution:**

“RESOLVED THAT pursuant to the provisions of Section 123 and other applicable provisions, if any, of the Companies Act, 2013, an interim dividend of ₹ 2/- (40%) per equity share of face value of ₹ 5/- each of the Company each fully paid up, paid to the members of the Company for the Financial Year ended March 31, 2025, as per the resolution passed by the Board of Directors at its meeting held on April 25, 2025 be and is hereby noted and confirmed.

RESOLVED FURTHER THAT pursuant to the provisions of Section 123 and other applicable provisions, if any, of the Companies Act, 2013, a final dividend of ₹ 2/- (40%) per equity share of face value of ₹ 5/- each of the Company for the Financial Year ended on March 31, 2025 as recommended by the Board of

Directors of the Company at its meeting held on July 28, 2025 be and is hereby approved.”

- 3) **To appoint a director in place of Mr. Venkateswara Rao Pattabhi (DIN:01254851), Director who retires by rotation and being eligible, offers himself for re-appointment and in this regard, to consider and if thought fit, to pass the following resolution as an Ordinary Resolution:**

“RESOLVED THAT pursuant to the provisions of Section 152 read with the Companies (Appointment and Qualification of Directors) Rules, 2014 and other applicable provisions, if any, of the Companies Act, 2013, Mr. Venkateswara Rao Pattabhi (DIN: 01254851), who retires by rotation at this Annual General Meeting and being eligible offers himself for re-appointment, be and is hereby re-appointed as a Director of the Company, liable to retire by rotation.”

SPECIAL BUSINESS:

- 4) **Appointment of Secretarial Auditor of the Company:**

To consider and, if thought fit, to pass with or without modification(s), the following resolution as an Ordinary Resolution:

“RESOLVED THAT pursuant to the provisions of Sections 204 and other applicable provisions, if any, of the Companies Act, 2013 (the Act) and the Companies (Appointment and Remuneration of Managerial Personnel) Rules 2014 (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), read with Regulation 24A of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, (SEBI Listing Regulations) and pursuant to recommendation of the Audit Committee and approval of the Board of Directors, consent of the members of the Company be and is hereby accorded for appointment of Mr. Ashish Kumar Gaggar, a Peer reviewed Company Secretary in Practice, Hyderabad (Membership No. F6687, Certificate of Practice No. 7321) as the Secretarial Auditor of the Company for conducting Secretarial Audit and furnish the Secretarial Audit Report for a period of 5 (Five) consecutive years commencing from Financial Year 2025-26 till the Financial Year 2029-30.

RESOLVED FURTHER THAT the Board of Directors of the Company (including any Committee thereof), be authorised on behalf of the Company, including but not limited to determine role and responsibilities/ scope of work of the Secretarial Auditor, to negotiate, finalise, amend, sign, deliver and execute the terms of appointment, including any contract or document in this regard and to alter and vary the terms and conditions of remuneration arising out of increase in scope of work, amendments to the Act or SEBI Listing Regulations and such other requirements without being required to seek any further consent or approval of the Members of the Company and to do all such acts, deeds, matters and things as it may, in its absolute discretion deem necessary or desirable for the purpose of giving effect to this Resolution and with power to the Board to settle all questions, difficulties or doubts that may arise in respect of the implementation of this Resolution.

5) Revision in remuneration of Mr. J. Rana Pratap, Senior Vice President- Corporate holding office or place of profit

To consider and, if thought fit, to pass with or without modification(s) the following resolution as an Ordinary Resolution:

“RESOLVED THAT pursuant to the provisions of Section 188(1)(f) of the Companies Act, 2013 (Act), Rule 15(3) of the Companies (Meeting of Board and its Powers) Rules, 2014 and applicable regulations of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), as amended from time to time and pursuant to the recommendations of the Audit Committee, Nomination and Remuneration Committee and approval of Board of Directors of the Company, the consent of the Members of the Company be and is hereby accorded for the continuation of the appointment and revision in remuneration of Mr. J. Rana Pratap, as Senior Vice President-Corporate, holding office or place of profit in the Company and a ‘Related Party’ as defined under section 2(76) of the Companies Act, 2013 and SEBI Listing Regulations at such revised remuneration with effect from October 01, 2025 and on the terms and conditions as per the Explanatory Statement attached to this notice and as detailed herein below, with liberty to the Board of Directors to vary, amend or revise the terms and conditions of the remuneration in accordance with the provisions of the Act and other applicable regulations subject to the following:

Mr. J Rana Pratap, at present, is acting as the Senior Vice President- Corporate of the Company and his current gross salary is ₹14,58,333/- per month (including

all perquisites and incentives) (which is within the approved limit of ₹17,00,000/-per month (including all perquisites and allowances) as approved by Board and respective Committee(s) at their meetings held on September 02 2022, and subsequently approved by the members in the 25th Annual General Meeting of the Company held on September 30, 2022.

The Company proposes to pay a minimum annual salary increment of 10% or a percentage equivalent to the growth in revenue in the previous 12 months (October to September) in absolute value, whichever is higher, subject to a maximum increment of 20% per annum inclusive of all allowances, perquisites and incentives with effect from October 01, 2025. However, the Nomination and Remuneration Committee of the Company in consultation with Board may decide the final increments within the abovementioned range based on their performance against certain Key Responsibility Areas (KRA's) as mentioned in the Explanatory Statement annexed to this Notice.

RESOLVED FURTHER THAT Mr. J. Rana Pratap shall also be entitled for reimbursement of actual entertainment, traveling, boarding, lodging expenses or any other expense incurred by him in connection with the Company's business.

RESOLVED FURTHER THAT the Board of Directors of the Company be and are hereby authorized and empowered as and when they may determine and deem fit and proper, to revise the above terms of remuneration and to promote / re-designate him to higher grade(s) / scale(s) with all perquisites, usual allowances, incentives, facilities and benefits as applicable to such grade(s) / scale(s) within the above limit of remuneration without requiring the Board to secure any further consent or approval of the members of the Company.

RESOLVED FURTHER THAT the Board of Directors (which term shall be deemed to include any Committee constituted / empowered / to be constituted by the Board from time to time to exercise its powers conferred by this resolution) of the Company be and is hereby authorized to do or cause to be done all such acts, deeds and things, settle any queries, difficulties, doubts that may arise with regard to any transaction with the related party, finalize the terms and conditions as may be considered necessary, expedient or desirable and execute such documents and writings and to make such filings as may be necessary or desirable, in order to give effect to this resolution in the best interest of the Company.”

6) Revision in remuneration of Mr. A. Durga Sundeeep, Senior Vice President- Operations & Finance, holding office or place of profit

To consider and, if thought fit, to pass with or without modification(s) the following resolution as an Ordinary Resolution:

“RESOLVED THAT pursuant to the provisions of Section 188(1)(f) of the Companies Act, 2013 (Act), Rule 15(3) of the Companies (Meeting of Board and its Powers) Rules, 2014 and applicable regulations of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), as amended from time to time and pursuant to the recommendations of the Audit Committee, Nomination and Remuneration Committee and approval Board of Directors of the Company, the consent of the Members of the Company be and is hereby accorded for the continuation of the appointment and revision in remuneration of Mr. A. Durga Sundeeep, as Senior Vice President-Operations & Finance, holding office or place of profit in the Company and a ‘Related Party’ as defined under section 2(76) of the Companies Act, 2013 and SEBI Listing Regulations at such revised remuneration with effect from October 01, 2025 and on the terms and conditions as per the Explanatory Statement attached to this notice, with liberty to the Board of Directors to vary, amend or revise the terms and conditions of the remuneration in accordance with the provisions of the Act and other applicable regulations subject to the following:

Mr. A. Durga Sundeeep, at present, is acting as the Senior Vice President- Operations and Finance of the Company and his current gross salary is ₹ 12,91,667/- per month (including all perquisites and incentives) (which is within approved limit of ₹ 15,00,000/-per month (including all perquisites and allowances)) as approved by Board and respective Committee(s) at their meetings held on September 02, 2022, and subsequently approved by the members in the 25th Annual General Meeting of the Company held on September 30, 2022.

The Company proposes to pay a minimum annual salary increment of 10% or a percentage equivalent to the growth in revenue in the previous 12 months (October to September) in absolute value, whichever is higher, subject to a maximum increment of 20% per annum inclusive of all allowances, perquisites and incentives with effect from October 01, 2025. However, the Nomination and Remuneration Committee of the Company in consultation with Board may decide the final increments within the abovementioned range based on their performance against certain Key Responsibility Areas (KRA's) as mentioned in the Explanatory Statement annexed to this Notice.

RESOLVED FURTHER THAT Mr. A. Durga Sundeeep shall also be entitled for reimbursement of actual entertainment, traveling, boarding, lodging expenses or any other expense incurred by him in connection with the Company's business.

RESOLVED FURTHER THAT the Board of Directors of the Company be and are hereby authorized and empowered as and when they may determine and deem fit and proper, to revise the above terms of remuneration and to promote / re-designate him to higher grade(s) / scale(s) with all perquisites, usual allowances, incentives, facilities and benefits as applicable to such grade(s) / scale(s) within the above limit of remuneration without requiring the Board to secure any further consent or approval of the members of the Company.

RESOLVED FURTHER THAT the Board of Directors (which term shall be deemed to include any Committee constituted / empowered / to be constituted by the Board from time to time to exercise its powers conferred by this resolution) of the Company be and is hereby authorised to do or cause to be done all such acts, deeds and things, settle any queries, difficulties, doubts that may arise with regard to any transaction with the related party, finalise the terms and conditions as may be considered necessary, expedient or desirable and execute such documents and writings and to make such filings as may be necessary or desirable, in order to give effect to this resolution in the best interest of the Company.”

7) Approval of remuneration of Mr. Srinivas Madireddy (DIN: 01311417), Whole-time Director of the Company.

To consider and, if thought fit, to pass with or without modification(s) the following resolution as Special Resolution:

“RESOLVED THAT pursuant to the provisions of Sections 196, 197, 198, 203, Schedule V and other applicable provisions, if any, of the Companies Act, 2013 (the Act) read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the Companies (Appointment and Qualification of Directors) Rules, 2014 [including any statutory modification(s) or re-enactment thereof for the time being in force], and Regulation 17(1), 17(6)(e) and other applicable Regulations of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, the Articles of Association of the Company, Nomination and Remuneration Policy of the Company, and based on the recommendations of the Nomination and Remuneration Committee, Audit Committee and

the Board of Directors of the Company, consent of the members of the Company, be and is hereby accorded to fix the payment of remuneration of Mr. Srinivas Madireddy (DIN: 01311417), Whole Time Director of the Company for the period of 2 years commencing from May 14, 2026 to May 13, 2028 (including all the allowances and incentives) in such manner and as per the terms and conditions set out below:

a. Salary:

The current gross salary of Mr. Srinivas Madireddy is ₹ 12,88,593 per month in consideration of the performance of his duties (including all perquisites and incentives). The Company will provide 10 - 15% increment on gross salary for each year w.e.f. May 14, 2026 to May 13, 2028, based on performance of the Company, operational efficiencies and his performance against certain KRAs as mentioned in the Explanatory Statement annexed to this notice as deemed fit by the Nomination and Remuneration Committee and Board of Directors of the Company.

b. Other benefits:

In addition to the above salary and perquisites Mr. Srinivas Madireddy (DIN: 01311417), Whole Time Director of the Company, shall be entitled to the following annual benefits which shall not be included in the computation of the ceiling of remuneration specified above:

- i. **Provident and superannuation fund:** The Company's contribution to the provident fund, superannuation fund or annuity fund to the extent these either singly or put together are not taxable under the Income Tax Act, 1961. The said contribution will not be included in the computation of the ceiling on remuneration.
- ii. **Gratuity:** Gratuity payable shall not exceed one half month's salary for each completed year of service and will not be included in the computation of the ceiling on remuneration.
- iii. **Leave encashment:** Encashment of leave at the end of the tenure in accordance with the rules of the Company.
- iv. **Provision of car and telephone:** Mr. Srinivas Madireddy shall be entitled to a motor car for use on Company's business and telephone at residence; however use of car for private purpose and personal long distance calls on telephone shall be billed by the Company to Mr. Srinivas Madireddy.

c. Re-imbursements:

Mr. Srinivas Madireddy shall be entitled to reimbursement of entertainment expenses, traveling, boarding and lodging expenses actually and properly incurred for the business of the Company.

d. Sitting Fee:

He will not be eligible for any sitting fees of the Company's board/committee meetings.

RESOLVED FURTHER THAT in the event of absence or inadequacy of profits in any financial year, the remuneration by way of salary, perquisites, benefits, amenities and facilities payable to Mr. Srinivas Madireddy (DIN: 01311417), Whole Time Director of the Company shall be subject to the provisions prescribed under Section 197 read with Schedule V of the Act, and Rules framed thereunder and any other applicable Statutory provisions of the Act or any statutory modification or re-enactment thereof from time to time.

RESOLVED FURTHER THAT the Board of Directors of the Company be and are hereby authorized to do all such acts, deeds, matters and things as in its absolute discretion, it may consider necessary, expedient or desirable, and to settle any question, or doubt that may arise in relation thereto in order to give effect to the foregoing resolution, or as may be otherwise considered by it to be in the best interest of the Company.

RESOLVED FURTHER THAT the Board of Directors be and are hereby authorized to alter and vary such revised terms and conditions in accordance with the laws from time to time in force and to alter and vary such terms and conditions without being required to seek the further approval of Members within the limits as prescribed above and any action taken by the Board in this regard be and is hereby ratified and approved."

By Order of the Board
For MOLD-TEK PACKAGING LIMITED

Sd/-
J. LAKSHMANA RAO
Chairman & Managing Director
DIN: 00649702

Place: Hyderabad
Date : August 29, 2025

NOTES:

1. An Explanatory Statement pursuant to Section 102 of the Companies Act, 2013 (the Act) and the rules made thereunder in respect of businesses to be transacted at the 28th Annual General Meeting (AGM), as set out under Item No(s). 4 to 7 above is annexed herewith to this notice. Further, in terms of Regulation 36(3) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations) and Secretarial Standard – 2 on General Meetings issued by the Institute of Company Secretaries of India, the relevant details with respect to ‘Director seeking appointment and re-appointment at this AGM’ are also provided as **Annexure -I**.
2. In Compliance with the provisions of the Companies Act, 2013, read with the Rules made thereunder and General Circular nos. 14/2020, 20/2020, 02/2021, 19/2021, 21/2021, 02/2022, 10/2022, 09/2023 and 09/2024 dated April 08, 2020, May 05, 2020, January 13, 2021, December 08, 2021, December 14, 2021, May 05, 2022, December 28, 2022, September 25, 2023 and September 19, 2024, respectively, and other circulars issued in this respect (MCA Circulars) the companies are allowed, inter-alia, to conduct AGM through Video Conferencing (VC)/ Other Audio Visual Means (OAVM) facility. The Securities and Exchange Board of India (SEBI) also vide its Circular No. SEBI/HO/CFD/CFDPoD-2/P/CIR/2024/133 dated 3rd October 2024 has provided certain relaxations from compliance with certain regulations of the SEBI Listing Regulations. In compliance with aforesaid MCA Circulars, SEBI Circular, provisions of the Act and the SEBI Listing Regulations, the 28th AGM of the Company is being conducted through VC/OAVM facility, which does not require physical presence of members at a common venue. The deemed venue for the AGM shall be the Registered Office of the Company i.e. 8-2-293/82/A/700, Ground Floor Road No. 36, Jubilee Hills, Hyderabad, Telangana, India, 500033.
3. The attendance of the members attending the AGM through VC/OAVM will be counted for the purpose of reckoning the quorum under Section 103 of the Act. Pursuant to the provisions of the Act, a Member entitled to attend and vote at the AGM is entitled to appoint a proxy to attend and vote on his/her behalf and the proxy need not be a Member of the Company. Since this AGM is being held pursuant to the MCA Circulars through VC/OAVM, physical attendance of Members has been dispensed with. Accordingly, the facility for appointment of proxy by the Members will not be available for this AGM and hence the Proxy

Form, Attendance Slip and route map of AGM are not annexed to this Notice. However, Institutional/ Corporate Members are entitled to appoint authorized representatives to attend the AGM through VC/OAVM and cast their votes through e-voting. Institutional/ Corporate Members are requested to send a scanned copy (PDF/ JPEG format) of the Board Resolution authorizing its representatives to attend and vote at the AGM, pursuant to Section 113 of the Act, to Scrutinizer at ashishgaggar.pcs@gmail.com with a copy marked to cs@moldtekpackaging.com and einward.ris@kfintech.com.

4. The Members can join the AGM in the VC/OAVM mode 15 minutes before and after the scheduled time of the commencement of the Meeting by following the procedure mentioned in the Notice. The facility of participation at the AGM through VC/OAVM will be made available to at least 1000 members on first come first served basis. This will not include large Shareholders (Shareholders holding 2% or more shareholding), Promoters, Institutional Investors, Directors, Key Managerial Personnel, the Chairpersons of the Audit Committee, Nomination and Remuneration Committee, Stakeholders Relationship Committee, Risk Management Committee and other Committees, as applicable and Auditors etc. who are allowed to attend the /AGM without restriction on account of first come first served basis.
5. In accordance with the aforesaid Circulars, the Notice of the 28th AGM along with the Annual Report for the financial year 2024-25, has been sent only through electronic mode to the members who have registered their e-mail addresses with the Company/Depository Participants (DPs)/ Company’s Registrar and Transfer Agent viz. Kfin Technologies Limited (RTA/Kfintech/ Kfin). The Notice of 28th AGM and Annual Report are also available on the Company’s website at www.moldtekpackaging.com, on the website of the Stock Exchanges, i.e. BSE Limited (BSE) at www.bseindia.com and National Stock Exchange of India Limited (NSE) at www.nseindia.com and on the website of KFin Technologies Limited at <https://evoting.kfintech.com>. Physical copy of the Notice of the 28th AGM and the Annual Report for the year ended March 31, 2025 has not been sent to the members.

However, a letter containing the web-link and QR code to access the Annual Report for financial year 2024-25 is being sent separately to the shareholders whose email addresses are not registered with the Company/ Depository Participants (DPs)/Registrar and Share Transfer Agent.

6. Registration of e-mail ID

Members who have not registered their email IDs are requested to do so at the earliest.

Members holding shares in:

Electronic mode can register their email ID by contacting their respective DPs

Physical mode can register their email ID with the Company or Kfintech. Requests can be emailed to cs@moldtekpackaging.com or einward.ris@kfintech.com or by registering with the first holder PAN at <https://kprism.kfintech.com/signup>. Existing users can login through KPRISM (<https://kprism.kfintech.com/>). All updations are to be done through ISR Forms only.

7. Pursuant to the provisions of Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014 (as amended) the Secretarial Standard on General Meetings (SS-2) issued by the ICSI and Regulation 44 of SEBI Listing Regulations (as amended), and the Circulars issued by the Ministry of Corporate Affairs from time to time the Company is providing facility of remote e-Voting to its Members in respect of the business to be transacted at the AGM. For this purpose, the Company has entered into an agreement with KFin Technologies Limited (Kfintech) for facilitating voting through electronic means, as the authorized agency. The facility of casting votes by a member using remote e-Voting system as well as e-voting on the date of the AGM will be provided by Kfintech. The detailed instructions for e-voting and attending the 28th AGM through VC/ OAVM mentioned in this Notice.
8. The statutory registers including the Register of Directors and Key Managerial Personnel and their shareholding maintained under Section 170 of the Companies Act, 2013 read with Companies (Appointment and Qualification of Directors) Rules, 2014 the Register of Contracts or Arrangements in which the directors are interested, maintained under Section 189 of the Act and the relevant documents referred to in the Notice will be available electronically for inspection by the members.. All documents referred to in the Notice and Explanatory Statement will be available for inspection by the members, without any fees in electronic mode from the date of circulation of this Notice up to the date of the 28th AGM. Members who wish to inspect the register are requested to write to the Company by sending e-mail to cs@moldtekpackaging.com
9. The Register of Members and Share Transfer Books of the Company will remain closed from **Wednesday, September 24, 2025 to Tuesday, September 30, 2025** (both days inclusive) for the purpose of payment

of dividend, if declared, at the AGM. The dividend declared at the Annual General Meeting will be paid to the Members whose names appear in the Register of Members of the Company at the end of the Business Hours on **Tuesday, September 23, 2025 (Record Date/ Cut-off Date)** and in respect of shares held in electronic form to those “Deemed Members” whose names appear in the Statement of Beneficial Ownership furnished by National Securities Depository Limited (NSDL) and the Central Depository Services (India) Limited (CDSL).

10. Members may cast their votes through electronic voting system from any place (remote e-voting). The remote e-voting period will commence on **Friday, September 26, 2025 at 9:00 A.M. (IST) and will conclude on Monday, September 29, 2025 at 5:00 P.M. (IST)**. In addition, the facility for voting through e-voting system shall also be made available during the AGM. Members attending the AGM who have not cast their vote by remote e-voting shall be eligible to cast their vote through e-voting during the AGM. Members who have voted through remote e-voting shall be eligible to attend the AGM, however, they shall not be eligible to vote at the meeting.
11. In terms of the provisions of Section 152 of the Act, Mr. Venkateswara Rao Pattabhi, who is liable to retire by rotation, is proposed to be re-appointed as a director, liable to retire by rotation. Nomination and Remuneration Committee and the Board of Directors of the Company have recommended the said reappointment. Brief resume of Director proposed to be re-appointed, nature of expertise in specific functional areas, names of the companies in which they hold directorships and membership/ chairmanships of Board Committees and shareholding in the Company as stipulated under Regulation 36 of SEBI Listing Regulations and Secretarial Standard on General Meetings issued by the Institute of the Company Secretaries of India, are forming part of the Notice and appended to the Notice.
12. The Board of Directors has appointed Mr. Ashish Kumar Gaggar, Company Secretary in Practice (M.No: F6687) as the ‘Scrutinizer’ to scrutinize the remote e-voting process and voting during the AGM in a fair and transparent manner.

The Scrutinizer shall immediately after the conclusion of voting at the AGM, unblock the votes cast through remote e-Voting (votes cast during the AGM and votes cast prior to the AGM) and make consolidated Scrutiniser’s Report and submit the same to the Chairperson. The result of e-voting will be declared within two working days of the conclusion of the Meeting and the same, along with the consolidated Scrutiniser’s Report, will be placed on the website

of the Company: www.moldtekpackaging.com and on the website of RTA at <https://evoting.kfintech.com> immediately. The results will simultaneously be communicated to the stock exchanges where the shares of the company are listed.

13. Members can avail the facility of nomination in respect of securities held by them in physical form pursuant to the provision of Section 72 of the Act. Members desiring to avail this facility may send their nomination in the prescribed form duly filled-in to Kfintech. Members holding shares in electronic mode may contact their respective Depository Participant (DP) for availing this facility.
14. Members holding shares in identical order of names in more than one folio are requested to write to the Company's Registrars and Share Transfer Agents enclosing their share certificates to enable consolidation of their shareholdings in one folio. A consolidated share certificate will be issued to such members after making requisite changes.
15. Pursuant to the directions/notifications of Securities and Exchange Board of India (SEBI) and Depositories, the demat account holders can operate their accounts if they had already provided Income Tax Permanent Account Number (PAN) either at the time of opening of the account or subsequently. In case they have not furnished the Income Tax Permanent Account Number to the Depository Participants, such demat account holders are requested to contact their DPs with a photocopy of the PAN Card (with original PAN Card for verification), so that the frozen demat accounts would be available for operation and further consequences of non-compliance with the aforesaid directives would be obviated. SEBI, vide Circular ref.no. MRD/Dop/Cir-05/2009 dated May 20, 2009 made it mandatory to have PAN particulars for registration of physical share transfer requests. Based on the directive contained in the said circulars, all share transfer requests are therefore to be accompanied with PAN details.
16. The Company is in compliance with the SEBI circular no. SEBI/HO/OIAE/OIAE_IAD-1/P/CIR/2023/145 dated August 11, 2023, read with other relevant circulars regarding Online Dispute Resolution (ODR) and the web-link for the same is made available on the website of the Company at www.moldtekpackaging.com

DIVIDEND RELATED INFORMATION

17. The Board has recommended the final dividend of ₹ 2/- per equity share of ₹ 5/- each if declared at the meeting, will be paid to those members whose names appear in the Company's register of members on Tuesday, September 23, 2025, subject to deduction of tax at

source at applicable rates as notified by the Government of India. In respect of shares held in electronic form, the dividend will be payable on the basis of beneficial ownership as per the details provided as at the close of business hours on Tuesday, September 23, 2025, by National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL) for this purpose. The dividend on equity shares, if declared at the meeting, will be credited/dispatched within 30 days from the date of this meeting.

18. As per relevant Circulars, payment of dividend shall be made through electronic mode to the members who have updated their bank account details. Dividend warrants / demand drafts will be dispatched to the registered address of the members who have not updated their bank account details. To avoid delay in receiving dividend, members are requested to update their bank account details with their Depository Participants in case securities are held in demat mode and members holding securities in physical form should send a request for updating their bank details to the Company's Registrar & Share Transfer Agents.
19. Members are requested to notify immediately any change of address and other relevant correspondence including NECS/ECS/NEFT/ RTGS details and submission of Permanent Account Number (PAN)
 - a. to their Depository Participants (DPs) in respect of their electronic share accounts; and
 - b. to the Company at its registered office or the Registrar & Transfer Agent, M/s. KFin Technologies Limited (Kfintech) (CIN:L72400TG2017PLC117649), Selenium Building, Tower-B, Plot No 31 & 32, Financial District, Nanakramguda, Serilingampally, Hyderabad, Rangareddi, Telangana - 500 032, India in respect of their physical shares, if any, quoting their folio number, Banker's name and account number to ensure prompt and safe receipt of dividend warrants.
20. Members whose shareholding is in electronic mode are requested to notify any change in address or bank account details to their respective depository participant(s) (DP). Members whose shareholding is in physical mode are requested to opt for the Electronic Clearing System (ECS) mode to receive dividend on time and to promote green initiative, members who have not registered their email addresses are requested to register the same with their Depository Participants, in case the shares are held by them in electronic form and with Kfintech, in case the shares are held by them in physical form.

21. Members holding shares in physical mode are:
 - a. Required to submit their Permanent Account Number (PAN) and bank account details to the Company/KFintech, if not registered with the Company/KFintech, as mandated by the SEBI by writing to the Company at cs@moldteckpackaging.com or to KFintech at einward.ris@kfintech.com along with the details of folio no., self-attested copy of PAN card, bank details (Bank account number, Bank and Branch Name and address, IFSC, MICR details) and cancelled cheque.
 - b. Advised to register nomination in respect of their shareholding in the Company.
22. Non-Resident Indian members are requested to inform KFin/respective DPs, immediately for:
 - a. Change in their residential status on return to India for permanent settlement.
 - b. Particulars of their bank account maintained in India with complete name, branch, account type, account number and address of the bank with pin code number, if not furnished earlier.
23. Pursuant to the amendments introduced by the Finance Act, 2020 the Company will be required to withhold taxes at the prescribed rates on the dividend paid to its members w.e.f. April 01, 2020. No tax will be deducted on payment of dividend to the resident individual members if the total dividend paid does not exceed ₹10,000/-. The withholding tax rate would vary depending on the residential status of the member and documents registered with the Company.

IEPF RELATED INFORMATION:

24. The unclaimed equity dividend for the year ended March 31, 2018, will be transferred to the “Investor Education and Protection Fund (IEPF)” on expiry of 7 years from the date of transfer to the Unpaid Dividend Account, pursuant to Section 124 of the Companies Act, 2013. Members who have not encashed their dividend warrants for the said financial year or subsequent year(s) are requested to send the same to the Company or its RTA for issue of fresh demand drafts.
25. Pursuant to the provisions of Section 124(6) of the Act read with Rule 6 of the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Amended Rules, 2017 (“the IEPF Rules”), all shares in respect of which dividend has not been paid or claimed for seven consecutive years or more (relevant shares) upto and including the financial year 2016-17 were transferred by the Company in the name of IEPF from time to time as prescribed by the Act and rules made thereunder and the statement containing such

details as may be prescribed is placed on Company’s website at: <https://www.moldteckpackaging.com>

PROCEDURE FOR REMOTE E-VOTING AND E-VOTING DURING THE AGM:





26. Pursuant to SEBI Circular no. SEBI/HO/CFD/CMD/ CIR/P/2020/242 dated December 09, 2020 on “e-voting facility provided by Listed Companies”, e-voting process has been enabled for all the individual demat account holders, through their demat account maintained with DPs. Members are advised to update their mobile number and e-mail id in their demat accounts in order to access e-voting facility. Individual demat account holders would be able to cast their vote without having to register again with the e-voting service provider (ESP) thereby not only facilitating seamless authentication but also ease and convenience of participating in e-voting process.
27. In compliance with the provisions of Sections 108 and 110 of the Act read with the Rules as amended and Regulation 44 of the SEBI Listing Regulations, as amended from time to time, the Company is providing facility to the Members to exercise voting through electronic voting system (“remote e-voting”) on the e-voting platform provided by KFintech. The Members may cast their votes remotely, using remote e-voting only on the dates mentioned hereunder. The instructions for remote e-voting forms part of this Notice.
28. The remote e-voting facility will be available during the following period:

Commencement of remote e-voting	Friday, September 26, 2025 at 9:00 A.M. (IST)
Conclusion of remote e-voting	Monday, September 29, 2025 at 5:00 P.M. (IST)

The remote e-voting module shall be disabled by KFintech for voting thereafter. Once the vote on a resolution is cast by the Member, the Member shall not be allowed to change it subsequently or cast the vote again.

29. The voting rights of members shall be in proportion to their shares in the paid-up equity share capital of the Company as on the cut-off date i.e. Tuesday, September 23, 2025
30. The process and manner of remote e-voting is explained below:
 - I. Access to Depositories e-voting system in case of individual Members holding shares in demat mode.
 - II. Access to KFin e-voting system in case of Members holding shares in physical and non-individual Members in demat mode.

I. Access to Depositories e-voting system in case of individual Members holding shares in demat mode.

Type of Member	Login Method
Individual Members holding securities in demat mode with NSDL	<p>1. For OTP based login you can click on https://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp. You will have to enter your 8-digit DP ID, 8-digit Client Id, PAN No., Verification code and generate OTP. Enter the OTP received on registered email id/mobile number and click on login. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on the company name or e-Voting service provider name and you will be re-directed to e-Voting service provider website for casting your vote during the remote e-Voting period or joining virtual meeting & voting during the meeting.</p> <p>2. Existing Internet-based Demat Account Statement (“IDeAS”) facility Users:</p> <ol style="list-style-type: none"> Visit the e-services website of NSDL https://eservices.nsdl.com either on a personal computer or on a mobile. On the e-services home page click on the “Beneficial Owner” icon under “Login” which is available under ‘IDeAS’ section. Thereafter enter the existing user id and password. After successful authentication, Members will be able to see e-voting services under ‘Value Added Services’. Please click on “Access to e-voting” under e-voting services, after which the e-voting page will be displayed. Click on company name i.e. Mold-tek Packaging Limited or ESP i.e. KFin. Members will be re-directed to KFin’s website for casting their vote during the remote e-voting period. <p>3. Those not registered under IDeAS:</p> <ol style="list-style-type: none"> Visit https://eservices.nsdl.com for registering. Select “Register Online for IDeAS Portal” or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp Visit the e-voting website of NSDL https://www.evoting.nsdl.com. Once the home page of e-voting system is launched, click on the icon “Login” which is available under ‘Shareholder / Member’ section. A new screen will open. Members will have to enter their User ID (i.e. the sixteen digit demat account number held with NSDL), password / OTP and a verification code as shown on the screen. After successful authentication, Members will be redirected to NSDL Depository site wherein they can see e-voting page. Click on company name i.e. Mold-tek Packaging Limited or ESP name i.e. KFin after which the Member will be redirected to ESP website for casting their vote during the remote e-voting period. Members can also download the NSDL Mobile App “NSDL Speede” facility by scanning the QR code mentioned below for seamless voting experience. <p style="text-align: center;">NSDL Mobile App is available on</p> <div style="display: flex; justify-content: center; align-items: center;">  App Store  Google Play </div> <div style="display: flex; justify-content: center; align-items: center; margin-top: 10px;">   </div>

Type of Member	Login Method
Individual Members holding securities in demat mode with CDSL	<ol style="list-style-type: none"> Existing user who have opted for Electronic Access To Securities Information (“Easi/ Easiest”) facility: <ol style="list-style-type: none"> Visit https://web.cdslindia.com/myeasitoken/Home/Login or www.cdslindia.com. Click on New System Myeasi. Login to Myeasi option under quick login. Login with the registered user ID and password. Members will be able to view the e-voting Menu. The Menu will have links of KFin e-voting portal and will be redirected to the e-voting page of KFin to cast their vote without any further authentication. User not registered for Easi/ Easiest <ol style="list-style-type: none"> Visit https://web.cdslindia.com/myeasi/Registration/EasiRegistration for registering. Proceed to complete registration using the DP ID, Client ID (BO ID), etc. After successful registration, please follow the steps given in point no. 1 above to cast your vote. Alternatively, by directly accessing the e-voting website of CDSL <ol style="list-style-type: none"> Visit www.cdslindia.com. Provide demat account number and PAN. System will authenticate user by sending OTP on registered mobile and email as recorded in the demat Account. After successful authentication, please enter the e-voting module of CDSL. Click on the e-voting link available against the name of the Company, viz. Mold-tek Packaging Limited or select KFin. Members will be re-directed to the e-voting page of KFin to cast their vote without any further authentication.
Individual Members login through their demat accounts / website of DPs	<ol style="list-style-type: none"> Members can also login using the login credentials of their demat account through their DPs registered with the Depositories for e-voting facility. Once logged-in, Members will be able to view e-voting option. Upon clicking on e-voting option, Members will be redirected to the NSDL / CDSL website after successful authentication, wherein they will be able to view the e-voting feature. Click on options available against Mold-tek Packaging Limited or ‘KFin’. Members will be redirected to e-voting website of KFin for casting their vote during the remote e-voting period without any further authentication.

Important note: Members who are unable to retrieve User ID / Password are advised to use Forgot user ID and Forgot Password option available at respective websites.

Helpdesk for Individual Members holding securities in demat mode for any technical issues related to login through Depository i.e., NSDL and CDSL.

Login type	Helpdesk details
Securities held with NSDL	Please contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at toll free no.: 1800 10 2 0990 and 1800 22 4430
Securities held with CDSL	Please contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at 022-23058738 or 022-23058542-43

II. Access to KFin e-voting system in case of members holding shares in physical and non-individual members in demat mode.

Members whose e-mail IDs are registered with the Company / DPs, will receive an e-mail from KFin which will include details of E-Voting Event Number (EVEN), USER ID and password. They will have to follow the following process:

- i. Launch internet browser by typing the URL: <https://emeetings.kfintech.com>.
- ii. Enter the login credentials (i.e., User ID and password). In case of physical folio, User ID will be EVEN (E-Voting Event Number) 9185, followed by folio number. In case of Demat account, User ID will be your DP ID and Client ID. However, if you are already registered with KFin for e-voting, you can use your existing User ID and password for casting the vote.
- iii. After entering these details appropriately, click on “LOGIN”.
- iv. You will now reach password change Menu wherein you are required to mandatorily change your password. The new password shall comprise of minimum 8 characters with at least one upper case (A- Z), one lower case (a-z), one numeric value (0-9) and a special character (@,#,\$, etc.,). The system will prompt you to change your password and update your contact details like mobile number, e-mail ID etc. on first login. You may also enter a secret question and answer of your choice to retrieve your password in case you forget it. It is strongly recommended that you do not share your password with any other person and that you take utmost care to keep your password confidential.
- v. You need to login again with the new credentials.
- vi. On successful login, the system will prompt you to select the “EVEN” i.e., ‘Mold-tek Packaging Limited’ and click on “Submit”
- vii. On the voting page, enter the number of shares (which represents the number of votes) as on the Cut-off Date under “FOR/AGAINST” or alternatively, you may partially enter any number in “FOR” and partially “AGAINST” but the total number in “FOR/ AGAINST” taken together shall not exceed your total shareholding as mentioned herein above. You may also choose the option “ABSTAIN”. If the Member does not indicate either “FOR” or “AGAINST” it will be treated as “ABSTAIN” and the shares held will not be counted under either head.

viii. Members holding multiple folios/demat accounts shall choose the voting process separately for each folio/ demat accounts.

- ix. In case you do not desire to cast your vote, it will be treated as abstained.
- x. You may then cast your vote by selecting an appropriate option and click on “Submit”.
- xi. A confirmation box will be displayed. Click “OK” to confirm else “CANCEL” to modify. Once you have voted on the resolution, you will not be allowed to modify your vote. During the voting period, Members can login any number of times till they have voted on the resolution.

General Guidelines for Members:

1. Institutional members (i.e. other than individuals, HUF, NRI etc.) are required to send scanned copy (PDF/JPG Format) of the relevant Board Resolution / Authority letter etc. with attested specimen signatures of the duly authorised signatory(ies) who are authorised to vote on their behalf. The documents should be emailed to einward.ris@kfintech.com with the subject line “Mold-Tek Packaging Limited AGM 2024-25” with a copy marked to ashishgaggar.pcs@gmail.com & cs@moldtekpackaging.com.
2. In case of any query and/ or assistance required, Members may refer to the Help & Frequently Asked Questions (“FAQs”) available at the download section of <https://evoting.kfintech.com> or contact KFin at the email ID evoting@kfintech.com or call KFin’s toll free No.: 1800 309 4001 for any further clarifications/ technical assistance that may be required.

Instructions for all the shareholders, including Individual, other than Individual and Physical, for attending the AGM of the Company through VC/OAVM and e-Voting during the meeting.

- I. Member will be provided with a facility to attend the AGM through VC/OAVM platform provided by KFin. Members may access the same at <https://emeetings.kfintech.com/> by using the e-voting login credentials provided in the email received from the Company/ KFin.
- II. After logging in, click on the Video Conference tab and select the EVEN of the Company. Click on the video symbol and accept the meeting etiquettes to join the meeting. Please note that the members who do not have the User ID and Password for e-Voting or have forgotten the User ID and Password may retrieve the same by following the remote e-Voting instructions mentioned above.

- III. Facility for joining AGM through VC/OAVM shall open at least 15 minutes before the commencement of the Meeting.
- IV. Members will be required to grant access to the webcam to enable VC/OAVM.
- V. Further, Members connecting from Mobile Devices or Tablets or through Laptop connecting via Mobile Hotspot may experience Audio/Video loss due to fluctuation in their respective network. It is therefore recommended to use Stable Wi-Fi or LAN Connection to mitigate any kind of aforesaid glitches.
- VI. The Members who have not cast their vote through remote e-voting shall be eligible to cast their vote through e-voting system available during the AGM. E-voting during the AGM is integrated with the VC/OAVM platform. The Members may click on the voting icon displayed on the screen to cast their votes. A Member can opt for only single mode of voting i.e., through Remote e-voting or voting during the AGM. If a Member cast votes by both modes, then voting done through Remote e-voting shall prevail and vote during the AGM shall be treated as invalid.
- VII. Institutional Members are encouraged to attend and vote during the AGM through VC/OAVM.
- VIII. In case a person has become a Member of the Company after dispatch of AGM Notice but on or before the cutoff date for E-voting, he/she may obtain the User ID and Password in the manner as mentioned below:
 - a) If the mobile number of the member is registered against Folio No./DP ID Client ID, the member may send SMS: MYEPWD <space> E-Voting Event Number and Folio No. or DP ID ClientID to 9212993399.
 - Example for NSDL: MYEPWD <SPACE>IN12345612345678
 - Example for CDSL: MYEPWD <SPACE>1402345612345678
 - Example for Physical: MYEPWD <SPACE>XXXX1234567890
 - b) If e-mail address or mobile number of the member is registered against Folio No./DP ID Client ID, then on the home page of <https://evoting.kfintech.com/>, the member may click "Forgot Password" and enter Folio No. or DP ID Client ID and PAN to generate a password.
 - c) Members who may require any technical assistance or support before or during the AGM are requested to contact KFin at toll free number 1-800-309-4001 or write to them at evoting@kfintech.com.

OTHER INSTRUCTIONS:

I. Speaker Registration:

The Members who wish to speak during the meeting may register themselves as speakers for the AGM to express their views. They can visit <https://emeetings.kfintech.com> and login through the user id and password provided in the mail received from KFinTech. On successful login, select 'Speaker Registration' which will be opened from Friday, September 26, 2025, 9.00 AM IST to Sunday, September 28, 2025, 5.00 PM IST. Members shall be provided a 'queue number' before the meeting. The Company reserves the right to restrict the speakers at the AGM to only those Members who have registered themselves, depending on the availability of time for the AGM.

II. Post your Question:

The Members who wish to post their questions prior to the meeting can do the same by visiting <https://emeetings.kfintech.com>. Please login through the user id and password provided in the email received from KFinTech. On successful login, select 'Post Your Question' option which will be opened from Friday, September 26, 2025, 9.00 AM IST to Sunday, September 28, 2025, 5.00 PM IST.

- III. In case of any query and/or grievance, in respect of voting by electronic means, Members may refer to the Help & Frequently Asked Questions (FAQs) and E-voting user manual available at the download section of <https://evoting.kfintech.com> (KFinTech Website) or contact at evoting@kfintech.com or call KFinTech's toll free No.1-800-309-4001 for any further clarifications.

IV. Online application for Investor Query:

Members are hereby notified that our RTA, KFin Technologies Limited (Formerly known as KFin Technologies Private Limited), basis the SEBI Circular (SEBI/HO/MIRSD/MIRSD-PoD-1/P/CIR/2023/72) dated Jun 08, 2023, have launched an online application which can be accessed at <https://ris.kfintech.com/default.aspx#> > Investor Services > Investor Support.

Members are requested to register / signup, using the Name, PAN, Mobile and email ID. Post registration, user can login via OTP and execute activities like, raising Service Request, Query, Complaints, check for status, KYC details, Dividend, Interest, Redemptions, e-Meeting and e-Voting details.

Quick link to access the signup page :<https://kprism.kfintech.com/signup>

V. Senior Citizens - Investor Support

As part of the initiative, our RTA in order to enhance the investor experience for Senior Citizens, a Senior Citizens investor cell has been newly formed to assist exclusively the Senior Citizens in redressing their grievances, complaints and queries. The special cell closely monitors the complaints coming from Senior Citizens through this channel and handholds them at every stage of the service request till closure of the grievance.

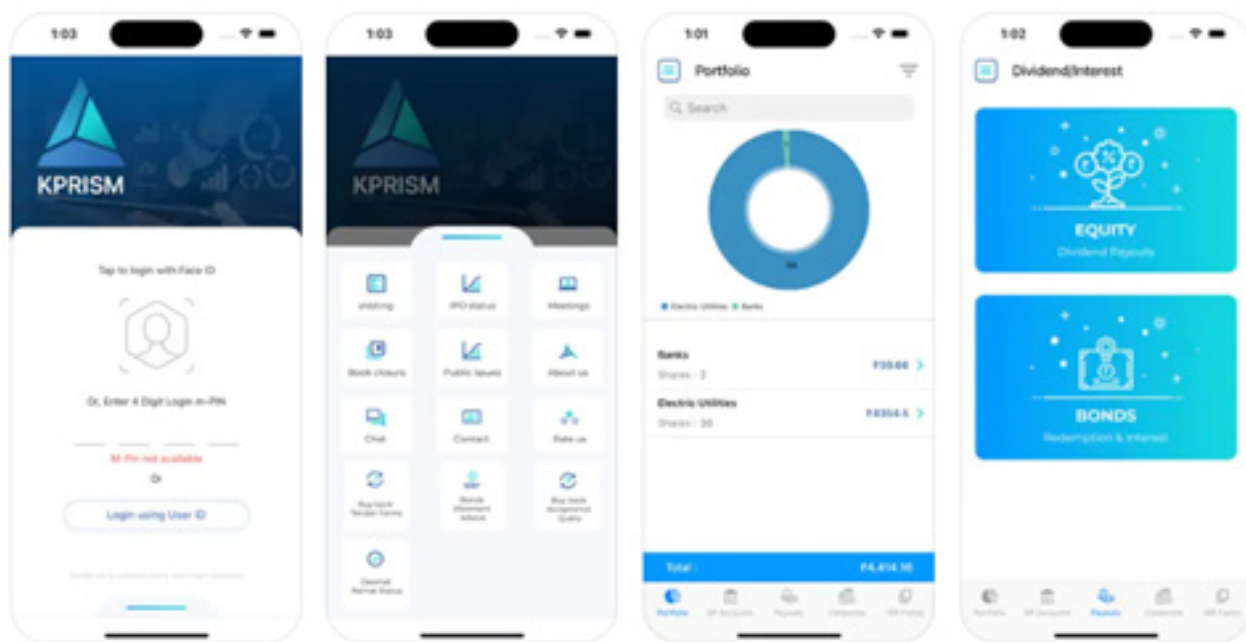
Senior Citizens wishing to avail this service can send the communication with the below details to the email id, senior.citizen@kfintech.com. Senior Citizens (above 60 years of age) have to provide the following details :

- 1. ID proof showing Date of Birth
- 2. Folio Number
- 3. Company Name
- 4. Nature of Grievance

A dedicated Toll-free number for Senior Citizens can also be accessed at 1-800-309-4006 for any queries or information

VI. KPRISM Mobile App:

Mobile application for all users to review their portfolio being managed by KFINTECH is available in Play store and App Store. User are requested to download the application and register with the PAN number. Post verification, user can use functionalities like – Check portfolio / holding, check IPO status / Demat / Remat, Track general meeting schedules, download ISR forms, view the live streaming of AGM and contact the RTA with service request, grievance, and query.



STATEMENT PURSUANT TO SECTION 102(1) OF THE COMPANIES ACT, 2013 (THE ACT)

The following Statement sets out all material facts relating to Items no. 4 to 7 as mentioned in the Notice:

Item no. 4

SEBI vide its notification dated December 12, 2024, amended the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations). The amended regulations require companies to obtain members' approval for appointment of Secretarial Auditors, in addition to approval by the Board of Directors. Further, such Secretarial Auditor must be a peer reviewed company secretary and should not have incurred any of the disqualifications as specified by SEBI. The maximum tenure of the Secretarial Auditor in case it is an individual shall not be for not more than 1 (one) term of 5 (five) consecutive years.

Mr. Ashish Kumar Gaggar, Company Secretary in Practice is a fellow Member of ICSI and has around 19 Years of experience as Company Secretary in Practice. He is Peer Reviewed and is also a Peer Reviewer. He has been rendering secretarial services, services in the field of Corporate Law, FEMA/RBI related matters, SEBI Regulations, Due Diligence, Merchant Banking activities, Registrar and Share Transfer activities, Depository Participant activities and other related activities.

After evaluating and considering various factors such as industry experience, competence of the audit team, efficiency in conduct of audit, independence, etc., the Board of Directors, based on the recommendation of the Audit Committee and subject to the approval of the members in the ensuing Annual General Meeting, appointed Mr. Ashish Kumar Gaggar, Company Secretary in Practice, Hyderabad (Membership No. F6687, Certificate of Practice No. 7321) as Secretarial Auditor of the Company for a period of 5 (Five) consecutive years from Financial Year 2025-26 till the Financial Year 2029-30.

Mr. Ashish Kumar Gaggar has given the consent to act as the Secretarial Auditor of the Company and has confirmed that his appointment, if made, will be within the limit specified under section 204 of the Companies Act, 2013. He further confirmed that he is not disqualified to be appointed as secretarial auditor and has no conflict of interest in terms of the provisions of the Section 204 of the Companies Act, 2013 and the Rules made thereunder, read with Regulation 24A of the SEBI Listing Regulations and other applicable Regulations. The services to be rendered by Mr. Ashish Kumar Gaggar as Secretarial Auditor are within the purview of the said regulation read with SEBI circular no. SEBI/HO/CFD/CFD-PoD-2/CIR/P/2024/185 dated December 31, 2024

The Board of Directors in consultation with the Audit Committee and Mr. Ashish Kumar Gaggar, fixed the remuneration payable for the financial year 2025-26 at

₹ 1,20,000/-plus any out of pocket expenses incurred by him in connection with the audit and other applicable taxes.

In view of his qualifications and experience in undertaking Secretarial Audit, it is proposed to appoint Mr. Ashish Kumar Gaggar, Company Secretary in Practice as Secretarial Auditor of the Company. The appointment, if made, complies with the applicable provisions of the Act and SEBI Listing Regulations. The Board of Directors in consultation with the Audit Committee and Mr. Ashish Kumar Gaggar, may alter or vary the terms and conditions of appointment, including remuneration, in such manner and to such extent as may be mutually agreed.

None of the Directors, Key Managerial Personnel of the Company and their relatives are, in any way, concerned or interested, financially or otherwise, in the resolution(s) set out at Item No. 4 of the accompanying Notice of the 28th AGM.

The Directors recommend the aforesaid resolution(s) as set out at Item No. 4 of the Notice for the approval by the members as an Ordinary Resolution.

Item No. 5.

Mr. J. Rana Pratap holds Masters in Business Administration (MBA) in Marketing & Operations from Indian Institute of Management (IIM) Lucknow, and a Bachelor's degree in Industrial Engineering from Indian Institute of Technology (IIT), Delhi. With over 13 years of experience in leadership and operational roles within Mold-Tek Packaging Limited, he has been instrumental in shaping the Company's strategic direction and driving sustained business growth.

At Mold-Tek, Mr. J Rana Pratap currently serves as Senior Vice President – Corporate, where he is responsible for driving Strategic Initiatives, spearheading business development and identifying new growth opportunities across Company's key segments including in Food, FMCG and Pharma. He has played a vital role particularly in Pharma Packaging domain and has led several innovative projects.

Apart from overall marketing, Mr. J.Rana Pratap completely leads the Pharma division, where he oversees, strategic accounts, operations, sales expansion, and new product development (NPD). He has a strong focus on developing customized packaging solutions, driving revenue growth, and fostering client relationships.

Key Achievements:

- Successfully drove the growth of the Pharma packaging division, focusing on all 3 product verticals- Effervescent tubes, bottles as well as cannisters.

Mold-Tek Packaging Limited

- Launched custom packaging across multiple product categories, contributing significantly to the Company's revenue growth.
- Established a design studio to help clients visualize product concepts, transforming the sales approach and client engagement.
- Led the introduction of numerous innovative packs every alternate year that cater to changing consumer preferences and industry trends.

Mr. J Rana Pratap at present is acting as the Senior Vice President- Corporate of the Company and his current gross salary is ₹ 14,58,333/- per month (including all perquisites and incentives) (which is within the approved limit of ₹ 17,00,000/-per month (including all perquisites and allowances) as approved by Board and respective Committee(s) at their meetings held on September 02, 2022, and approved by the members in the 25th Annual General Meeting of the Company held on September 30, 2022.

The Board has approved a minimum annual salary increment of 10% or a percentage equivalent to the growth in revenue in the previous 12 months (October to September) in absolute value, whichever is higher, subject to a maximum increment of 20% per annum inclusive of all allowances, perquisites and incentives with effect from October 01, 2025. However, the Nomination and Remuneration Committee of the Company in consultation with Board may decide the final increments within the abovementioned range based on their performance against certain Key Responsibility Areas (KRA's) as mentioned in the Explanatory Statement annexed to this Notice.

Recognizing his proven track record, deep understanding of the packaging industry, and significant contribution to the Company's sustained growth, the Board of Directors, on the recommendation of the Nomination and Remuneration Committee and Audit Committee, subject to the approval of members have approved the continuation of his appointment holding office or place of profit in the Company with the increased remuneration.

The increments will be based on attainment of targets / performance in Key Result/ Responsibility Areas and based on review, approval and re-recommendations of the Audit Committee, Nomination and Remuneration Committee and the Board and Company's performance in subsequent years.

Further, the following shall define the Key Result/ Responsibility Areas (KRAs) /Key performance Indicators (KPIs) associated with his role :

- Revenue growth for Pharma division
- EBITDA / gross margin improvement for the Pharma division
- New client acquisition and retention
- Cost savings & margin enhancement initiatives
- Quality and compliance metrics (customer complaints, product rejections).
- People & leadership metrics (talent retention, leadership development milestones).

Mr. J. Rana Pratap will continue to lead the strategic growth of the Pharma division, focusing on enhancing operational efficiency, expanding the client base, and identifying new avenues for growth like MTPL's foray into ophthalmic packs and medical devices. A key priority will be sustainable materials and technologies that meet both customer and regulatory requirements. He also plans to spearhead efforts in cost optimization, reduction in label and product wastage as well as expansion into more value added products.

Mr. J Rana Pratap is in the exclusive employment of the Company and will not hold a place of profit in any other Company.

The proposed remuneration can be paid to Mr. J Rana Pratap as Senior Vice President-Corporate or in any other capacity/designation as Board may decide from time to time, during his tenure of engagement with the Company. The remuneration is commensurate with the remuneration being paid to other employees who are/will be part of the Senior Management of the Company and is considered as reasonable remuneration as compared with the remuneration package for similar position in the industry, as the position demands professional excellence and dynamism and is challenging in nature. Similarly placed employees in the Company are/will be getting comparable remuneration.

The particulars of the transaction pursuant to Rule 15 of Companies (Meeting of Board and its Powers) Rules, 2014 and SEBI master circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 are as under:

Name of the related party and its relationship with the Company or its subsidiary, including nature of its concern or interest (financial or otherwise);	Mr. J. Rana Pratap He is a part of Promoter Group and the son of Mr. J. Lakshmana Rao, Chairman and Managing Director (Promoter) of the Company.
Name of the director or Key Managerial personnel who is related, if any and nature of relationship	Mr. J. Lakshmana Rao Mr. J. Lakshmana Rao, Chairman & Managing Director is the father of Mr. J. Rana Pratap
Nature/Type, Material terms, Monetary value, tenure and particulars of the contract or arrangement including tenure	Mr. J. Rana Pratap is holding and shall continue to hold the office or place of profit as Senior Vice President-Corporate of the Company. His remuneration is proposed to be revised as per the terms set out in the resolution given at item number 5 and this Explanatory Statement.
Shareholding of the related party, whether direct or indirect, in the listed entity/subsidiary	Mr. J. Rana Pratap holds 3,10,000 as on March 31, 2025
Any other information relevant or important for the Members to take a decision on the proposed resolution	Not Applicable
Details of the transaction relating to any loans, intercorporate deposits, advances or investments made or given by the Company or its subsidiary	Not Applicable
1. Details of the source of funds in connection with the proposed transaction	
2. Where any financial indebtedness is incurred to make or give loans, intercorporate deposits, advances or investments: - Nature of indebtedness, - Cost of funds and - Tenure	
3. Applicable terms, including covenants, tenure, interest rate and repayment schedule, whether secured or unsecured; if secured, the nature of security	
4. The purpose for which the funds will be utilized by the ultimate beneficiary of such funds pursuant to the RPT.	
Justification as to why the RPT is in the interest of the Company	Mr. J. Rana Pratap is responsible for driving Strategic Initiatives, spearheading business development and identifying new growth opportunities across Company's key segments including in Food, FMCG and Pharma. He has played a vital role particularly in Pharma Packaging domain and has led several innovative projects. He Successfully drove the growth of the Pharma packaging division, focusing all 3 product verticals- Effervescent tubes, bottles as well as cannisters. The Board believes that his continued association will serve the long-term interests of the Company. The nurturing and retention of next-generation leadership talent is essential for ensuring organizational continuity, stability, and sustained growth.
Any valuation or other external report relied upon by the Company in relation to the transactions and Percentage of the counter-party's annual consolidated turnover that is represented by the value of the proposed RPT on a voluntary basis	Not Applicable.

The said related party transaction is not a material RPT as defined under Regulation 23(1) of the SEBI Listing Regulations.

Except Mr. J. Lakshmana Rao and his relatives, none of the Directors and Key Managerial Personnel of the Company and their relatives is concerned or interested, financially or otherwise, in the said resolution.

The Board recommends passing of the resolution(s) as set out under Item No. 5 for approval of the members as an Ordinary resolution.

No member of the Company who is a related party shall vote to approve the ordinary resolution.

Item No. 6.

Mr. A. Durga Sundeep, has completed his Engineering from REC Kurukshetra and P.G. in Business Management from Purdue University, USA. At Mold-Tek, he manages MIS, production planning, Material planning, Sales forecasting, Costing / Margin analysis etc. He possesses over 14 years of professional experience in identifying high-growth opportunities and delivering practical business solutions to complex operational challenges.

Mr. A. Durga Sundeep currently serves as the Senior Vice President – Operations & Finance at Moldtek Packaging Limited. In his current role, he is responsible for driving operational excellence, steering digital initiatives, strengthening investor relations, and ensuring strategic growth across the organization.

Mr. A. Durga Sundeep plays a pivotal role of heading the central planning & control team by collaborating with Marketing, Production, Purchase & Finance through capacity analysis across 16 manufacturing locations, overseeing the production and dispatch planning of over 2,000 SKUs every month.

He leads customer-centric strategies by working closely with key clients to understand their growth plans and product innovations, offering tailored solutions such as QR code packaging, metallic IML, unique product shapes, anti-counterfeit technologies, and recycled material adoption. He also defines new capacity expansion proposals, provides strategic direction to sales and marketing teams through detailed analysis of trends, capacity gaps, and future requirements, and actively engages in investor communications while presenting financial analysis of the company's operations to stakeholders.

A strong advocate of digital transformation, he has spearheaded the implementation of ERP, automation, CRM, and AI-based systems while redefining and digitizing standard operating procedures across finance, purchase, planning, and dispatch functions. Mr. A Durga Sundeep also drives the setting and tracking of monthly performance

targets across marketing, production, dispatch, and purchase teams, ensuring alignment with organizational goals.

Key Achievements:

- Significantly increased IML adoption across industries and customer segments.
- Successfully onboarded and established commercial supplies for a leading paint company, managing end-to-end activities including pricing, design, capacity installation, material planning, and dispatch strategies across four manufacturing locations.
- Led the redefinition and digitization of core SOPs, enabling efficiency, transparency, and scalability across major departments.
- Strengthened investor confidence by providing clear, data-backed insights into the company's financial and operational performance.

Mr. A. Durga Sundeep at present is acting as the Senior Vice President- Operations and Finance of the Company and his current gross salary is ₹ 12,91,667/- per month (including all perquisites and incentives) (which is within the approved limit of ₹ 15,00,000/-per month (including all perquisites)) as approved by Board and respective Committee(s) at their meetings held on September 02 2022, and subsequently approved by the members in the 25th Annual General Meeting of the Company held on September 30, 2022.

The Board has approved a minimum annual salary increment of 10% or a percentage equivalent to the growth in revenue in the previous 12 months (October to September) in absolute value, whichever is higher, subject to a maximum increment of 20% per annum inclusive of all allowances, perquisites and incentives with effect from October 01, 2025. However, the Nomination and Remuneration Committee of the Company in consultation with Board may decide the final increments within the abovementioned range based on their performance against certain Key Responsibility Areas (KRA's) as mentioned in the Explanatory Statement annexed to this Notice.

The increment will be based on attainment of targets / performance in Key Result/ Responsibility Areas and based on review, approval and re-commendations of the Audit Committee, Nomination and Remuneration Committee and the Board and Company's performance in subsequent years.

Recognizing his proven track record, deep understanding of the packaging industry, and significant contribution to the Company's sustained growth, the Board of Directors, on the recommendation of the Nomination and Remuneration Committee and Audit Committee, subject to the approval of members have approved the continuation of his appointment holding office or place of profit in the Company with the increased remuneration.

Further, the following shall define the Key Result/ Responsibility Areas (KRAs) /Key performance Indicators (KPIs) associated with his role :

- Improve capacity efficiency across all plants.
- Enhance EBITDA performance.
- Achieve complete digital transactions across operations.
- Implement live costing and margin analysis for faster, data-driven decisions.
- Cost savings and operational efficiencies

Mr A. Durga Sundeep will continue to focus on strengthening operations through digital transformation and automation of processes, integrating digital technologies into core business functions to enhance efficiency, improve data-driven decision-making, and foster innovation. Bringing in AI-driven forecasting & margin analysis to enhance efficiency and speed of execution remains a top priority. He also plans to continue playing a major role in investor relations while ensuring strict financial discipline across operations. With an emphasis on long-term cost-saving initiatives that significantly impact expenditure, Sundeep also intends to deepen strategic engagements with major customers across industries, building strong partnerships to support their evolving needs and Moldtek's sustained growth.

Mr. A Durga Sundeep in the exclusive employment of the Company and will not hold a place of profit in any other Company.

The proposed revision in the remuneration that can be paid to Mr. A Durga Sundeep as Senior Vice President-Operations and Finance or in any other capacity/designation as Board may decide from time to time, during his tenure of engagement with the Company. The remuneration is commensurate with the remuneration being paid to other employees who are part of the Senior Management of the Company and is considered as reasonable remuneration as compared with the remuneration package for similar position in the industry, as the position demands professional excellence and dynamism and is challenging in nature. Similarly placed employees in the Company are/will be getting comparable remuneration.

The particulars of the transaction pursuant to para 3 of Explanation (1) to Rule 15 of Companies (Meeting of Board and its Powers) Rules, 2014 and SEBI master circular no. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 are as under:

Name of the related party and its relationship with the Company or its subsidiary, including nature of its concern or interest (financial or otherwise);	Mr. A. Durga Sundeep He is a part of Promoter Group and the son of Mr. Subramanyam Adivishnu, Deputy Managing Director (Promoter) and Mrs. Seshukumari Adivishnu (CFO) of the Company.
Name of the director or Key Managerial personnel who is related if any and nature of relationship	Mr. A. Subramanyam, Deputy Managing Director & Mrs. A. Seshu Kumari, CFO are parents of Mr. A Durga Sundeep
Nature/type, Material terms, Monetary value and particulars of the contract or arrangement	Mr. A. Durga Sundeep is holding and shall continue to hold the office or place of profit as Senior Vice President-Operations & Finance of the Company. His remuneration is proposed to be revised as per the terms set out in the resolution given at item number 6 and this Explanatory Statement.
Shareholding of the related party, whether direct or indirect, in the listed entity/subsidiary	Mr. A. Durga Sundeep holds 2,25,960 as on March 31, 2025
Any other information relevant or important for the Members to take a decision on the proposed resolution	Not Applicable
Details of the transaction relating to any loans, intercorporate deposits, advances or investments made or given by the listed entity or its subsidiary	Not Applicable
1. Details of the source of funds in connection with the proposed transaction	
2. Where any financial indebtedness is incurred to make or give loans, intercorporate deposits, advances or investments: - Nature of indebtedness, - Cost of funds and - Tenure	

3. Applicable terms, including covenants, tenure, interest rate and repayment schedule, whether secured or unsecured; if secured, the nature of security	
4. The purpose for which the funds will be utilized by the ultimate beneficiary of such funds pursuant to the RPT.	
Justification as to why the RPT is in the interest of the listed entity	<p>Mr. A Durga Sundeep plays a pivotal role of heading the central planning & control team by collaborating with Marketing, Production, Purchase & Finance through capacity analysis across 16 manufacturing locations, overseeing the production and dispatch planning of over 2,000 SKUs every month.</p> <p>He is responsible for driving operational excellence, steering digital initiatives, strengthening investor relations, and ensuring strategic growth across the organization.</p> <p>The Board believes that his continued association will serve the long-term interests of the Company. The nurturing and retention of next-generation leadership talent is essential for ensuring organizational continuity, stability, and sustained growth.</p>
Any valuation or other external report relied upon by the listed entity in relation to the transactions and percentage of the counter-party's annual consolidated turnover that is represented by the value of the proposed RPT on voluntary basis	Not Applicable.

The said related party transaction is not a material RPT as defined under Regulation 23(1) of the SEBI Listing Regulations.

Except Mr. A. Subramanyam and Mrs. A. Seshu Kumari and their relatives, none of the Directors and Key Managerial Personnel of the Company and their relatives is concerned or interested, financially or otherwise, in the said resolution.

The Board recommends passing of the resolution(s) as set out under Item No. 6 for approval of the members as an Ordinary resolution.

No member of the Company who is a related party shall vote to approve the ordinary resolution

Item No. 7

Mr. Srinivas Madireddy (DIN: 01311417) was re-appointed as Whole-time Director of the Company for a period of 5 years with effect from May 14, 2023 to May 13, 2028 at the 25th Annual General Meeting held on September 30, 2022 and the members had provided their approval for his remuneration for a period of 3 years w.e.f. May 14, 2023 to May 13, 2026 as detailed in the resolutions attached to the notice of the aforesaid Annual general Meeting.

He is an Engineer by profession, holding a degree in B.E (Mechanical). He currently oversees the entire spectrum of Production, Planning, and Control across all manufacturing units of the Company, playing a pivotal role in streamlining

operations, optimizing output, and ensuring high-quality standards. He has experience of more than 35 years in the field of Production Management, Plant Operations and strategic planning. He plays a vital role in managing and structuring the flow of production and ensuring smooth operations of all the factories of the Company.

He has been associated with our company for over 30 years and has in-depth knowledge of processes, structures and overall working of the Company. He has played an important role in Setting up and expansion of the manufacturing units of the Company.

As the Company continues to expand into diversified segments, with increased volume of business and capacity additions, his duties and responsibilities of the Whole-time Director have also increased significantly.

Considering the role played by him, industry knowledge and association with the Company, the Board of Directors, based on the recommendations of the Nomination and Remuneration Committee, have approved the revision in remuneration as detailed in the resolution in item no. 7 of the notice for a period of 2 years with effect from May 14, 2026 to May 13, 2028.

The increment will be based on attainment of targets / performance in Key Result/ Responsibility Areas and based

on review, approval and re-commendations of the Audit Committee, Nomination and Remuneration Committee and the Board and Company's performance in subsequent years.

Further, the following shall define the Key Result/Responsibility Areas (KRAs) /Key performance Indicators (KPIs) associated with his role :

- Enhance EBITDA performance
- Effective Capacity Utilization of all the units and plants of the Company
- Effective leadership and training of senior managers at all units and plants of the Company
- Reaching internal targets
- Cost control across all units and plants of the Company

Further, the proposed revision is keeping in view the objectivity of remuneration package payable to executives while striking a balance between the interest of the Company and the shareholders.

The principal terms and conditions of Increase/revision in remuneration are mentioned in the resolution set out at item no 7.

The General Information as required pursuant to Clause 1(B) (iv) of Section II of Part II of Schedule V of the Companies Act, 2013, is provided in the Annexure I. Information

as required pursuant to SEBI Listing Regulations and Secretarial Standards on General Meetings (SS-2), issued by the Institute of Company Secretaries of India is contained in the statement annexed as Annexure II hereto.

As per the provisions of Sections 196, 197, 198, 203 and Schedule V of the Companies Act, 2013 and regulation 17(1)(e) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, approval of the Members of the Company by way of a special resolution is required for fixing of remuneration payable to Mr. Srinivas Madireddy.

Hence, the Board recommends the Special Resolution as set out in the item no. 7 for approval of the Members

Except Mr. Srinivas Madireddy and his relatives, none of the Directors and Key Managerial Personnel of the Company and their relatives is concerned or interested in the Resolution as set out in Item no. 7 of the accompanying Notice.

By Order of the Board
For MOLD-TEK PACKAGING LIMITED

Sd/-
J. LAKSHMANA RAO
Chairman & Managing Director
DIN: 00649702

Place: Hyderabad
Date : August 29, 2025

**ANNEXURE I REFERRED TO IN THE EXPLANATORY STATEMENT
FOR ITEM NO. 7**

Statement containing the information pursuant to the provisions of clause (B) of Section II of Part II of Schedule V to the Companies Act, 2013 with respect to ITEM NO. 7.

I. GENERAL INFORMATION:

1. **Nature of Industry:** Manufacturing of plastic packaging containers.
2. **Year of commencement of commercial production:** 1997
3. **In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus:** Not applicable
4. **Standalone Financial performance:** ₹ in Lakhs

Particulars	Year ended March 31, 2025	Year ended March 31, 2024	Year ended March 31, 2023
Income	78,357	69,995	73,130
Net Profit before interest, Depreciation & Tax	14,386	13,448	13,682
Net Profit as per Statement of Profit and Loss	6,055	6,659	8,043
Amount of dividend	1,329	997	1,990
Rate of dividend declared/recommended	80	60	120

The Company, after rescheduling of its debts, has not made any default in the repayment of its dues (including public deposits) or interest payments thereon.

5. **Exports performance and net foreign exchange earnings for the year ended March 31, 2025** is ₹932.08 lakhs
6. **Foreign investments or collaborations, if any:** Not applicable

II: INFORMATION ABOUT THE APPOINTEE:

1. Background Details, Job Profile and Suitability:

Mr. Srinivas Madireddy is an Engineer by profession, holding a degree in B.E (Mechanical) and is currently in charge of Production, planning and control across all the units of the company. With experience of more than 35 years in the field of Production Management and other fields he plays a vital role in managing and structuring the flow of production and ensuring smooth operations of all the factories of the Company.

He has been associated with our company for over 30 years and has in-depth knowledge of processes, structures and overall working of the Company. He has played an important growth in Setting up of the production units of the Company.

2. Past Remuneration:

Mr. Srinivas Madireddy received an amount of ₹118.44 lakhs as remuneration during the financial year ended on March 31, 2025.

3. Recognition or awards: N.A

4. Proposed remuneration:

It is proposed to pay a maximum remuneration based on the terms and conditions as detailed in the resolutions in the Notice of the 28th Annual General Meeting.

5. Comparative remuneration profile with respect to industry, size of the company, profile of the position and person:

Compared to the remuneration profile with respect to industry, size of the company, profile of the position and person, they are entitled to the proposed remuneration(s).

6. Pecuniary relationship directly or indirectly with the Company, or relationship with the managerial personnel, if any:

Except the remuneration drawn by them from the Company, they do not have any pecuniary relationship, directly or indirectly with the Company.

III. Other Information:

1. **Reasons for inadequate profits:** As of now, the Company is having adequate profits; hence the clause of inadequate profits is not applicable to the company.
2. **Steps taken or proposed to be taken for improvement:** Not Applicable.
3. **Expected increase in productivity and profits in measurable terms:** Not Applicable.

Annexure II

Details of Directors seeking appointment/re-appointment at the 28th Annual General Meeting (Pursuant to Regulation 36(3) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Clause 1.2.5 of the Secretarial Standard-2)

Name of the Director	Mr. Venkateswara Rao Pattabhi	Mr. Srinivas Madireddy
Designation(Category) of the Director	Whole- Time Director	Whole-time Director
Director Identification Number (DIN)	01254851	01311417
Date of Birth	January 18, 1957	May 13, 1966.
Age	68 Years	59 Years
Qualification	Bachelor's degree in Arts from Osmania University and a Diploma Degree in Material Management.	B.E (Mechanical).
Brief Profile and Expertise in specific functional areas	Mr. Venkateswara Rao Pattabhi has over 45 years of experience in the field of Material Management and Project Execution and Co-ordination. He is in charge of overall marketing and Commercial activities of the Company. He supervises all the activities relating to intellectual property, legal departments and trouble shooting.	Mr. Srinivas Madireddy has experience of more than 35 years in the field of Production Management and other fields he plays a vital role in managing and structuring the flow of production and ensuring smooth operations of all the factories of the Company
Date of first appointment on the Board	August 27, 2008	May 14, 2018
Relationship between Directors, Manager and other Key Managerial Personnel inter se	Not Related	Not Related
Terms and Conditions along with details of remuneration sought to be paid	As per the resolution passed by the shareholders at the Annual General meeting held on September 26, 2023.	As mentioned in the resolution as set out in Item No 7 of this Notice
Last Remuneration drawn (₹In Lakhs)	258.65	118.44
Names of other companies in which holds the directorship (excluding foreign companies)	Mold-Tek Technologies Limited	NIL
Names of other companies in which holds the membership/ chairmanship of committees of the board*(excluding foreign companies)	Mold-Tek Technologies Limited -Nomination and Remuneration Committee -Stakeholders Relationship Committee -Corporate Social Responsibility Committee	NIL
Listed entities from which the Director has resigned from Directorship in last 3 (three) years	Nil	NIL
Shareholding in the company as on March 31, 2025	1,50,126	4,69,743
Number of Board meetings attended during Financial Year 2024-25	6 out of the 6 meetings held in Financial Year 2024-25	6 out of the 6 meetings held in Financial Year 2024-25

DIRECTORS' REPORT

Dear Members,

Your Directors are delighted to present the 28th Annual Report on the business and operations of Mold-Tek Packaging Limited (the Company/Mold-Tek) together with the Audited Financial Statements and the Auditors' Report thereon for the financial year ended March 31, 2025.

FINANCIAL HIGHLIGHTS:

Key highlights of financial performance of the Company for the year ended March 31, 2025, are as summarized below:

(₹ in lakhs)

Particulars	2024-25	2023-24
Revenue from operations	78,132	69,865
Other income	225	130
Total income	78,357	69,995
Profit before Finance cost, depreciation & tax (EBIDTA)	14,386	13,448
Finance cost	1,390	735
Depreciation	4,869	3,850
Profit before exceptional items and tax	8,127	8,863
Provision for current tax	1,597	1,841
Provision for deferred tax	475	363
Net profit (After Tax)	6,055	6,659
Other comprehensive income (net of tax)	(42)	(95)
Profit brought forward from previous years	27,489	22,915
Amount available for appropriation	33,502	29,479
Less: Appropriation		
Dividend on equity shares	997	1,990
Closing Balance of retained earnings	32,505	27,489

PERFORMANCE REVIEW FOR FINANCIAL YEAR 2024-25:

- Revenue from operations stood at ₹78,132 lakhs as against ₹69,865 lakhs in FY 2023-24, a up by 11.83%
- Sales volume is 38,264 MT as against 35,661 MT in FY 2023-24, a up by 7.30%
- The operating profit (EBIDTA) is ₹14,386 lakhs as against ₹13,448 lakhs in FY 2023-24, a up by 6.98%

- Net profit after tax stood at ₹6,055 lakhs as against ₹6,659 lakhs in FY 2023-24, a reduction of 9.07%

ANNUAL SNAPSHOT AND FUTURE OUTLOOK: FINANCIAL YEAR 2024-25

Financial Performance:

In the financial year 2024-25, revenue grew by 11.83%, totaling ₹781.32 crores. The sales volume is up by 7.3% reaching 38,264 tonnes compared to 35,661 tonnes in the prior year. EBITDA up by 6.98% to ₹143.86 crores, while Profit Before Tax (PBT) declined by 8.3% to ₹81.27 crores. Net Profit also decreased by 9.07%, settling at ₹60.55 crores. These reductions reflect the higher charge of depreciation and interest cost due to major investments made in last three years, commercial production of which just started.

Segment Wise Performance:

Paints-Packs: During the year 2024-25, the company has considerably increased its production capacity at Panipat (Haryana), Satara (Maharashtra) and Cheyyar (Tamil Nadu) to effectively meet the increased demand from the Aditya Birla Group. These strategically located facilities are equipped with modern infrastructure to support high-volume production and timely delivery.

This capacity expansion reflects the company's commitment to serving key clients and maintaining operational excellence as order volumes rise.

APIL also started decorating their top brands in IML. Moldtek has set up Robots and manufacturing facilities at all APIL locations to cater to their growing demand.

Square Packs: New square packs of 2 and 3 liters were introduced to cater to ready to eat, edible oil and other FMCG goods. Square packs Manufacturing is being set up at Panipat and Daman to cater to the growing demand for our square packs in northern India. Production at Panipat started in March, 2025.

Food & FMCG Packs: As our IML printing capacities enhanced, Q4 registered solid sales growth of 21.47% in this segment showing the Company's leadership position in Food & FMCG sectors where growth was stagnated last year due to lack of IML printing capacity. We expect good growth in FY 2025-26, as well, as production of FMCG products as starting in Panipat from September, 2025.

Pharma Packaging: The pharma-packaging sector has shown excellent momentum in financial year 2024-25, achieved sales around ₹11 crores for the year. In the Q4 of

1st year itself, company achieved close to 50% capacity utilization to cross Breakeven level. Further, capacity expansion across product mix is being planned. This rapid growth underscores the division's ability to contribute handsomely in near future.

The surge in demand is driven by increased orders from leading pharma companies in India and few enquiries from other international markets, reaffirming the division's compliance with global quality and regulatory standards. This international traction is a testament to the company's ability to meet stringent packaging requirements and deliver consistent value.

With a renewed focus on scalable infrastructure, quick product development automation, and sustainability in packaging solutions, the company is well-positioned to capture further growth in the global pharma ecosystem.

Tablet Containers with CT CR closures:

- Added numerous higher weight bottles using our in-house tool room to add to our product basket. Quick development of these packs gave great confidence.
- Squeeze and lock cap is a revolutionary new idea designed to give child resistant functionality with a single piece construction. Our new design gives stability even at higher vacuum pressurized conditions.

Effervescent tubes:

- Capacity for highest selling SKU is planned to be doubled by Q2. This SKU has reached almost full utilization and is estimated to go further up.
- Improved version of spiral cap launched to be stable at high temperature and Rh levels, based on need from India's largest EV tablet manufacturer.

Desiccant Canisters:

- Orders started for most high-selling size through a direct export order but domestic establishment is taking more time for stability tests than anticipated. As this product goes inside tablet container, the testing is more stringent
- New filling machine added to increase filling capacity. Dust-free version and online weight control added

Printing Capacity enhancement: Company added 3 new machines (2 flexographic and one Roto Gravure) in February, 2025 and balancing equipment to increase printing capacity by more 50% to cater to expected rise in Q1 demand for IML products across verticals. Another printing machine is being added by end of May, 2025.

Future Outlook:

The future looks bright because pharma division which has started just barely a year ago, has crossed break-even in Q4 of FY2024-25, with a shot up of turnover from meager ₹2.5 crores in Q3 to ₹6.7 crores in Q4, resulting in Company making profits for the first time in the pharma division. This augur well for the coming years as the traction that is created in Q4 will continue to spread in the full financial year of FY2025-26 and apart from additional new products that are being added in the pharma packaging sector.

Another positive development is growth of paint industry, which was a 6.7% drop last year, has become 6.8% growth in this current financial year, auguring well for the Company's future.

The huge investments over ₹400 crores that have been made by Company in the last three years have started bearing fruit. And we look forward to a much better future in the coming quarters, not only in pharma, but also in ABG and thin wall segments, as well.

DIVIDEND:

The Board of Directors (the Board) are pleased to recommend a final dividend of ₹ 2/- (40 %) on every equity share of ₹5/- each, for the Financial Year ended on March 31, 2025 at their meeting held on July 28, 2025 amounting to ₹ 664.58 lakhs. The dividend payout is subject to approval of members at the ensuing Annual General Meeting.

The dividend, as recommended by the Board of Directors, if approved at the ensuing AGM, will be paid to those Members, whose name shall appear on the Register of Members as on September 23, 2025 (Record Date). If approved, the dividend shall be paid within 30 days from the date of declaration as per the relevant provisions of the Companies Act, 2013 (hereinafter referred to as 'Act').

The Company had also declared interim dividend of ₹2/- (40%) on equity share of ₹5/- each, in Board meeting held on April 25, 2025. Total dividend declared for the financial year 2024-25 is thus ₹4/- (i.e. 80%) on every equity share of ₹5/- each. The dividend payout for the year under review has been formulated after considering the financial aspects and keeping in view your Company's need for capital and rewarding shareholders.

As per the Income-Tax Act, 1961, dividends paid or distributed by the Company shall be taxable in the hands of the shareholders. Accordingly, the Company makes the payment of the dividend from time to time after deduction of tax at source. Please refer note which forms part of the Notice of the 28th Annual General Meeting of the Company.

DIVIDEND DISTRIBUTION POLICY:

In terms of Regulation 43A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has formulated and adopted a Dividend Distribution Policy with the objective of providing clarity to its stakeholders on the profit distribution strategies of the Company. The policy hosted on the website of the Company at <https://www.moldteckpackaging.com/investors.html#tab-5>

TRANSFER TO RESERVES:

During the year under review, the Company has not transferred any amount to the reserves of the Company.

CHANGE IN THE NATURE OF BUSINESS, IF ANY

There is no change in the nature of business of the Company during the year under review.

SHARE CAPITAL:

The Authorised Share Capital of the Company as on March 31, 2025 was ₹ 20,00,00,000/- divided into 4,00,00,000 equity shares of ₹5/- each.

The issued, subscribed and fully paid-up Equity Share Capital as on March 31, 2025 stood at ₹16,61,44,570/- divided into 3,32,28,914 equity shares face value of ₹5/- each. During the year under review, the Company has not granted any stock options and not issued any sweat equity share to its employee(s)/ director(s). As on March 31, 2025, none of the Directors of the Company hold any instruments convertible into equity shares of the Company. The Company has not issued equity shares with differential rights as to dividend, voting or otherwise as on March 31, 2025.

LISTING ON STOCK EXCHANGES:

The Company's equity shares are listed on the following Stock Exchanges:

- (i) BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001, Maharashtra, India; and
- (ii) National Stock Exchange of India Limited, Exchange Plaza, Floor 5, Plot No. C/1, G Block, Bandra-Kurla Complex, Bandra (East), Mumbai - 400051, Maharashtra, India.

The Company has paid the applicable annual listing fees to these stock exchanges. Further, the annual custodian fee has also been paid to the depositories.

INTERNAL FINANCIAL CONTROL SYSTEMS AND THEIR ADEQUACY:

Internal Financial Control encompasses the policies and procedures implemented by a company to ensure the efficient and orderly conduct of its business operations. These include adherence to company policies, safeguarding of assets, prevention and detection of frauds and errors, accuracy and completeness of accounting records, and timely preparation of reliable financial information.

The Company has adequate internal controls consistent with the nature of business and size of the operations, to effectively provide for safety of its assets, reliability of financial transactions with adequate checks and balances, adherence to applicable statutes, accounting policies, approval procedures and to ensure optimum use of available resources. These systems are reviewed and improved on a regular basis. It has a comprehensive budgetary control system to monitor revenue and expenditure against approved budget on an ongoing basis. It employs a structured approach involving function-specific reviews and risk reporting by senior management. Significant matters are promptly escalated to the Audit Committee and the Board. Additionally, internal Standard Operating Procedures (SOPs) and Schedule of Authority (SOA) are clearly defined and documented to ensure proper authorization, recording, and reporting of all financial transactions.

The Company has an internal auditor to assess the adequacy and effectiveness of the Internal Controls and System across all key processes covering various locations. Audit Observations along with recommendations and its implementations are reviewed by the Audit Committee and concerns, if any, are reported to the Board.

DEPOSITS:

During the year under review, the Company has not accepted any deposits in terms of Section 2(31) read with Chapter V of the Companies Act, 2013 and Rule 2(1)(c) of the Companies (Acceptance of Deposits) Rules, 2014 and as such there are no overdue deposits outstanding as on March 31, 2025.

HOLDING COMPANY, SUBSIDIARIES, JOINT VENTURES AND ASSOCIATE COMPANIES

As on March 31, 2025, the Company has no holding, subsidiary, Joint Ventures or associate companies.

Further, in compliance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has

formulated a policy for determining material subsidiaries. The Policy is available on the website of the Company at <https://www.moldteckpackaging.com/investors.html#tab-5>

MATERIAL CHANGES AND COMMITMENTS, IF ANY, AFFECTING THE FINANCIAL POSITION OF THE COMPANY BETWEEN THE END OF FINANCIAL YEAR AND THE DATE OF THE REPORT:

There have been no material changes and commitments affecting the financial position of the Company which have occurred between the end of the financial year to which the financial statements relate and the date of this report.

CODE FOR PREVENTION OF INSIDER TRADING

The Company has adopted a Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their Immediate Relatives pursuant the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015. This Code of Conduct also includes code of practices and procedures for fair disclosure of unpublished price sensitive information and has been made available on the Company's website at <https://www.moldteckpackaging.com/investors.html#tab-5>

The Company is maintaining Structured Digital Database (SDD), for monitoring the dealings in the securities of the Company by the promoters, directors and designated persons including immediate relatives and also to keep record of the persons with whom the unpublished price sensitive information of the Company has been shared internally or externally until it becomes public.

CHANGE OF NODAL OFFICER OF THE COMPANY:

The Board of Directors vide a resolution passed unanimously by circulation on Wednesday, February 07, 2024, had approved the appointment of Mr. Subhojeet Bhattacharjee, Company Secretary and Compliance Officer of the Company, as Nodal Officer and Mrs. Karra Venkata Ramani, Deputy General Manager-Investor Relations continued to act as Deputy Nodal Officer as per the provisions of the Companies Act, 2013 read with Rule 7(2A) of the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, as amended.

Subsequently, on account of resignation of Mr. Shubhojeet Bhattacharjee, from the company, the Board of Directors appointed Ms. Harshita Suresh Chandnani, Company Secretary and Compliance Officer of the Company, as Nodal Officer of the Company vide circular resolution passed on Monday, March 24, 2025.

DIRECTORS AND KEY MANAGERIAL PERSONNEL (KMP):

Composition:

The Board of the Company contains an optimum combination of Executive and Non-Executive Directors. As on March 31, 2025, it comprises of 8 (Eight) Directors, viz. 4 (four) Non-Executive Independent Directors including a Woman Director and 4 (four) Executive Directors. The position of the Chairman of the Board of Directors and the Managing Director are held by same individual, wherein the Chairman is an Executive Director. The composition of the Board is in conformity with the relevant provisions of the Companies Act, 2013 and Regulation 17 of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirement) Regulations 2015.

Board Diversity:

The Company recognizes and embraces the importance of a diverse Board in its success. We believe a truly diverse Board offers numerous advantages, including improved decision-making, enhanced corporate governance, increased creativity and innovation, better problem-solving, understanding of diverse markets, improved reputation, and the mitigation of biases. These benefits contribute to the long-term success and sustainability of organizations in the Indian business landscape. The Board of Directors have adopted the Policy on Diversity of Board of Directors which sets out the approach to diversity of the Board of Directors. The Policy is available in the website of the Company website <https://www.moldteckpackaging.com/investors.html#tab-5>

Changes in Directors and Key Managerial Personnel

The second term of 5 (five) consecutive years of Dr. Talupunuri Venkateswara Rao (DIN: 00572657), as an Independent Director of the Company concluded on the Sunday, September 29, 2024, and as a result he ceased to be a Director of the Company w.e.f. the closing business hours of the same date.

Further, Mr. Subhojeet Bhattacharjee, tendered his resignation from the position of Company Secretary and Compliance Officer of the Company with effect from the close of business on Friday, December 13, 2024, due to his personal preoccupations and confirmed that there were no other material reasons for his resignation. Ms. Harshita Suresh Chandnani was appointed as the Company Secretary and Compliance Officer of the Company with effect from Tuesday, March 11, 2025.

In accordance with the provisions of Sections 2(51) and 203 of the Companies Act, 2013 read with Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the following were the Key Managerial Personnel of the Company as on March 31, 2025.

Sr. No.	Name of Key Managerial Personnel	Designation
1.	Mr. J. Lakshmana Rao	Chairman & Managing Director
2.	Mr. A. Subramanyam	Deputy Managing Director
3.	Mr. Venkateswara Rao Pattabhi	Deputy Managing Director
4.	Mr. Srinivas Madireddy	Whole-time Director
5.	Mrs. A. Seshu Kumari	Chief Financial Officer
7.	Ms. Harshita Suresh Chandnani	Company Secretary and Compliance Officer

Retirement by Rotation

In order to comply with the provisions of Section 152 (6) of the Companies Act, 2013 and rules applicable thereunder, Mr. Venkateswara Rao Pattabhi, Deputy Managing Director is liable to retire by rotation at this Annual General Meeting, being eligible offers himself for re-appointment. Pursuant to the provisions of Regulation 36 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Secretarial Standards 2 on General Meetings issued by Institute of Company Secretaries of India (ICSI), brief particulars of the director proposed to be re-appointed are provided as an annexure to the notice convening the AGM.

Independent Directors and their declaration of Independence

As on March 31, 2025, the Independent Directors of the Company included Mr. Eswara Rao Immaneni, Mr. Togaru Dhanrajtirumala Narasimha, Mrs. Madhuri Venkata Ramani Viswanadham and Mr. Ponnuswamy Ramnath. All the Independent Directors of the Company have furnished necessary declaration in terms of Section 149(7) of the Companies Act, 2013 and Regulation 25(8) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 affirming that they meet the criteria of independence as stipulated under the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In the opinion of the Board, all the Independent Directors have the integrity, expertise and experience including the proficiency required to effectively discharge their roles and responsibilities in directing and guiding the affairs of the Company. In terms of Regulation 25(8) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Independent Directors have confirmed that they are not aware of any circumstance or situation, which exist or may be reasonably anticipated, that could impair or impact their ability to discharge their duties.

Registration of Independent Directors in Independent Directors databank

All the Independent Directors of the Company have been registered and are members of Independent Directors Databank maintained by the Indian Institute of Corporate Affairs (IICA).

Familiarization Program of Independent Directors

In compliance with Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Schedule IV of the Companies Act, 2013 the Company has a structured program for orientation and training of Independent Directors so as to enable them to understand the nature of the industry in which the Company operates, business model of the Company and roles, rights, and responsibilities of Independent Directors.

The program aims to provide insights into the Company to enable the Independent Directors to be in a position to take well-informed timely decisions and contribute significantly to the Company. The Independent Directors of the Company are given every opportunity to familiarize themselves with the Company, its management, and its operations so as to understand the Company, its operations, business, industry and environment in which it functions.

The details of the familiarization programme of the Company are available on the Company's website at <https://www.moldteckpackaging.com/investors.html#tab-5>

Evaluation of Board's Performance

In terms of section 134 of the Companies Act, 2013 read with Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company had laid down the criteria for reviewing the performance of the Board, its Committees and individual Directors. While evaluating the performance and effectiveness, the Nomination and Remuneration Committee inter-alia considers the attendance of the Directors at Board

and Committee meetings, acquaintance with business, communicating inter se with board members, effective participation, domain knowledge, compliance with code of conduct, vision and strategy etc.

In compliance with the provisions of the Act and Regulation 17(10) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, to improve the effectiveness of the Board and its Committees, as well as that of each individual Director, a formal Board review is undertaken on an annual basis.

The following are some of the broad parameters that are considered in performance evaluation questionnaire:

- Evaluating the director's understanding of the organization's mission, vision, and strategic goals, as well as their ability to provide strategic guidance and direction.
- Ability to act on a fully informed basis, in good faith, with due diligence and in the best interest of the company and the stakeholders.
- Optimum combination of knowledge, skill, experience and diversity on the Board as well as its Committees.
- Relationships and effective communication among the Board of Directors.
- Effectiveness of individual non-executive and executive directors and Committees of Board.
- Quality of the discussions, general information provided on the company and its performance, papers and presentations to the Board of Directors.
- Risk management as well as processes for identifying and reviewing risks.
- Well- defined mandate and terms of reference of Committee.
- Attendance at Board as well as Committee Meetings
- Procurement of Information, preparation for Board Meetings and value of contribution at meetings.
- Relationships with fellow directors, the company secretary and senior management and mutual trust and respect they stimulated within the Board.
- Keeping update with the latest developments in the areas of governance and financial reporting
- Willingness to devote time and effort to understand the company and its business
- Providing necessary guidance using their knowledge and experience in development of corporate strategy, major plans of action, risk policy, and setting performance objectives.
- Independence exercised in taking decisions, listening to views of others and maintaining their views with resolute attitude
- Ability in assisting the Company in implementing the best corporate governance practices.
- Capability in exercising independent judgement to tasks where there is potential conflict of interest
- Commitment in fulfilling the director's obligations fiduciary responsibilities.
- Providing an overall assessment of the board member's contribution to the effectiveness of the board in fulfilling its governance responsibilities and advancing the organization's mission and objectives.

The Board of Directors were satisfied with the evaluation process and outcome. The Board Committees were also found to be effective in terms of its composition, functioning and contribution. The evaluation process acknowledged that the Board of Directors have spent sufficient time on future business strategies and other long-term and short-term growth plans, operational matters including review of business and functional updates, financial results and other regulatory approvals, governance matters and internal controls.

Committees of the Board

As on March 31, 2025, the Board has the following Committees:

- I. Audit Committee
- II. Nomination and Remuneration Committee
- III. Stakeholders Relationship Committee
- IV. Corporate Social Responsibility Committee
- V. Risk Management Committee

All the recommendations made by the Board committees, including the Audit Committee, were accepted by the Board. A detailed note on the Board and its committees is provided under the Corporate Governance Report section in this Annual Report.

Board and Committee Meetings:

The Board of Directors meet at regular intervals to discuss and decide on the Company's policies and strategy apart

from other Board matters. The Company has conducted 6 (Six) Board meetings during the financial year under review. The intervening gap between any two meetings was within the period prescribed by the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The composition of the Board of Directors, Committees, attendance of the Directors in the Board and Committees meetings are given Corporate Governance Report section in this Annual Report.

Separate Meeting of Independent Directors

In terms of Schedule IV of the Companies Act, 2013 and Regulation 25 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 it is mandated that the Independent Directors of the Company shall hold at least one meeting in a year, without the attendance of Non-Independent Directors and members of the management. A separate meeting of the Independent Directors was held on February 07, 2025. During this meeting, the Independent Directors reviewed the performance of the Company, the Chairman, Board and the quality of information given to the Board was also discussed. The Company is ready to facilitate more such sessions as and when required by the Independent Directors.

Directors and Officers insurance ('D and O insurance')

The Company has procured D & O liability insurance policy that covers the members of the Board and Officers of the Company for such quantum and risks as determined by its Board of Directors.

Declaration from Directors

The Company has received necessary declaration from all Directors stating that they are not debarred or disqualified from being appointed or continuing as Directors of Companies as per the Securities and Exchange Board of India, Reserve Bank of India, Ministry of Corporate Affairs or any such other Statutory Authority.

Code of Conduct for the Board of Directors and Senior Management Personnel

The Board of Directors and Senior Management Personnel have affirmed compliance with the Code of Conduct for the Board of Directors and Senior Management Personnel.

Directors' Responsibility Statement

Pursuant to Section 134 (3) (c) and Section 134(5) of the Companies Act, 2013, the Board of Directors hereby state that:

- a. in the preparation of the annual accounts, the applicable accounting standards have been followed along with proper explanation relating to material departures, if any;
- b. appropriate accounting policies have been selected and applied consistently. Judgement and estimates which are reasonable and prudent have been made so as to give a true and fair view of the state of affairs of the Company as at the end of the financial year and of the profit of Company for the year;
- c. proper and sufficient care has been taken for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013 for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- d. the annual accounts have been prepared on an on-going concern basis;
- e. proper internal financial controls have been laid down to be followed by the Company and such internal financial controls are adequate and are operating effectively; and
- f. proper systems to ensure compliance with the provisions of all applicable laws have been devised, and such systems are adequate and are operating effectively.

Succession Planning for the Board and Senior Management

The Company strives to maintain an appropriate balance of skills and experience in the Board and within the Company, in an endeavor to introduce new perspectives while maintaining experience and continuity. Additionally, promoting Senior Management within the organization motivates and fuels the ambitions of the talent force to earn future leadership roles. The Board of Directors has adopted the Policy on Succession Planning for the Board and Senior Management.

AUDITORS

Statutory Auditors:

M/s. Anandam & Co., Chartered Accountants (Firm Registration Number 000125S), were appointed as Statutory Auditors of your Company at the 20th Annual General Meeting (AGM) held on Friday, September 22, 2017, to hold office for their first term of five consecutive years subject to ratification by Members at every Annual General Meeting, from the conclusion of the 20th AGM till the conclusion of the 25th AGM of the Company, in accordance with the provisions of the Act.

Further, the Board in its meeting held on July 27, 2022, based on the recommendations of the Audit Committee, given in their meeting held on the same date before the board meeting, after evaluating and considering various parameters viz., capability, team size, experience, clientele served, technical knowledge, independence and the ability to serve a diverse Company like Mold-Tek Packaging Limited, approved and recommended to the members the appointment of M/s. Anandam & Co., Chartered Accountants (Firm Registration Number 000125S), as statutory auditors of the company, for the second term of five consecutive years, to hold office from the conclusion of the 25th Annual General Meeting till the Conclusion of the 30th Annual General Meeting to be held in the Financial Year 2027-28 and such was subsequently approved by the members of the Company at the 25th Annual General Meeting held on Friday, September 30, 2022.

The Statutory Auditors of the Company have issued an unmodified opinion on the financial statements of the Company for the financial year ended March 31, 2025 and a declaration/statement there-of has been filed with the stock exchange(s) by the Company on Monday, May 19, 2025, along with the outcome of the meeting of the Board of Directors held on the same date.

The said Auditors' Report(s) for the financial year ended on March 31, 2025 on the financial statements of the Company forms part of this Annual Report. There has been no qualification, reservation or adverse remark in their report.

Cost Auditor

The provisions of Section 148 of the Companies Act, 2013 read with Rule 3 of the Companies (Cost Records and Audit) Rules, 2014 do not apply to the Company. Accordingly, the Company is not required to appoint a Cost Auditor and maintain cost records.

Secretarial Auditor

Pursuant to the provisions of Section 204 of the Act read with Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, Mr. Ashish Kumar Gaggar, Company Secretary in Practice, was appointed as Secretarial Auditor to conduct Secretarial Audit for the financial year 2024-25. The Secretarial Audit Report, pursuant to Section 204(1) of the Act for the financial year ended March 31 2025, is annexed to this Report as ***Annexure- E*** and forms part of this Report. There is no qualification, reservation, adverse remark, or disclaimer given by the Secretarial Auditor in their Report.

The Company has undertaken an Annual Secretarial Compliance Audit for the financial year 2024-25 pursuant to Regulation 24A of the SEBI Listing Regulations and the

same has been submitted to the Stock Exchange(s) and the said report may be accessed on the Company's website at the link <https://www.moldteckpackaging.com/investors.html#tab-5>

Pursuant to the provisions of Section 204 of the Act read with Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 and Regulation 24A of the SEBI Listing Regulations, the Board of Directors at its meeting held Monday, July 28, 2025 upon the recommendation of the Audit Committee, appointed Mr. Ashish Kumar Gaggar, Practicing Company Secretary as Secretarial Auditor for a term of five consecutive years commencing from financial year 2025-26, subject to the approval of the shareholders at the forthcoming AGM of the Company. The Company has received the necessary consent from Mr. Ashish Kumar Gaggar, Practicing Company Secretary to act as the Secretarial Auditor of the Company along with the certificate confirming that his appointment would be within the applicable limits.

Internal Auditor

M/s. Praturi & Sriram, Chartered Accountants, were appointed as an Internal Auditor of the Company and they report to the Audit Committee about the adequacy and effectiveness of the internal control system of the Company. The recommendations of the internal auditor on improvements required in the procedures and control systems are also presented to the Audit Committee.

Details in respect of frauds reported by auditors under sub-section (12) of section 143 other than those which are reportable to the central government

The Statutory Auditors of the Company have not reported any fraud as specified under the second proviso of section 143(12) of the Companies Act, 2013 (including any statutory modification(s) or reenactment(s) for the time being in force.

MD / CFO Certification

Mr. J. Lakshmana Rao, Chairman and Managing Director and Mrs. A. Seshu Kumari, Chief Financial Officer of the Company have given annual certification on financial reporting and internal controls to the Board in terms of Regulation 17(8) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the same forms part of this Annual Report. Mr. J. Lakshmana Rao, Chairman and Managing Director and Mrs. A. Seshu Kumari, Chief Financial Officer of the Company also give quarterly certification on financial results while placing the financial results before the Board in terms of Regulation 33(2) (a) of the Securities and Exchange

Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

RECONCILIATION OF SHARE CAPITAL AUDIT

As required by the SEBI Listing Regulations, a quarterly audit of the Company's Share Capital is being carried out by an Independent Practicing Company Secretary to reconcile the total share capital, the total share capital admitted with NSDL, CDSL and held in physical form, with the issued and listed capital. The Practicing Company Secretary's certificate in regard to the same is submitted to BSE Limited and National Stock Exchange of India Limited and is also placed before the Board of Directors.

NOMINATION AND REMUNERATION POLICY

The Board based on the recommendation of the Nomination and Remuneration Committee has framed and adopted the Nomination and Remuneration Policy for the Company. Further, the policy of the Company on Directors' appointment and remuneration, including criteria for determining qualifications, positive attributes, independence of a director and other matters are adopted as per the provisions of the Companies Act, 2013. The Nomination and Remuneration Policy as adopted by the Board is available on the Company's website <https://www.moldteckpackaging.com/investors.html#tab-5>

VIGIL MECHANISM/ WHISTLE BLOWER POLICY

The Company has formulated and adopted the Vigil Mechanism/ Whistle Blower Policy in compliance with Section 177(9) of the Companies Act, 2013 and Regulation 22 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Whistle Blower Policy aims to conduct the affairs of the Company in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity, and ethical behaviour.

All present employees and Whole-time Directors of the Company are covered under the Whistle Blower Policy. A mechanism has been established for employees and other stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Code of Conduct and Ethics, and leak of price-sensitive information. It also provides for adequate safeguards against

the victimization of employees who avail the mechanism and allows direct access to the Chairman of the Audit Committee. During the year under review, no complaints were reported under the Whistle Blower Policy. The Whistle Blower Policy is available on the Company's website <https://www.moldteckpackaging.com/investors.html#tab-5>

DISCLOSURE UNDER SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013

The Company has zero tolerance for sexual harassment at the workplace and has formulated a policy on prevention, prohibition, and redressal of sexual harassment at the workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the rules thereunder for prevention and redressal of complaints of sexual harassment at workplace.

The Company has constituted Internal Complaints Committee in accordance with the provisions of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules made thereunder.

There were no cases filed or grievances received pursuant to the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act' 2013 during the year under review. The Company regularly conducts awareness programmes for its employees.

MATERNITY BENEFIT ACT, 1961

The Company has complied with all applicable provisions relating to the Maternity Benefit Act, 1961 and all benefits and entitlements are duly extended to eligible employees.

POLICIES

The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 mandated the formulation of certain policies for all listed companies. Accordingly, the Company has adopted the various policies and the following policies are uploaded on the website of the Company or are available on the intranet platform of the Company. The policies are reviewed periodically by the Board/Committee and updated based on need and new compliance requirement. The web-link of the same is as below:

Vigil Mechanism / Whistle Blower Policy	https://moldteckpackaging.com/pdf/VIGIL%20MECHANISM%20WHISTLE%20BLOWER%20POLICY2020%20.pdf
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	https://moldteckpackaging.com/pdf/Code(s)%20on%20PIT.pdf
Nomination and Remuneration Policy	https://moldteckpackaging.com/pdf/Nominations%20and%20Remuneration%20Policy.pdf
Corporate Social Responsibility Policy	https://www.moldteckpackaging.com/pdf/Corporate%20Social%20Responsibility%20Policy.pdf
Policy on Material Subsidiary	https://moldteckpackaging.com/pdf/Policy-on-Material-Subsidiary.pdf
Policy on Materiality of and Dealing with Related Party Transactions	https://moldteckpackaging.com/pdf/Policy%20on%20Materiality%20of%20and%20Dealing%20with%20Related%20Party%20Transactions.pdf
Policy on Archival of Documents	https://moldteckpackaging.com/pdf/Policy%20on%20archival%20of%20documents.pdf
Dividend Declaration Policy	https://moldteckpackaging.com/pdf/Dividend%20Distribution%20Policy23.pdf
Policy for Determination of Materiality of Event/ Information	https://moldteckpackaging.com/pdf/Policy%20for%20Determination%20of%20Materiality%20of%20Events%20or%20Information.pdf
Risk Management Policy and Procedures	https://moldteckpackaging.com/pdf/Risk%20Management%20Policy23.pdf
Policy on Prevention of Sexual Harassment of Women at Workplace	https://moldteckpackaging.com/pdf/corporate-governance/MPL-Policy-of-SH.pdf

RISK MANAGEMENT POLICY

Pursuant to Section 134(3)(n) of the Companies Act, 2013 and Regulation 17(9) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has formulated and adopted a Policy on Risk Management and Procedures. It outlines a framework for identification of internal and external risks specifically faced by the Company, measures for risk mitigation including systems and processes for internal control of identified risks. The policy is also made available on the website of the Company at <https://moldteckpackaging.com/pdf/Risk%20Management%20Policy23.pdf>

Pursuant to the requirement of Regulation 21 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has constituted a Risk Management Committee (RMC), consisting of Board members of the Company. The risk management procedure is reviewed by the Risk Management Committee and Board of Directors on a regular basis

The Company has in place a Risk Management framework to identify, evaluate business risks and challenges across the Company both at corporate level as also separately for each business division. The Company has in place a mechanism

to identify, assess, monitor and mitigate various risks to key business objectives.

During the year under review, there are no risks which in the opinion of the Board that threaten the existence of the Company. However, some of the risks which may pose challenges are set out in the Management Discussion and Analysis Report which forms part of this Annual Report.

PARTICULARS OF LOANS, GUARANTEES OR INVESTMENTS

The details pertaining to loans given, guarantees or securities provided or investments made by the Company under Section 186 of the Companies Act, 2013 during the year under review are forming part of the notes to the Financial Statements of this Annual Report.

PARTICULARS OF CONTRACT OR ARRANGEMENTS MADE WITH RELATED PARTIES

All related-party transactions (RPT) entered during the financial year were conducted in the ordinary course of business and on an arms-length basis. The Company, during the year, has not entered into any materially significant related-party transactions with Promoters, Directors, Key Managerial Personnel, or other persons that may have had a

potential conflict with the Company's interests. All related-party transactions are placed before the Audit Committee for review and approval. Prior omnibus approval is also obtained from the Audit Committee for repetitive related-party transactions that can be foreseen. The Audit Committee reviews all the related party transactions on quarterly basis.

In accordance with Section 134(3)(h) of the Companies Act, 2013, and Rule 8(2) of the Companies (Accounts) Rules, 2014, the particulars of the contracts or arrangements with related parties referred to in Section 188(1) of the Companies Act, 2013, in Form AOC-2 is attached as **Annexure A** to this Report.

In line with the requirements of the Companies Act, 2013 and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has a Policy on Materiality of and Dealing with Related Party Transactions, which is also available on the Company's website at <https://www.moldteckpackaging.com/investors.html#tab-5>

CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION, FOREIGN EXCHANGE EARNINGS AND OUTGO

The information pertaining to conservation of energy, technology absorption, Foreign Exchange Earnings and Outgo as required under Section 134(3)(m) of the Companies Act, 2013 read with Rule 8(3) of the Companies (Accounts) Rules, 2014 is annexed in **Annexure- C**.

ANNUAL RETURN

The Annual Return of the Company for the financial year 2024-25 as required under Section 92(3) and 134(3)(a) of the Companies Act, 2013 is available on the website of the Company and can be accessed on the Company's website at the link <https://www.moldteckpackaging.com/investors.html#tab-5>

MANAGEMENT DISCUSSION AND ANALYSIS REPORT

Management Discussion and Analysis Report for the year under review as stipulated under Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 is presented in a separate section forming part of this report.

CORPORATE GOVERNANCE

The Company is committed to maintaining the highest level of ethical practices and ensuring compliance with legal and regulatory requirements. A separate report on Corporate

Governance standards followed by the Company, as stipulated under Schedule V (C) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 is enclosed as a separate section forming part of this report.

The certificate from Mr. Ashish Kumar Gaggar, Company Secretary in Practice, Secretarial Auditor of the Company with regard to compliance of conditions of corporate governance as stipulated under Schedule V Part E of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and forms part of the Annual Report.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

The Business Responsibility and Sustainability Report of the Company in terms of the provisions of Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 for the Financial Year ended on March 31, 2025 is available as a separate section in this Annual Report.

INDIAN ACCOUNTING STANDARDS (IND AS)

The Company has adopted Indian Accounting Standards (Ind AS) with effect from April 01, 2017 pursuant to Ministry of Corporate Affairs' notification of the Companies (Indian Accounting Standards) Rules, 2015. The standalone financial statements of the Company, forming part of the Annual Report, have been prepared and presented in accordance with all the material aspects of the Indian Accounting Standards (Ind AS) as notified under Section 133 of the Companies Act 2013 read with the Companies (Indian Accounting Standards) Rules 2015 (by Ministry of Corporate Affairs (MCA)) and Regulation 33 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended and relevant amendment rules issued thereafter and guidelines issued by the Securities Exchange Board of India (SEBI). There was no revision of Financial Statements and Board Reports during the year under review.

COMPLIANCE WITH SECRETARIAL STANDARDS

In terms of Section 118(10) of the Companies Act, 2013, the Company complies with Secretarial Standards I and II, relating to the 'Meetings of the Board of Directors' and 'General Meetings', respectively as issued by the Institute of Company Secretaries of India (ICSI) and approved by the Central Government.

PARTICULARS OF EMPLOYEES

Disclosures required under Section 197 (12) of the Act read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, pertaining to remuneration and other details is annexed as **Annexure- D** to this report.

In terms of the provisions of Section 197(12) of the Companies Act, 2013 read with Rules 5(2) and 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, as amended thereof, a statement showing the names and other particulars of the employees drawing remuneration in excess of the limits set out in the said rules forms part of this report. Considering the provisions of Section 136 of the Companies Act, 2013 and the aforementioned rules, the annual report excluding the aforesaid information is being sent to the members of the Company. The said information is available for inspection by the members at the registered office of the Company or through electronic mode during business hours on working days up to the date of the forthcoming 28th AGM of the Company. Any member interested in obtaining a copy thereof may write to the Company Secretary at cs@moldtekpackaging.com in this regard.

TRANSFER OF UNCLAIMED DIVIDEND TO INVESTOR EDUCATION AND PROTECTION FUND

Pursuant to applicable provisions of the Act read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 (IEPF Rules), all unpaid or unclaimed dividends that are required to be transferred by the Company to the Investor Education and Protection Fund (IEPF or Fund) established by the Central Government, after completion of seven years from the date of the declaration of dividend are transferred to IEPF. Further, according to the Rules, the shares in respect of which dividend has not been paid or claimed by the shareholders for seven consecutive years or more are also transferred to the demat account of the IEPF Authority.

The Company had sent individual notices and advertised in the newspapers seeking action from the shareholders who have not claimed their dividends for seven consecutive years or more. Thereafter, the Company transferred such unpaid or unclaimed dividends and corresponding shares to IEPF.

During the financial year 2024-25, pursuant to provision of Section 124 of the Act, the Company has transferred a sum of ₹ 15,40,678 to the IEPF, the amount of dividend which was unclaimed/ unpaid for a period of seven years, declared for the financial year 2016-17.

Further, the Company has transferred 3,252 shares in respect

of which dividend has not been paid or claimed for seven consecutive years or more pursuant to Section 124 of the Act to the IEPF.

Shareholders/claimants whose shares or unclaimed dividend, have been transferred to the IEPF may claim those dividends and shares from the IEPF Authority by complying with prescribed procedure and filing the e-Form IEPF-5 online with MCA portal.

The dividend declared for the financial year ended March 31, 2018 and which remains unpaid/ unclaimed is due to be transferred to IEPF within statutory timelines, upon expiry of the period of seven years. The due dates for transfer of unclaimed dividend to IEPF are provided in the report on Corporate Governance.

Further the shares in respect of which dividend has not been paid or claimed for seven consecutive years will also be transferred to IEPF. Shareholders are requested to ensure that they claim the unpaid dividends referred to above before the dividend and shares are transferred to the IEPF pursuant to the provision of Section 124 of the Act.

DETAILS OF APPLICATION MADE OR ANY PROCEEDING PENDING UNDER THE INSOLVENCY AND BANKRUPTCY CODE, 2016 DURING THE YEAR

No applications have been made and no proceedings are pending against the Company under the Insolvency and Bankruptcy Code, 2016.

DETAILS OF DIFFERENCE BETWEEN AMOUNT OF THE VALUATION DONE AT THE TIME OF ONE TIME SETTLEMENT AND THE VALUATION DONE WHILE TAKING LOAN FROM THE BANKS OR FINANCIAL INSTITUTIONS ALONG WITH THE REASONS THEREOF

The Company has not made any such valuation during the Financial Year 2024-25.

SIGNIFICANT/MATERIAL ORDERS PASSED BY COURTS OR TRIBUNALS

No significant and material order has been passed by the regulators, courts, tribunals impacting the going concern status and Company's operations in future.

CREDIT RATING:

ICRA Limited vide its letter with ref. no. ICRA/MOLD-TEK Packaging Limited/16082024/1 dated August 16, 2024, has informed the company that as per the Rating Agreement/ Statement of Work executed with ICRA Limited, ICRA's

Rating Committee has taken the following rating actions for the mentioned instruments of the company:

Instrument	Rated Amount (₹ in Crores)	Rating
Short Term-Non-Fund Based-Others	11.00	[ICRA]A1; Reaffirmed/Assigned for enhanced amount.
Long Term-Fund Based-Term Loan	53.46	[ICRA]A+(Stable); Reaffirmed/ Assigned for enhanced amount.
Long Term-Unallocated	0.54	[ICRA]A+ (Stable); Reaffirmed.
Long Term-Fund Based-Cash Credit	95.00	[ICRA]A+ (Stable); Reaffirmed/ Assigned for enhanced amount.

EMPLOYEE STOCK OPTION SCHEME:

The Company grants share-based benefits to eligible employees with a view to attract and retain talent, align individual performance with the Company's objectives, and promote increased participation by them in the growth of the Company.

The Company has two Employees Stock Option Schemes viz. Scheme I - MTPL Employee Stock Option Scheme and Scheme II - MTPL Employee Stock Option Scheme-2016 (MTPL ESOS 2016). No fresh options have been granted to employees during the financial year 2024-25 under any scheme.

A statement containing relevant disclosures pursuant to Rule 12(9) of the Companies (Share Capital and Debentures) Rules, 2014 and Regulation 14 of the SEBI SBEB & SE Regulations 2021 is available on the website of the Company at <https://www.moldteckpackaging.com/investors.html#tab-5>.

Further, a certificate from the Secretarial Auditors of the Company as prescribed under SEBI (SBEB & SE) Regulations shall be placed before the members in the AGM.

CORPORATE SOCIAL RESPONSIBILITY (CSR):

The Corporate Social Responsibility Committee had formulated a Corporate Social Responsibility Policy (CSR Policy) indicating the CSR activities to be undertaken and the Company had constituted Corporate Social Responsibility Committee (CSR Committee). A copy of CSR Policy is available on the website of the Company and can be accessed on the Company's website at <https://moldteckpackaging.com/investors.html>. The policy encompasses the philosophy of the Company for delineating its responsibility as a corporate citizen and lays down the guideline and mechanism for

undertaking socially useful programs for welfare of the community at large and for under privileged community in the area of its operation in particular.

The Annual Report on CSR activities of the Company during the Financial Year 2025 containing the composition of the CSR Committee, salient features of the CSR Policy, details of activities, and other information as required under Companies (Corporate Social Responsibility Policy) Rules, 2014 are provided in **Annexure B** attached to this Report.

CODE OF CONDUCT FOR EMPLOYEES AND BUSINESS ETHICS AND CODE OF CONDUCT FOR BOARD MEMBERS, KEY MANAGERIAL PERSONNEL & SENIOR MANAGEMENT:

The Board of Directors of Mold-Tek Packaging Limited has adopted and oversees the implementation of the Company's Code of Conduct for Employees and Business Ethics, as well as the Code of Conduct for Board Members, Key Managerial Personnel, and Senior Management. These Codes are applicable to all Directors, Key Managerial Personnel, Senior Management Officers, and Employees of the company. They embody the Company's commitment to conducting business with integrity and in strict adherence to legal requirements. The Codes serve as a comprehensive framework for all covered individuals to follow in their daily roles, emphasizing the highest ethical standards.

Additionally, the Codes ensure that every member of the Company fulfills their responsibilities in accordance with relevant laws, while maintaining respectful relationships with colleagues, customers, suppliers, shareholders, and the broader community and regulatory bodies in which the Company operates.

At Mold-Tek, we aim to build trust and maintain strong relationships with all stakeholders, particularly our business partners and customers. Our Code of Conduct extends beyond internal responsibilities to encompass our interactions with external stakeholders. It serves as a practical guide for decision-making and supports us in navigating complex situations with confidence, enabling us to consistently make sound judgments.

HUMAN RESOURCES AND INDUSTRIAL RELATIONS:

The company ensures that it provides a harmonious and cordial working environment to all its employees. The Company believes that the quality of its employees is the key to its success and is committed to providing necessary human resource development and training opportunities to

equip employees with additional skills to enable them to adapt to contemporary technological advancements.

The Company has a structured induction process at all locations and management development programs to upgrade skills of managers. Objective appraisal systems based on Key Result Areas are in place for all employees. The Company is committed to nurture, enhance and retain talent through superior Learning & Organizational Development.

ACKNOWLEDGEMENTS:

The Board of the Company wishes to place on record their sincere appreciation of the dedication and commitment of all employees in continuing their achievements and excellence in all areas of the business. The Board thanks the shareholders,

customers, suppliers, bankers, other stakeholders and various departments of the State Government and the Central Government for their continuous support to the Company.

For and on behalf of the Board of Directors

Sd/-

J. LAKSHMANA RAO

Chairman & Managing Director

DIN: 00649702

Place: Hyderabad

Date : August 29, 2025

FORM NO. AOC -2

(Pursuant to clause (h) of sub-section (3) of section 134 of the Act and Rule 8(2) of the Companies (Accounts) Rules, 2014)

Disclosure of particulars of contracts/arrangements entered into by the company with related parties referred to in sub section (1) of section 188 of the Companies Act, 2013 including certain arm's length transaction under third proviso thereto.

1. Details of contracts or arrangements or transactions not at Arm's length basis:

There were no contracts or arrangements or transactions entered during the financial year ended March 31, 2025, which were not at arm's length Basis.

2. Details of material contracts or arrangements or transactions at Arm's length basis:

Sr. No.	Name (s) of the related party & nature of relationship	Nature of contracts/ arrangements/ transaction	Duration of the contracts/ arrangements/ transactions	Salient terms of the contracts or arrangements or transactions including the value, if any.	Date(s) of approval by the Board, if any.
1.	Mrs. A Seshu Kumari; Relative of Director.	Acting as Chief Financial Officer of the Company.	Not Applicable	Salary of ₹107.75 Lakhs p.a. paid during the F.Y. 2024-25.	<i>Dates of Approval by the Board:</i> September 02, 2021. <i>Dates of Approval by Members/ Shareholders:</i> September 30, 2021.
2.	Mr. J. Rana Pratap; Relative of Director.	Acting as Senior Vice President- Corporate of the Company.	Not Applicable	Salary of ₹118.79 Lakhs p.a. paid during the F.Y. 2024-25.	<i>Dates of Approval by the Board:</i> September 02, 2022. <i>Dates of Approval by Members/ Shareholders:</i> September 30, 2022.
3.	Mr. A Durga Sundee; Relative of Director.	Acting as Senior Vice President- Operations & Finance of the Company.	Not Applicable	Salary of ₹104.14 Lakhs p.a. paid during the F.Y. 2024-25.	<i>Dates of Approval by the Board:</i> September 02, 2022. <i>Dates of Approval by Members/ Shareholders:</i> September 30, 2022.
4.	Mrs. S Kavya Sarraju; Relative of Director.	Acting as Associate Vice President - Marketing of the Company.	Not Applicable	Salary of ₹46.78 lakhs p.a. paid during the F.Y. 2024-25.	<i>Date of Approval by the Board:</i> August 29, 2024. <i>Date of Approval by Members/ Shareholders:</i> September 26, 2024.
5.	Mrs. J. Navya Mythri	Acting as Financial Controller	Not Applicable	Salary of ₹35.78 lakhs p.a. paid during the F.Y. 2024-25.	<i>Date of Approval by the Board:</i> August 29, 2024. <i>Date of Approval by Members/ Shareholders:</i> September 26, 2024.

For and on behalf of the Board of Directors

Sd/-

J. LAKSHMANA RAO

Chairman & Managing Director

DIN: 00649702

Place: Hyderabad

Date : August 29, 2025

ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY (CSR) ACTIVITIES

[Pursuant to Section 135 of the Companies Act, 2013 (the Act) read with the Companies (Corporate Social Responsibility Policy) Rules, 2014]

1. A Brief outline of the Company's CSR Policy:

Mold-Tek Packaging Limited (MTPL) is committed to improve the lives of the people of the society in which it operates. The Company believes in “looking beyond business” and strives to create a positive impact on the communities it serves and on the environment. The Company is committed not just to profits, but also towards leaving a deeper imprint on the society as a whole. We understand that there is a need to strike a balance between the overall objectives of achieving corporate excellence and the company's responsibilities towards the community.

The purpose of MTPL's Corporate Social Responsibility Policy is to devise an appropriate strategy and focus for its CSR initiatives and lay down the broad principles based on which it will fulfil its CSR objectives. This Policy applies to all CSR activities undertaken by the Company, either directly or through implementing partners.

2. Composition of CSR Committee:

Sl. No.	Name of Director and Designation	Chairman/ Member	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1.	Mr. J. Lakshmana Rao Chairman & Managing Director	Chairman	2	2
2.	Mr. Venkateswara Rao Pattabhi Deputy Managing Director	Member	2	2
3.	Mr. Subramanyam Adivishnu Deputy Managing Director	Member	2	2
4.	Mrs. Madhuri Venkata Ramani Viswanadham Non- Executive Independent Director	Member	2	2

3. Provide the web-link where Composition of CSR committee, CSR Policy and CSR projects approved by the board are disclosed on the website of the Company:

<https://www.moldteckpackaging.com/investors.html#tab-5>

4. Provide the executive summary along with web-link(s) of Impact Assessment of CSR Projects carried out in pursuance of sub-rule (3) of rule 8, if applicable:

Not applicable.

5. (a) Average Net Profit of the Company as per Section 135(5) of the Companies Act, 2013: ₹9174.24 lakhs
- (b) Two percent of average net profit of the company as per section 135(5): ₹183.48 lakhs
- (c) Surplus arising out of the CSR projects or programmes or activities of the previous financial years: Nil
- (d) Amount required to be set off for the financial year, if any: Nil
- (e) Total CSR obligation for the financial year [(b)+(c)-(d)]: ₹183.48 lakhs
6. (a) Amount spent on CSR Projects (both ongoing projects and other than ongoing projects) : 157.13 Lakhs
(Details Separately Mentioned at the end of this Annexure)
- (b) Amount spent on Administrative Overheads : Nil
- (c) Amount spent on Impact Assessment, if applicable: Nil
- (d) Total amount spent for the Financial Year [(a)+(b)+(c)]: 157.13 Lakhs

e) CSR amount spent or unspent for the financial year:

Total Amount Spent for the Financial Year. (₹ in lakhs)	Amount Unspent (in ₹ lakhs)				
	Total Amount transferred to Unspent CSR Account as per Section 135(6).		Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5).		
	Amount.	Date of transfer.	Name of the Fund	Amount.	Date of transfer.
157.13	26.35	April 30, 2025	Not Applicable		

(f) Excess amount for set off, if any: Nil.

7. Details of Unspent CSR amount for the preceding three financial years:

Sr. No.	Preceding Financial Year	Amount transferred to Unspent CSR Account under section 135 (6) (₹ in lakhs)	Balance Amount in Unspent CSR Account under Section 135(6) of the Act (₹ in lakhs)	Amount spent in the reporting Financial Year (₹ in lakhs).	Amount transferred to any fund specified under Schedule VII as per section 135(6), if any			Amount remaining as on March 31, 2025 to be spent in succeeding financial years (₹ in lakhs)
					Name of the Fund	Amount (in ₹)	Date of transfer	
1.	F.Y. 2021-22	46.83	17.94	-	Clean Ganga	17.94	30-04-2025	-
2.	F.Y. 2022-23	123.41	20.07	2.00	Not Applicable			18.07
3.	F.Y. 2023-24	90.85	70.78	34.48	Not Applicable			36.30
	TOTAL	261.09	108.79	36.48	-	17.94	-	54.37

8. Whether any capital assets have been created or acquired through CSR amount spent in the financial year: Not Applicable

9. Specify the reason(s), if the company has failed to spend two per cent of the average net profit as per section 135(5):

Some of the CSR projects are of long term in nature for a duration of 2-3 years, hence the funds allocated to such projects will be spent as per the time lines and such unspent amount as on March 31, 2025 has been transferred to Unspent CSR Account on April 30, 2025 and to be spent towards the projects identified as ongoing projects as on date of transfer of funds.

DETAILS OF CSR AMOUNT SPENT AGAINST ONGOING PROJECTS FOR THE FINANCIAL YEAR:

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	(9)	(10)	(11)	
Sl. No.	Name of the Project	Item from the list of activities in Schedule VII to the Act.	Local area (Yes/ No)	Location of the project		Project duration	Amount Allocated for the project (₹ in lakhs)	Amount spent in the current financial Year (₹ in lakhs)	Amount transferred to Unspent CSR Account for the project as per Section 135(6) (₹ in lakhs)	Mode of Implementation - Direct (Yes/ No).	Mode of Implementation - Through Implementing Agency	
				State.	District.						Name	CSR Registration number
1.	Zilla Parishad High School – Vavilala	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects	Yes	Telangana	Sangareddy	3 years	28.35	2.00	26.35	Yes	Not Applicable	Not Applicable
TOTAL							28.35	2.00	26.35			

DETAILS OF CSR AMOUNT SPENT AGAINST OTHER THAN ONGOING PROJECTS FOR THE FINANCIAL YEAR:

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	
Sl. No.	Name of The Project	Item from the list of activities in Schedule VII to the Act.	Local area (Yes/No).	Location of the project.		Amount spent for the project (₹ in lakhs)	Mode of implementation -Direct (Yes/No).	Mode of implementation - Through implementing agency.	
				State.	District.			Name.	CSR registration number
1.	Contribution to CM Relief Fund-Andhra Pradesh	Disaster management, including relief, rehabilitation and reconstruction activities.	No	Andhra Pradesh	Not Applicable	25.00	Yes	Not Applicable	Not Applicable
2.	Contribution to CM Relief Fund-Telangana.	Disaster management, including relief, rehabilitation and reconstruction activities.	Yes	Telangana	Not Applicable	25.00	Yes	Not Applicable	Not Applicable
3.	Zilla Parishad High School School – Annaram.	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.	Yes	Telangana	Sangareddy	11.67	Yes	Not Applicable	Not Applicable
4.	Construction of Gurukul and imparting Vedic Education.	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.	No	Karnataka	Bengaluru	5.00	No	Through Implementing Agency- Sri Dharma Chara Seva Trust	CSR Reg. No. CSR00056226
5.	Contribution towards Daily Free Food Distribution in the areas of Attapur in Hyderabad.	Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.	Yes	Telangana	Hyderabad	18.00	No	Through Implementing Agency- International Society for Krishna Consciousness	CSR Reg. No. CSR00005241
6.	Ambulance Sponsorship.	Promoting health care including preventive healthcare and rural development.	No	Goa	-	39.40	Yes	Not Applicable	Not Applicable
7.	Bicycles Sponsorship	Promoting Education and Promoting gender equality, empowering women, setting up homes and hostels for women.	No	Goa	-	13.55	Yes	Not Applicable	Not Applicable

(1)	(2)	(3)	(4)	(5)		(6)	(7)	(8)	
Sl. No.	Name of The Project	Item from the list of activities in Schedule VII to the Act.	Local area (Yes/No).	Location of the project.		Amount spent for the project (₹ in lakhs)	Mode of implementation -Direct (Yes/No).	Mode of implementation - Through implementing agency.	
				State.	District.			Name.	CSR registration number
8.	Contribution/ Supplies to Balala Hakkula Sangam	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.	Yes	Telangana	Hyderabad	5.51	Yes	Not Applicable	Not Applicable
9.	Contribution/ to M. Venkatarangaiya Foundation	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects	Yes	Telangana	Hyderabad	5.00	No	Through Implementing Agency- M. Venkatarangaiya Foundation	CSR Reg. No. CSR00011382
10.	Contribution/ to Ashray Akruti	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.	Yes	Telangana	Hyderabad	5.00	Yes	Not Applicable	Not Applicable
11.	Contribution to Sri Vijayasankara Desika Trust for imparting Vedic Education.	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.	Yes	Telangana	Hyderabad	2.00	Yes	Not Applicable	Not Applicable
TOTAL						155.13			

For an on behalf of the Board

Place : Hyderabad
Date : August 29, 2025

Sd/-
J. Lakshmana Rao
Chairman and Managing Director
DIN: 00649702

Sd/-
Subramanyam Adivishnu
Deputy Managing Director
DIN: 00654046

ANNEXURE-C

[Pursuant to Section 134(3)(m) of the Companies Act, 2013 read with Rule 8(3) of the Companies (Accounts) Rules, 2014]

a. Conservation of energy:

Mold-Tek Packaging Limited has ambitious goals that it strives to achieve in the years to come as part of its sustainability planning. The Company has set targets for ESG commitments, inter-alia, related to Energy Conservation, Nature- Positive and Safe Workplace, Equitable and Inclusive Workplace, Water Stewardship, Ethics, Transparency, Quality, Accountability and Governance and promoting education, healthcare, women empowerment and sanitation through its CSR initiatives and has a positive impact on the society and environment at large. The Company monitors the performance against the specific commitments on an ongoing basis.

Energy conservation is one of the main focus areas of the Company. Close monitoring of power & fuel consumption is done to minimize/recycle the wastages and ensure optimum utilization of energy which leads to improvement in product efficiencies which have direct impact on energy consumption. Energy data is analysed on regular basis for consumption trends and appropriate corrective actions are taken accordingly.

The steps taken or impact on conservation of energy:

- a. Periodic Monitoring and Analysis of energy consumption to identify trends and address anomalies.
- b. Replacement of Conventional Lighting with energy-efficient LED fixtures across manufacturing facilities;
- c. Strict Evaluation of Energy-Intensive Equipment before procurement, ensuring only efficient systems are deployed.;
- d. Process Optimization to reduce energy consumption through streamlined material handling and layout improvements.
- e. Machine “On” Alarms and Auto-Switch-Off Systems to prevent unnecessary usage.
- f. Standardization and Sharing of Best Practices for energy efficiency across all units.
- g. Transition from Hydraulic to Electric Machines to improve energy efficiency and reduce carbon footprint.

- h. Installation of Solar Power Systems across select manufacturing units to increase renewable energy usage.

The Company has invested on the research and innovation which has resulted in energy management and optimum utilization of resources, reduction of carbon footprint and improve the efficiency of the processes.

Environmental and Social impact assessment is one of the key inputs for the new product development/ process changes. Capital expenditure and R&D spends incurred by the Company embeds cost incurred to mitigate environmental & social hazards. These are inseparable cost of the projects and hence separately identifying such cost is not feasible but still the company has made reasonable estimations to derive the same. Increasing share of renewable energy in overall energy portfolio is a flagship initiative which demonstrated our commitment towards sourcing clean energy and transition to low carbon operation having a direct impact on the environment.

A total of ₹703.80 lakhs (i.e. 0.90% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes.

b. Technology absorption:

The Company operates in a technology-intensive industry where continuous innovation is essential to maintain market leadership. Mold-Tek has a centralized integrated tool room that plays a pivotal role in:

- Mold development and maintenance
- Faster time-to-market for new designs
- Cost-effective product development

The tool room is a critical enabler of innovation, supported by significant top management involvement in design and process advancements.

Key Areas of Technology Absorption:

- Development of custom molds and automated systems

- In-house creation and enhancement of robotics and process equipment
- Digitalization of manufacturing processes for precision and consistency
- Proactive R&D investments to drive continuous improvements

These initiatives are aimed at strengthening operational capabilities and enhancing product performance, thereby improving market responsiveness and profitability.

c. Foreign exchange earnings and outgo:

The foreign exchange earned in terms of actual inflows during the year and the foreign exchange outgo during the year in terms of actual outflows:

₹ in lakhs

Particulars	2024-25	2023-24
Foreign exchange earnings	932.08	425.64
Foreign exchange outgo	8,879.49	7,733.94

For and on behalf of the Board of Directors

Sd/-

J. LAKSHMANA RAO

Chairman & Managing Director

DIN: 00649702

Place: Hyderabad

Date : August 29, 2025

Disclosure under Section 197(12) of the Companies Act, 2013 read with Rule 5 Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

a. Remuneration details of Directors and KMP of the Company for the financial year 2024-25 is as follows:

Name	Designation	Remuneration (₹ in lakhs)	Ratio to median remuneration	Increase % (short-term employee benefits)	Increase % (including leave encashments)
Mr. J. Lakshmana Rao	Chairman & Managing Director	328.80	75.42: 1	10.48	28.11*
Mr. A. Subramanyam	Deputy Managing Director	396.51	90.96: 1	10.46	27.34*
Mr. P. Venkateswara Rao	Deputy Managing Director	258.65	59.33: 1	3.58	18.58*
Mr. M. Srinivas	Whole time Director	118.44	27.25: 1	10.90	(21.54)**
Dr. T. Venkateswara Rao	Independent Non-Executive Director	1.30	N.A.	N.A.	N.A.
Mr. Eswara Rao Immaneni	Independent Non-Executive Director	1.90	N.A.	N.A.	N.A.
Mrs. Madhuri VRV	Independent Non-Executive Director	1.80	N.A.	N.A.	N.A.
Mr. T Dhanraj Tirumala Narasimha	Independent Non-Executive Director	1.60	N.A.	N.A.	N.A.
Mr. Ramnath Ponnuswamy	Independent Non-Executive Director	1.60	N.A.	N.A.	N.A.
Mrs. A. Seshu Kumari	Chief Financial Officer	107.75	N.A.	15.00	59.13 [^]
Mr. Subhojeet Bhattacharjee	Company Secretary & Compliance Officer	9.16	N.A.	(6.91)\$	(6.91) [§]
Miss Harshita Suresh Chandnani	Company Secretary & Compliance Officer	0.75	N.A.	N.A. &	N.A.&

* Payment of Leave encashment to Executive Directors pertaining to 01-04-2019 to 31-03-2024.

** Decrease in percentage due to payment of Leave encashment & Gratuity paid in previous financial year pertaining to pre directorship role in the Company.

[^] Payment of Leave encashment & Gratuity.

\$ Subhojeet Bhattacharjee resigned (up to 13 December, 2024).

& Harshita Suresh Chandnani was appointed as Company Secretary w.e.f. from 11th March, 2025.

b. Percentage increase in the median remuneration of employees in the financial year 2024-25: 7.91%

c. Number of permanent employees on the rolls of the Company as on 31st March, 2025: 834

- d. **Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:**

The aggregate remuneration of employees excluding whole-time directors grew by 21.93% over the previous financial year. The aggregate remuneration for KMPs grew by 20.07% over the previous financial year. This was based on the recommendation of the Nomination and Remuneration Committee to revise the remuneration as per industry benchmarks. There was no exceptional circumstance or increase for managerial personnel in the last financial year.

- e. **It is hereby affirmed that the remuneration paid is as per the Remuneration Policy, applicable for Directors, Key Managerial Personnel and other employees, adopted by the Company.**

For and on behalf of the Board of Directors

Sd/-

J. LAKSHMANA RAO

Chairman & Managing Director

DIN: 00649702

Place: Hyderabad

Date : August 29, 2025

Form No. MR-3
SECRETARIAL AUDIT REPORT

FOR THE FINANCIAL YEAR ENDED 31st MARCH, 2025

[Pursuant to section 204(1) of the Companies Act, 2013 and Rule No. 9 of the Companies (Appointment and Remuneration Personnel) Rules, 2014]

To,
The Members,
Mold-Tek Packaging Limited
8-2-293/82/A/700,
Ground Floor, Road No.36, Jubilee Hills,
Hyderabad-500 033, Telangana

I have conducted the secretarial audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by Mold-Tek Packaging Limited (hereinafter called the “Company”). Secretarial Audit was conducted in a manner that provided me a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing my opinion thereon.

Based on my verification of the company’s books, papers, minute books, forms and returns filed and other records maintained by the company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of secretarial audit, I hereby report that in my opinion, the company has, during the audit period covering the financial year ended on 31st March 2025 complied with the statutory provisions listed hereunder and also that the Company has proper Board-processes and compliance-mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

I have examined the books, papers, minute books, forms and returns filed and other records maintained by company for the financial year ended on 31st March 2025 according to the provisions of:

- (i) The Companies Act, 2013 (the Act) and the rules made thereunder;
- (ii) The Securities Contracts (Regulation) Act, 1956 (‘SCRA’) and the rules made thereunder;
- (iii) The Depositories Act, 1996 and the Regulations and Bye-laws framed thereunder;
- (iv) Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent of Foreign Direct Investment, Overseas Direct Investment and External Commercial Borrowings;
- (v) The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 (‘SEBI Act’):-

- (a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;
- (b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;
- (c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements), Regulations, 2018; **[Not Applicable as there was no reportable event during the period under review];**
- (d) Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021.
- (e) Securities and Exchange Board of India (Issue and Listing of Non-Convertible Securities) Regulations, 2021; **[Not Applicable as there was no reportable event during the period under review];**
- (f) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client; **[Not Applicable as the company is not registered as Registrar to Issue and Share Transfer Agent during the Financial Year under review];**
- (g) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2021; **[Not Applicable as there was no reportable event during the period under review];**
- (h) The Securities and Exchange Board of India (Buyback of Securities) Regulations, 2018 **[Not Applicable as there was no reportable event during the period under review];**
- (i) Securities and Exchange Board of India (Depositories and Participants) Regulations, 2018;
- (vi) The Industry Specific Acts, Labour and other applicable laws as provided by the management of the company:

I have also examined compliance with the applicable clauses of following:

- i. Secretarial Standards issued by The Institute of Company Secretaries of India with respect to board and general meetings.
- ii. The listing agreements entered into by the company with BSE Limited and National Stock Exchange of India Limited (NSE) and The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, as amended from time to time.

During the period under review the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines, Standards, etc. mentioned above.

I further report that

The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. The changes in the composition of the Board of Directors that took place during the period under review were carried out in compliance with the provisions of the Act.

Adequate notice is given to all directors to schedule the Board Meetings, agenda and detailed notes on agenda were sent at least seven days in advance, and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting. Further, the meetings held at shorter notice were in compliance with SS-1 Secretarial Standard on Meetings of the Board of Directors.

Majority decision is carried through while the dissenting members' views are captured and recorded as part of the minutes.

I further report that based on the information provided and the representation made by the Company, taken on record by the Board of Directors of the Company, in my opinion there are adequate systems and processes in the company commensurate with the size and operations of the company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

I further report that during the audit period no events occurred which had bearing on the Company's affairs in pursuance of the above referred Laws, Rules, Regulations, Guidelines, Standards etc.

Sd/-

Ashish Kumar Gaggar
Company Secretary in Practice

FCS : 6687

CP No. : 7321

PR : 6795/2025

UDIN : F006687G001126971

Date : August 29, 2025

Place : Hyderabad

SECRETARIAL AUDIT REPORT

To
The Members
Mold-Tek Packaging Limited
8-2-293/82/A/700,
Ground Floor, Road No.36, Jubilee Hills,
Hyderabad-500 033, Telangana

My report of even date is to be read along with this letter

1. Maintenance of Secretarial records is the responsibility of the management of the Company. My responsibility is to express an opinion on these secretarial records based on my audit.
2. I have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the Secretarial records. The verification was done on test basis to ensure that correct facts are reflected in secretarial records. I believe that the processes and practices, I followed provide a reasonable basis for my opinion.
3. I have not verified the correctness and appropriateness of financial records and books of accounts of the Company.
4. Wherever required, I have obtained the Management representation about the compliance of laws, rules and regulations and happening of events etc.
5. The compliance of the provisions of corporate and other applicable laws, rules, regulations, standards is responsibility of Management. My examination was limited to the verification of procedures on test basis.
6. The Secretarial Audit Report is neither an assurance as to the further viability of the Company nor of the efficacy or effectiveness with which the management has conducted the affairs of the Company.

Sd/-

Ashish Kumar Gaggar
Company Secretary in Practice

FCS : 6687

CP No. : 7321

PR : 6795/2025

UDIN : F006687G001126971

Date : August 29, 2025

Place : Hyderabad

MANAGEMENT DISCUSSION AND ANALYSIS

1. COMPANY OVERVIEW:

MOLD-TEK PACKAGNG LIMITED originally established 1985, pioneered the introduction of IML Technology in India. Today the Company stands as the India's largest producer of IML molded rigid Plastic Packaging. Mold-Tek's commitment to innovation is underscored by its advanced R&D center in Hyderabad, which has secured 4 patents, with 5 in the pipeline in India. Mold-Tek believes in practicing excellent corporate governance and maintaining a culture of professional management, which provides the Company with a competitive advantage in the marketplace. The Company prides itself on practicing excellent corporate governance and maintaining a culture of professional management, which provides a long-term competitive advantage. Mold-Tek had developed a well-diversified business model that caters to the evolving needs of its customers. The Company combines Pharma-Packs, Paints -Packs, Lubricants-Pack, Food and FMCG-Packs etc. under one umbrella. Such a diversified approach helps mitigate potential uncertainties in the business environment, positioning the Company for sustainable growth. By focusing on its strategic objectives and delivering a unique value proposition to customers, Mold-Tek continues to drive long-term value creation for shareholders and stakeholders. Mold-Tek has maintained a consistent strategy and business model. We have a unique combination of widest product portfolio under one roof, customized innovation, always ahead in product development curve, scale and global reach. By remaining focused on our strategy and our unique value proposition for customers, the Company will continue to grow and drive long term value creation for shareholders and other stakeholders. The Company's diversification into new product segments, such as

Pharma-Packs and entry into new geographies augur well for future growth.

With major projects nearing completion, Mold-Tek is poised for a bright future of growth, greater value, innovative products, and sustainable profitability. The Company's strategic investments and a focus on customer needs, combined with a capable and experienced team and a people-first approach, ensure that Mold-Tek will continue to thrive and create value for all stakeholders.

2. MACROECONOMIC OVERVIEW AND OUTLOOK:

2.1 Global Economy

Despite a challenging global landscape, India's economy demonstrated remarkable resilience. The country solidified its position as the world's fifth largest economy, showcasing its significant economic strength and establishing itself as one of the fastest growing major economies.

According to the latest projections of International Monetary Fund, in the near term, global growth is projected to fall from an estimated 3.3% in 2024 to 2.8% in 2025, before recovering to 3% in 2026. This is lower than the projections in the January 2025 of World Economic Outlook Update by 0.5% point for 2025 and 0.3% point for 2026, with downward revisions for nearly all countries. For advanced economies, growth forecast is projected to drop from an estimated 1.8% in 2024 to 1.4% in 2025 and 1.5% in 2026.

Source: 1) <https://www.imf.org/en/Publications/WEO/Issues/2025/04/22/world-economic-outlook-april-2025>

Global growth is set to weaken to an average annual rate of 2.9% this year (or 2.5% in the fourth quarter), as U.S. declaration weighs on the rest of the world. Inflation is likely to slow in most countries, except in the U.S., where tariffs may increase consumer prices to a peak in the third quarter. Central banks could react to lower growth and inflation with rate cuts, except for the U.S., where rates are likely to remain steady until March 2026. Governments in the U.S, Europe and China may spend more to stimulate growth, increasing their deficits.

Source: 2) <https://www.morganstanley.com/insights/articles/economic-outlook-midyear-2025>



2.2 INDIAN ECONOMY



Despite a challenging global landscape, India's economy demonstrated remarkable resilience. The country solidified its position as the world's fifth-largest economy, showcasing its significant economic strength and establishing itself as one of the fastest-growing major economies.

As per Ministry of Finance, despite global uncertainty, India has displayed steady economic growth. India's real GDP growth of 6.4 per cent in FY25 remains close to the decadal average. From an aggregate demand perspective, private final consumption expenditure at constant prices is estimated to grow by 7.3 per cent, driven by a rebound in rural demand. On the supply side, the real gross value added (GVA) is estimated to grow by 6.4 per cent. The agriculture sector is expected to rebound to a growth of 3.8 per cent in FY25. The industrial sector is estimated to grow by 6.2 per cent in FY25. Strong growth rates in construction activities and electricity, gas, water supply and other utility services are expected to support industrial expansion. Growth in the services sector is expected to remain robust at 7.2 per cent, driven by healthy activity in financial, real estate, professional services, public administration, defence, and other services.

Source: <https://www.indiabudget.gov.in/economicsurvey/doc/echapter.pdf>

Looking ahead, India's economic prospects for FY26 are balanced. Headwinds to growth include elevated geopolitical and trade uncertainties and possible commodity price shocks. Domestically, the translation of order books of private capital goods sector into sustained investment pick-up, improvements in consumer confidence, and corporate wage pickup will be key to promoting growth. Rural demand backed by a rebound in agricultural production, an anticipated easing of food inflation and a stable macro-

economic environment provide an upside to near-term growth. Overall, India will need to improve its global competitiveness through grassroots-level structural reforms and deregulation to reinforce its medium-term growth potential.

3. INDUSTRY OVERVIEW:

3.1 Rigid Plastic Industry: The Global Rigid packing market is estimated to be valued at \$ 238 billion in 2025 and is expected to reach \$ 331 billion by 2032 exhibiting a compound annual growth rate (CAGR) of 4.8% from 2025 to 2032. The India rigid plastic packaging market size is valued at \$ 14 billion in 2025 and is forecast to reach \$ 19 billion by 2030, advancing at a 6.32% CAGR over the period. The market is experiencing positive growth due to increasing demand for packaged goods and beverages globally. Rising preference of consumers towards packages products due to lifestyle and growing busy schedules has propelled the sales of rigid packaging of e-commerce platforms.

Source: <https://www.coherentmarketinsights.com/market-insight>

As rigid plastic packaging is the best alternatives for recyclability and reusability, this type of packaging material is rapidly replacing traditional packaging materials. It is expected that the market will register a CAGR of 9.36% between 2024 and 2029, driven by lower-cost packaging, technological innovation, increasing demand of packaged products, especially by middle-class consumers and modern retail formats and a growing desire for higher-quality products.

Source: <https://www.mordorintelligence.com/industry-reports/india-rigid-plastic-packaging-market>

3.2 Paint-Packaging Industry: It's expected to reach USD 10.46 billion in 2025 and is projected to reach USD 16.37 billion by 2030, reflecting a CAGR of 9.38% from 2025 to 2030.



3.3 Lubricants-Packaging Industry: The Indian lubricants packaging industry is experiencing reasonable growth, driven by increasing industrialization, automotive sales, and a growing focus on sustainable packaging solutions. The market is expected to expand at a CAGR of around 4-5% between 2025 and 2030.



3.4 FMCG-Packaging Industry: The Indian FMCG industry experienced a noteworthy 6% growth in value during Q4 FY2024, primarily attributed to a 6.4% increase in volume. This surge in volume indicates positive consumption patterns and robust demand for FMCG nationwide.



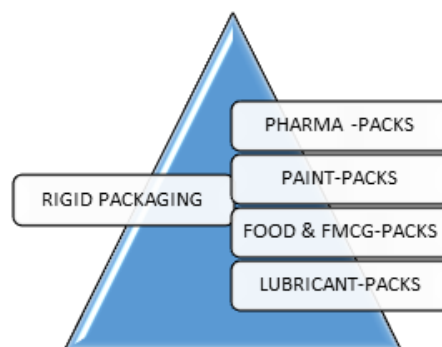
3.5 Food and Beverages-Packaging Industry: The Indian FMCG rigid packaging industry is experiencing substantial growth, driven by increased demand from the food, beverage, and pharmaceutical sectors, as well as the expanding government initiatives supporting the industry.

3.6 Pharma-Packaging Industry: The market is projected to grow at a CAGR of 6.10% to 13.4% between 2024 and 2033, reaching a value of \$3.4 billion to \$42.5 billion by 2030.

Source: <https://www.mordorintelligence.com/industry-reports/india-pharmaceutical-packaging-market>



4. BUSINESS SEGMENTS AND PERFORMANCE:



4.1 Pharma-Packs: The pharma-packaging sector has shown encouraging momentum in FY 2024–25, achieved sales ₹11 crores for the year. By end of 1st year itself, company achieved close to 50% capacity utilization and crossed breakeven level in Q4. This rapid growth underscores the division's ability to contribute handsomely in near future. The surge in demand is driven by increased orders from leading companies in India and enquiries from other international markets, reaffirming the division's compliance with global quality and regulatory standards. This international traction is a testament to the company's ability to meet stringent packaging requirements and deliver consistent value. With a renewed focus on scalable infrastructure, automation, and innovations in packaging solutions, the company is well-positioned to capture further growth in the global pharma ecosystem.

4.2 Paint-Packs: During FY 2024–25, the company has considerably increased its production capacity at Panipat (Haryana), Satara (Maharashtra) and Cheyyar (Tamil Nadu) to effectively meet the increased demand from the Aditya Birla Group. These strategically located facilities are equipped with modern infrastructure to support high-volume production and timely delivery. This capacity expansion reflects the company's commitment to serving key clients and maintaining operational excellence as order volumes rise. During the year Paint-Pack segment has achieved a volume growth of 6.79% to 18,081 MT from 16932 MT and registered a solid sales growth of 13.39% to ₹341.96 crores from ₹301.59 crores.

4.3 Food & FMCG-Packs: As our IML printing capacities enhanced, Q4 registered solid sales growth of 14.23% to ₹257.4 crores from ₹225.34 crores and in this segment showing the Company's leadership position in Food & FMCG sectors where growth was stagnated last year due to lack IML capacity. We expect good growth in FY 2025-26, as production of FMCG products start in

Panipat from June, 2025. During the year Food and FMCG-Pack segment has achieved a volume growth of 14.67% to 10,694 MT from 9326 MT.

4.4 Lubricant-Packs: During FY 2024–25, the Company’s Lube-Packs segment registered a marginal sales growth of 0.90%, increasing to ₹170.00 crores from ₹168.59 crores in the previous year. However, the segment recorded a nominal decline of 2% in volume, decreasing to 9,212 MT from 9,403 MT on a year-on-year basis.

5. NEW PRODUCTS & DEVELOPMENTS:

Pharma Packaging Unit: In the current financial year, the company has developed a wide range of pharma packaging products designed to suit diverse clientele. The product mix has been strategically conceptualized to offer variety while effectively catering to the specific needs of our customers.

Tablet Containers with CT CR closures:

- *Added numerous higher weight bottles using our in-house tool room to add to our product basket. Quick development of these packs gave great confidence in Moldtek*
- *Squeeze and lock cap is a revolutionary new idea designed to give child resistant functionality with a single piece construction. Our new design gives stability even at higher vacuum pressurized conditions*
- *2 new products for a MNC company shall ensure occupancy over 50% for IBM machines. Started coloured and White CRC supplies to over 3customers*

Effervescent tubes:

- *Capacity for highest selling SKU is planned to be doubled by Q2. This SKU has reached almost full utilization and is estimated to go further up.*
- *Improved version of spiral cap launched to be stable at high temperature and Rh levels, based on need from India’s largest EV tablet manufacturer*

Desiccant Canisters:

- *Orders started for most high-selling size through a direct export order but domestic establishment is taking more time for stability tests than anticipated. As this product goes inside tablet container, the testing is more stringent*
- *New filling machine added to increase filling capacity. Dust-free version and online weight control added*

6. DISCUSSION ON FINANCIAL PERFORMANCE:

During the financial year 2024-25 we achieved a decent volume growth of 7.30% reaching 38,264 MT, up from 35,661 MT in FY 2023-24 across various segments, this growth was driven by acquiring new customers and expanding into new markets. Our revenue for F.Y. 2024-25 stood at ₹ 78,132 lakhs, reflecting a growth of 11.83% from ₹ 69,864.96 lakhs in F.Y 2023-24. EBDIT for the period increased by 6.98% to ₹ 14,385.84 lakhs from ₹ 13,447.34 lakhs. Net Profit declined by 09.05% to ₹6055.23 lakhs as compared to ₹ 6658.56 lakhs in the previous corresponding period due to increased depreciation & finance cost. During the year, despite tremendous price volatility of key raw materials, the EBITDA margin has been maintained at a healthy 18.36%.

FINANCIAL AND OPERATIONAL PERFORMANCE – OVERVIEW:

₹ lakhs except EPS

Particulars	2024-25	2023-24	2022-23	2021-22	2020-21
Revenue	78,132	69,865	72,992	63,147	47,893
EBITDA	14,386	13,448	13,682	12,225	9,656
Exceptional items	-	-	-	-	108
PBT	8,127	8,863	10,272	8,651	6,405
Net Profit	6,055	6,659	8,043	6,366	4,808
BEPS (Face Value of ₹5)	18.22	20.07	24.40	22.12	16.86

The Company has 13 state of the art manufacturing facilities spread across India, with a total installed capacity of 55000 TPA. In addition to being a market leader in the Rigid Plastic Packaging sector, Mold-Tek has emerged as a complete packaging solutions provider with wider range of products and value-added services.

7. KEY FINANCIAL INDICATORS:

In accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”) the Company is required to give details of significant changes (i.e., change of 25% or more as compared to the immediately previous financial year) in key financial ratios. There is no significant change (i.e., 25% or more) in key financial ratios viz. Current Ratio, Debt Equity Ratio, Inventory Turnover, Operating Profit Margin & Net Profit Margin.

Ratio	Numerator/Denominator	31-Mar-25	31-Mar-24	Variance %
(a) Current Ratio	Current Assets/Current Liabilities	1.60	1.91	-16.31%
(b) Debt-Equity Ratio [@]	Total Debt/Total equity	0.28	0.22	27.65%
(c) Debt Service Coverage Ratio	Earnings available for debt service/Debt Service	5.50	5.86	-5.99%
(d) Return on Equity Ratio (in %)	Net Income/Average Shareholder's Equity	9.83	11.55	-14.91%
(e) Inventory turnover Ratio	Sales/Average Inventory	6.72	7.37	-8.80%
(f) Trade Receivables Turnover Ratio	Total Sales/Average Trade receivables	6.79	6.33	7.23%
(g) Trade Payables Turnover Ratio	Total Purchases/Average Trade Payables	16.70	17.25	-3.20%
(h) Net Capital Turnover Ratio*	Net Sales/Working Capital	6.90	5.34	29.17%
(i) Net Profit Ratio (in %)	Net Profit/Net Sales	7.76	9.57	-18.92%
(j) Return on Capital Employed (in %)	EBIT/Capital Employed	11.25	12.81	-12.17%

[@] Owing to additional borrowings during the year for expansion

*Net Capital Turnover Ratio increased due to increase in debt on account of new facilities and expansion of existing units

8. STRATEGIC OUTLOOK:

Your Company will maintain its strategic direction in FY 2024-25, with a clear focus on enabler projects designed to enhance competitiveness in the near term. The key areas of emphasis will include:

- **Operational Excellence** – driving efficiency, cost optimization, and quality enhancement across operations.
- **Renewable Energy Integration** – expanding the share of clean energy in our consumption mix to reduce carbon footprint.
- **Machine and Mould Modernization** – upgrading equipment to improve productivity, precision, and flexibility.
- **Plant Turnarounds** – implementing planned maintenance and efficiency improvement programs to boost up time.
- **Comprehensive Technology Roadmap** – deploying digital tools, automation, and analytics to strengthen operational control.



In line with our cost optimization initiatives, all printing operations of Unit-6 have been shifted to Unit-10. This strategic consolidation is expected to generate significant savings in fixed costs, including salaries and administrative expenses, while ensuring better utilization of resources.

In parallel, the Company will intensify engagement with key customers and focus on building strategic business segments in Food & Beverages, Personal Care, Home Care, and Beauty & Wellness. These initiatives are aimed at capturing emerging market opportunities, enhancing brand equity, and reinforcing long-term growth.

9. SUSTAINABILITY AND ESG INITIATIVES:

Mold-Tek is deeply committed to sustainability, continuously enhancing the environmental performance of its products, operations, and supply chain. By prioritizing product efficiency and eliminating high-impact gases, the Company has significantly reduced its carbon footprint. Recognizing that sustainability not only benefits the environment but also enhances business performance, Mold-Tek stays ahead of customer demand for sustainable products and practices. This commitment positions the Company as an industry leader, dedicated to protecting the planet while driving innovation.

9.1 Environment

Mold-Tek actively promotes sustainable practices and contributes to the circular economy. The Company offers mono-layered film structures to facilitate recycling and collaborates with renowned global brands to provide structure rationalization and recyclability solutions. Mold-Tek reduces plastic usage without compromising product integrity. Beyond film production, Mold-Tek implements green energy practices, waste reduction, and water treatment initiatives, including rainwater harvesting and the reuse of treated effluent water. Renewable Energy usage has been close to 25% for FY25. The Company expects to increase its usage to more than 2/3rd of total consumption over the next 1-2 years. Mold-Tek's dedication to environmental responsibility extends to its manufacturing processes, where it reuses reprocessed granules from waste materials in production. By adhering to the principles of reducing waste, reusing resources, and recycling, the Company aims to manufacture sustainable polymers that can be easily recycled and reused in various applications.

9.2 Social

The Mold-Tek, through the Company's CSR reflects its commitment to giving back to the community. The Company also extended its support to community welfare and disaster relief by contributing to the Andhra Pradesh and Telangana Chief Ministers' Relief Funds.

As part of its healthcare support, the Company donated one ambulance to a remote village to facilitate connectivity with hospitals in Goa. In addition, bicycles were distributed to 200 girl students in a remote village in Goa to enable convenient and safe travel to their schools. These initiatives reflect the Company's commitment to improving education, healthcare access, and mobility in underserved communities.

9.3 Governance.

Mold-Tek is deeply committed to ethical and responsible business practices, not just to ensure fairness but because it is the right thing to do. The Company integrates economic, social, and environmental considerations into its strategic planning, risk management, and governance approach.

The Board of Directors bears the overall responsibility for upholding the highest standards of corporate governance. Supported by senior management, the Board ensures best practices are followed consistently. This is achieved through a consultative approach, seeking input from all stakeholders, including shareholders, employees, vendors, suppliers, customers, community representatives, government authorities, and industry representatives.

For Mold-Tek, maintaining top-tier corporate governance is a fundamental principle and an integral part of its core values. The Company's corporate governance philosophy aims to achieve business excellence by enhancing shareholder value. Transparency and ethical business practices are essential in fulfilling corporate responsibilities and achieving this goal.



10. INTERNAL CONTROL SYSTEMS, RISKS AND THEIR ADEQUACY:

At Mold-Tek, the Risk Management, Internal Control Systems, and Internal Audit functions collaborate to form a comprehensive risk management framework. This framework is designed to effectively identify and mitigate risks across the organization.

Internal Control Systems

Mold-Tek has implemented comprehensive systems and controls across its operations covering various financial and operational functions. These measure to ensure:

- Efficient execution of operations
- Safeguarding of assets
- Prevention and detection of fraud and errors
- Accuracy and completeness of accounting records
- Timely preparation of reliable financial reports

The Internal Audit Department plays a crucial role in ensuring compliance with operating procedures, internal policies, and legal requirements, while also providing recommendations for system and process improvements. Additionally, Mold-Tek has identified and documented key internal financial controls for critical processes across all plants, warehouses, and offices involved in financial transactions. These controls are regularly evaluated through ongoing monitoring and review processes by management and independent assessments by the internal audit team.

11. KEY RISKS & MITIGATION STRATEGY

The Company has in place a robust risk management framework that identifies and evaluates business risks and opportunities. Mold-Tek recognises that the risks need to be handled effectively and mitigated to protect the interests of the shareholders and stakeholders, to achieve business objectives and create sustainable value and growth. Few factors have been identified that could potentially have an adverse impact on the Company's consolidated financial position, results of operations, or cash flows.

Risk Category and Risk Summary	Risk Mitigation Strategies
<p><u>US's shift in tariff policy:</u> It could trigger to global trade war, leading to redirection of global trade, disrupted trade flow, volatility in crude oil prices, higher input costs, margin pressure. Thus, it could have significant macroeconomic ripple effect globally, including on Indian industries.</p> <p><u>Persistent geopolitical instability:</u> Continued tension in the Middle East and Ukraine & Russia conflict along with new risks in the Indo-Pacific region shall impact supply chain and will lead to lower growth.</p> <p><u>Policy shifts due to sustainability & ESG mandates:</u> Regulatory risks from domestic & international climate policy changes such as EPR mandates, plastic bans & carbon credit norms, which are evolving continuously, which may lead to disruption of growth.</p> <p><u>Slower growth in major economies:</u> Slowdown in US, China and the EU may lead to weaken global demand affecting exports & industrial investments.</p>	<p>The Indian economy has always proven to be remarkably resilient in the face of the deteriorating global situation due to the strong macroeconomic fundamentals that place it well ahead of other emerging market economies. Per capita Plastic consumption, which is very low in the country is expected to grow at a rate higher than the GDP growth rate.</p> <p>Well planned procurement strategies and increase reliance on domestic or tariff neutral sourcing of raw materials shall reduce exposure to international trade volatility. The company is having diversified product portfolio and has set-up 11 manufacturing facilities strategically located across the country. Company is continuously expanding its product portfolio and geographical spread by putting new manufacturing facilities across the country. Company's strategic plan and initiatives for the medium term are aligned to the goal to diversify revenue mix across product divisions and geographical locations in India. The Company remains conservative with strong financial capital structure, prudent capex investment policies and well managed uses of working capital.</p>

Risk Category and Risk Summary	Risk Mitigation Strategies
<p>Talent Management – Human Resources</p> <p>In the evolving business landscape consistent skill and capability-building initiatives are needed to create a future ready workforce. The Learning and Development initiatives address this critical need through regular assessments of the external environment, the capabilities in demand, and designs appropriate initiatives for our workforce. Developing leadership capabilities is a key focus area, with the end goal to create a Talent pipeline across all employee levels. We have initiated various structured interventions in partnership with reputed organizations / partners to have a continued focus on building skills</p>	<p>Equipping our team members to excel in their roles we continue to drive multiple skill and capability-building initiatives across roles and levels. As a part of Succession Planning process, we identify critical positions and high potential employees and plan talent development actions through structured interventions to meet the organization's talent objective. We have adopted a threefold approach by developing, retaining, and recruiting key talent to mitigate talent risks and drive the objectives to achieve Company's growth plans and aspirations</p>
<p>Foreign Exchange Exposure</p> <p>The Company is exposed to foreign exchange risk, through purchases from overseas suppliers and overseas sales & services in foreign currencies. Exports are significantly lower in comparison to its imports. The adverse foreign exchange fluctuations could increase the cost of procurement substantially and it could adversely affect company's financial performance.</p>	<p>Some of the Company's foreign exchange risk due to import of Raw materials is very short-term in nature at any given point of time. Import of machinery and moulds is long term in nature. The company has adopted prudent and consistent hedging policy guided by the Board, by entering into forward contracts at optimized hedging costs for mitigating the exchange rate risk. Company is able to partially balance the exposure risk by way of export of goods. Further, company has hedged its long-term foreign currency loans, thereby minimizing exchange fluctuation risk. The Company seeks advice from the bankers, as and when required, through regular interaction. It also closely monitors the exchange rates continuously.</p>
<p>Brand protection/ Trademark/ Design/ Patent – Infringement</p> <p>The presence of counterfeit product is significant in the plastic industry, causing huge losses to the companies & Government. Spurious products lead to loss of consumer confidence in the brand, as they can result in serious health & safety risks for consumer. They are drain on national exchequer.</p>	<p>The anti-counterfeit technology is already in place and Company is further working to make it more robust by implementing newer technology. The Company is actively working in close co-ordination with wide informants and law firm network to trace and identify culprits and to bring them to book. It has successfully filed civil and criminal cases against counterfeits in coordination with courts and police authorities and penalty orders are being filed against them. The Company is actively involved with the Trademark Registry and The Company has successfully got 4 patents and 5 are in pipeline and filing oppositions/rectification applications against those, who fraudulently to register company's trademark by making such trademark applications.</p> <p>The Company has successfully restricted many parties and their trademarks have been abandoned.</p>
<p>Environment & Climate Change</p> <p>Climate change is the biggest business challenge in coming years in view of the unprecedented scale of the extreme weather event such as heat waves, floods, cyclone and considerable increase in mother earth's temperature continuously due to exploitation of natural resources. Due to change in the regulatory requirements, owing to climate change there is likelihood of business disruptions, adverse impacts on operations and consumer demand.</p>	<p>In line with ESG approach and strategy, the Company has identified key areas in respect of emission & energy and water conservation. Company has taken various initiatives to improve in energy efficiency, increased usage of renewable energy, Reduction of Green House Gas emission, zero waste & efficient use of water sources.</p> <p>Installation of roof top solar power at different locations PAN India to increase green energy usage, conservation of water at several plants through Rainwater Harvesting, are areas of continuous focus of the company.</p>

Risk Category and Risk Summary	Risk Mitigation Strategies
	<p>Gas substitution from LPG to CNG to reduce carbon emission and usage of lead-free stabilizer in many piping products are other initiatives to support the environment.</p> <p>Geographical presence of the company through its manufacturing plant spread across the country also results in reduced transportation and thereby reduction of emission of carbon and other hazardous gases in the environment.</p>
<p>Plastics Waste Management</p> <p>PWM (Plastic Waste Management) rules 2016 as implemented by Ministry of Environment, Forest and Climate Change – Government of India mandates under EPR (Extended Producer Responsibility) that,</p> <ol style="list-style-type: none"> Any Company importing, producing, using, selling plastic packaging material as defined in the rules needs to collect on its own or through registered Plastic Waste Processors, all the plastic packaging material that it introduces in the market. It needs to recycle or send the plastic to its end of life as defined in the rules (Incineration, convert to oil, use in other applications such as road building). It needs to use a certain percentage of recycled content in its packaging products as defined in the rules. It cannot produce any single use plastic as defined in the rules. 5. The Company must get registered on the CPCB (Central Pollution Control Board) portal and upload all relevant data on it. Any Company not following these guidelines is liable to pay Environment Compensation of R 5 per kg for the total packaging material introduced in the market every year. The Consent to Operate issued by State Pollution Control Board to the company may get withdrawn. 	<p>Company being the largest plastic Processor in India produces packaging material, uses packaging material for its branded products and imports plastic material. It has registered itself with CPCB as Importer, Producer as well as Brand Owner. It uploads all the required data on CPCB portal on timely basis as mandated by Government of India. It fulfils the EPR requirements and ensures that the number of credits (both recycling & end of life) as mandated in the PWM rules are procured and displayed on CPCB portal. Annual Returns are also filed within the stipulated time period.</p> <p>Company has applied for the Registration PWP for one of its manufacturing Unit and it is in process. The Company is geared up and will be adhering to the mandate of Recycle content in the packaging products as per CPCB guidelines starting from ensuing year. It follows a robust waste management procedure in line with latest requirement of pollution control board & ISO system. Hazardous waste is being disposed of through authorized vendors. It has entered into agreements with authorized agencies at all the locations for recycling, reusing or safe disposal of hazardous plastic waste.</p>
<p>Fire, Safety & Health</p> <p>The Company has a wide spread operational presence of its manufacturing units across the country. The manufacturing process in these units for plastic products does require usage of certain inflammable materials which are prone to risk of fire and safety hazard. Moreover, since Company's manufacturing process requires uses of polymers, additives and inks, employees are also required to manage the plant & machinery and material handling equipment all of which has exposure and risk on safety and health aspects. Further disposal of hazardous waste also poses certain challenges which needs to be managed in a meticulous manner.</p>	<p>The Company has formulated a robust framework to ensure seamless operations of its manufacturing Units across the country. Various initiatives and actions have been undertaken & implemented as stated below:</p> <ol style="list-style-type: none"> Company has installed fire hydrant system at all its manufacturing locations along with other apparatus like sprinkler system extinguishers filled with chemical foam etc. First aid training is given to safety personnel, engaging professional risk assessing advisors to conduct periodic audit, review & to suggest improvement measures. Location-wise Safety Committees conduct regular fire safety drills and train the employees for emergency evacuation plan etc.

Risk Category and Risk Summary	Risk Mitigation Strategies
	<p>iv. Appropriate illumination at shop floor, earmarked storage areas with safety measures, installation of safety guards & switches, open passages for people and material movements, fencing of high-risk zones etc.</p> <p>v. Occupational health and safety management systems at all its locations providing personal protective equipment, installation of CCTV cameras to enhance security and surveillance, well defined Safety & Health related SOP. It conducts regular Safety Audits and training programmes.</p> <p>vi. Company is also taking appropriate insurance coverage to mitigate any financial impact due to any adverse impact of any of above risks.</p>
<p>Treasury management risks</p> <p>The treasury runs inherent risks of liquidity, capital erosion and fluctuation in returns. The risks get accentuated in cases of down grading of the rating or liquidity issues faced by any major financial institution, to which many banks & / or Mutual Funds may have exposure to, RBI rate decisions, geo political tensions, defaults by market players etc.</p>	<p>Company has a strong treasury management policy with well-defined checks and balances, duly approved by the board. The policy clearly lays down the institution & product wise eligibility criteria, and monetary restrictions. Company avoids any direct exposure to equity. Company has availed the services of an experienced advisor who have a strong research team.</p>
<p>Product liability and general risk</p> <p>The risk involves claims from customers due to any loss or injury suffered on using the company products &/ or claims from third parties due to any bodily injury or damage to property suffered by them within the Company premises or on using the Company products</p>	<p>Company ensures that its products meet the highest quality standards, for which best quality raw material is procured from the most reputed suppliers. Company uses best standardised machines and equipment and the production processes for ensuring production of high-quality material, which are also subjected to stringent quality tests. Company adopts best safety standards in all its premises. However, in the unlikely event of any claims, the company has taken comprehensive general liability as well as product liability insurance, which adequately covers the Company from any such claims</p>

12. OPPORTUNITIES:

- 12.1. Innovative& Customized Packs:** Marketers understand the significant value and perception associated with brands. In the FMCG industry, many companies are embracing the idea of refreshing their packaging designs to align with their brand's core values. Packaging not only safeguards the product but also protects and enhances the brand. Mold-Tek is dedicated to creating inventive and customized packaging solutions that attract customers and drive sales. The Company focuses on developing packages that captivate consumers and effectively communicate the essence of its brands.
- 12.2. E-commerce:** The growth of e-commerce has heightened the demand for packaging, especially for new products, and has spurred innovations in last-mile delivery solutions to meet the evolving requirements.

Mold-Tek is well-positioned to capitalise on the trend by offering advanced packaging solutions that meet the needs of the e-commerce sector.

- 12.3. Digitization and Internet of Things (IoT):** Companies are leveraging digital initiatives to reduce expenses and gain a competitive advantage. One such example is the integration of technology in packaging, enhancing customer value and service. With the rise of IoT (Internet of Things), packaging is becoming more intuitive, providing instant information to consumers about the products they purchase. This evolution positions packaging as an enabler, facilitating seamless communication and interaction between products and consumers. Mold-Tek is at the forefront of this digital transformation, developing smart packaging solutions that enhance consumer engagement and satisfaction.

12.4. Sustainable packaging solutions: Sustainable packaging solutions represent a significant opportunity for Mold-Tek, and the Company is committed to leading in this area. As awareness of sustainable packaging requirements grows, Mold-Tek sees this as an opportunity to meet these demands through its products and manufacturing processes. Consumers increasingly seek sustainable packaging options, and Mold-Tek collaborates closely with its customers to ensure its products meet their sustainability needs

13. THREATS:

Key threats that may pose a challenge to the operations of the Company may be summarized as below:

- Volatility in raw material prices, logistics and freight costs.
- Geopolitical tensions, uncertainty in tariff rates may affect the export prospects of the Company.
- Further Regulatory and Environmental challenges including stricter Extended Producer Responsibility (EPR) Rules.
- Entry of global and local competitors
- Shortage of skilled manpower, rising labor and energy costs.

14. HUMAN RESOURCES:

Mold-Tek recognizes that its people are its greatest assets, and the belief in people is central to its human resource strategy. The Company places a strong emphasis on talent management, succession planning, performance management, and learning and development initiatives to foster inspiring, strong, and trustworthy leadership. By promoting knowledge, entrepreneurship, and creativity, Mold-Tek utilises its human capital to drive competitiveness. The Company also embraces workforce diversity and strives to build its employees' careers through targeted interventions. Learning opportunities enhance employee engagement, boost productivity, reduce turnover, and cultivate a positive culture. Labour relations in all India operations remained favorable. The Company's plants provided

various opportunities to encourage an open and supportive work environment, promoting participative decision-making. The Company continued to provide its workers with team-building and collaboration training to strengthen team cohesiveness. The total employee strength as of 31 March 2023 was 627. Moldtek Packaging Limited has successfully completed the assessment conducted by Great Place To Work®, India, and is certified as a great workplace.



15. CAUTIONARY STATEMENT:

This report will include 'Forward-Looking Statements,' such as statements about the implementation of strategic plans and other statements about Mold-Tek potential business developments and financial results. While these statements reflect the Company's current assessments and future expectations, several risks, uncertainties, and unknown factors could cause actual results to differ significantly from those anticipated. General market, macroeconomic, governmental, and regulatory patterns, changes in currency exchange and interest rates, competitive pressures, technical advances, changes in the financial conditions of third parties doing business with the Company, regulatory developments, and other main factors that may have an effect on the Company's business and financial results. The Company does not undertake any obligation to update or revise forward-looking statements to reflect new information, future events, or circumstances that may arise

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT OF
MOLD-TEK PACKAGING LIMITED (MTPL) FOR F.Y. 2024-25**

In today's business landscape, the adoption of the Business Responsibility & Sustainability Reporting (BRSR) framework has become imperative for organizations aspiring to elevate their Environmental, Social and Governance (ESG) disclosures. Our Business Responsibility & Sustainability Report demonstrates our commitment to the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC) as well as our progress against the stated objectives across ESG parameters. The Company believes that overall development throughout the value chain is crucial for long-term development. Further, by incorporation of sustainability practices in its operations, MTPL ensures the wellbeing of its employees, communities and other stakeholders. Greening operations, technological upgradation, community development and stakeholder wellbeing are some of the avenues through which the Company endeavors to improve its non-financial performance.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L21022TG1997PLC026542
2.	Name of the Listed Entity	Mold-Tek Packaging Limited
3.	Year of incorporation	1997
4.	Registered office address	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad, Telangana- 500033, India.
5.	Corporate address	Same as Registered Office Address.
6.	E-mail	cs@moldtekpackaging.com
7.	Telephone	(+91) 40 40300300
8.	Website	www.moldtekpackaging.com
9.	Financial year for which reporting is being done	F.Y. 2024-25
10.	Name of the Stock Exchange(s) where shares are Listed	BSE Limited (BSE) National Stock Exchange of (India) Limited (NSE)
11.	Paid-up Capital	INR 16,61,44,570/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Harshita Suresh Chandnani Company Secretary and Compliance Officer Ph. No.: (+91) 40 40300330 E-mail: cs@moldtekpackaging.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosure under BRSR is on standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of Assurance Obtained	Not Applicable

II. Product/Services:

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity (FY 2024-25)
1	Manufacturing	Manufacturing of Rigid Plastic Packaging Containers	100

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

Sr.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Rigid Packaging Containers	22203	100

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

Location	Number of plants	Number of offices	Total
National	12	6 (comprising of 1 Registered Office, 3 Stock Depots and 2 Marketing offices)	18
International	Nil	Nil	Nil

19. Markets served by the entity:
a. Number of Locations:

Locations	Number
National (No. of States/UTs)	22 States and 4 Union Territories
International (No. of Countries)	9

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

The contribution of exports is 1.17% of the total turnover of the entity.

c. A brief on types of customers:

Mold-Tek Packaging Limited caters to a diverse range of B2B clients across several industries, including lubricants, paints, pharmaceuticals, food products, adhesives, construction chemicals, bio-fertilizers, aqua feed, veterinary products, and chemicals. The company provides packaging solutions featuring various decorative techniques such as In-Mould Labeling (IML), Heat Transfer Labeling (HTL), Dry Offset Printing (DOP), and Screen Printing (SP). By designing and developing our own molds in-house, we ensure high-quality products that meet international standards while offering competitive local pricing. Clients choose Mold-Tek for its exceptional quality and service.

IV. Employees:
20. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	834	791	94.84	43	5.16
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	834	791	94.84	43	5.16
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1871	1171	62.59	700	37.41
6.	Total workers (F + G)	1871	1171	62.59	700	37.41

Notes:

- In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.
- Our Total Permanent employees exclude Executive directors of the Company.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled employees (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women:

As on March 31, 2025	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	6	2	33.33

22. Turnover rate for permanent employees and workers:

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.80%	0.7%	22.50%	12.42%	8.1%	12.19%	18.1%	3.85%	17.4%
Permanent Workers*	-	-	-	-	-	-	-	-	-

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

V. Holding, Subsidiary and Associate Companies (including joint ventures):

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

Sr. No.	Name of the holding / subsidiary / associate companies /joint ventures(A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	The Company does not have any holding, subsidiary, associate and joint venture as on March 31, 2025.			

VI. CSR Details:

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes.

(ii) Turnover: ₹78,132 lakhs

(iii) Net Worth: ₹61,132 lakhs

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2024-2025 (Current Financial Year)			FY 2023 – 2024 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, MTPL has a grievance redressal mechanism in place for all of its stakeholders. The processes are established internally and conveyed to the Stakeholders.	0	0	N.A.	0	0	N.A.
Investors (other than shareholders)		0	0	N.A.	0	0	N.A.
Shareholders		4	0	All complaints received were resolved	15	0	All complaints received were resolved
Employees and workers		0	0	No grievance received.	0	0	No grievance received.
Customers & Value Chain Partners –		25	0	Mix-up's, Transit Damages are reduced significantly compare to previous year. To reduce visual defects related complaints, Installation of Vision inspection systems is under progress.	20	0	Regarding Functional Defects in product, Mix-ups, Visual Defects and Transit Damages.

* Note: Investor Grievances: Investor Grievance can be addressed at ir@moldteckpackaging.com or cs@moldteckpackaging.com via email.

For customer related grievances, refer link <https://www.moldteckpackaging.com/contact.html>.

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	Energy Management helps reduce operational costs, energy consumption, waste and greenhouse gas emissions. Effective energy management enhances corporate reputation, attracting Eco conscious investors and customers. Overall, energy management is key to long-term business sustainability, minimizing environmental impact, and supporting the transition to a low-carbon economy.	NA	Positive Cost savings through improved energy efficiency, electricity expenses reduced and enhanced brand reputation attracting sustainability conscious stakeholders.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			The Company is already in the process of gradually replacing the Hydraulic machines in its factories with Electric Machines which will bring down electric unit consumption significantly and has installed solar power generating systems in its units to channel the electric energy requirements.		
2.	Water Management	Opportunity & Risk	<p>Opportunity:</p> <p>Responsible use of water supports the Company's actions towards sustainable growth. The Company runs the discharged/used water in its offices and units through Sewage Treatment Plants to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.</p> <p>Risk:</p> <p>Cooling towers are used for injection moulding machines and they require continuous supply of water, if ground water or external supply is reduced then business may get effected.</p>	Water scarcity may affect production. The Company runs the discharged/used water in its offices and units through STPs to re-use it again for watering the plants and trees in its premises and make sure water consumption is minimized. Further, chillers are also installed to reduce water consumption.	<p>Positive:</p> <p>There are many positive financial/non-financial implications from reduction in freshwater consumption considering quality water as a scarce resource.</p> <p>Negative:</p> <p>Water shortages could disrupt our business operations and result in significant financial losses</p>
3.	Occupational Health and Safety (OHS)	Opportunity & Risk	<p>Opportunity:</p> <p>Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee/ worker safety and overall health wellbeing, leading to improved productivity. We dedicate significant efforts to uphold high standards of Health, and Safety in the workplace, recognizing that any lapses in these areas could have serious consequences.</p> <p>Risk:</p> <p>The manufacturing operations of the Company require employees to interact with machinery and material handling equipment, all of which carry an inherent risk of injury.</p>	At MTPL, we maintain strict adherence to health and safety protocols across all our plants and office locations. Various methods to mitigate risk are done from time to time. We regularly conduct health and safety training for employees and workers, supplemented by risk assessment, periodic audits and surprise checks to ensure full compliance with all protocols.	<p>Positive:</p> <p>Costs associated with employee benefits and training, balanced against savings from reduced turnover and enhanced productivity.</p> <p>Negative:</p> <p>Any accident may cause damage to reputation and incite potential legal actions by local authorities. But Implementing health and safety protocols have created positive differences to all direct and indirect stakeholders of the Company as well as it has enhanced the brand value significantly.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Customer Satisfaction	Opportunity & Risk	<p>Opportunity:</p> <p>Customer trust and satisfaction are paramount in a competitive market. By embedding stringent quality control systems and adhering to responsible manufacturing practices, the Company can consistently deliver high-quality products that meet or exceed customer expectations. A customer-centric approach fosters brand loyalty, differentiates the Company in competitive markets, and enhances its reputation as a dependable and quality-focused supplier.</p> <p>Risk:</p> <p>As a manufacturer of packaging materials for prominent clients across various sectors, the Company faces significant risks if product quality is compromised. Defective packaging can result in physical damage to products, contamination, or health hazards for end users, potentially triggering product recalls. Such incidents can damage client relationships, lead to loss of business, and cause reputational harm. Moreover, failure to meet customer-specific quality requirements may result in contract penalties and diminished market credibility.</p>	Continuous improvement of user experience, customer support, and transparent communication with clients. Implementing feedback loops to address issues promptly. Continuous monitoring of customer feedback via internal and external channels.	<p>Positive:</p> <p>Increased customer retention, higher repeat business, enhanced brand reputation, and improved market positioning through demonstrated quality and reliability. Satisfied customers also contribute to long-term revenue stability and act as advocates, attracting new clients and partnership opportunities.</p> <p>Negative:</p> <p>Negative implications may include financial losses due to product recalls, customer churn, penalties for quality lapses, and reputational damage if customer expectations are not met. Failure to act on quality-related risks could also impact future contract renewals and access to high-value clients.</p>
5	Governance and Ethical Business Practices	Risk	Strong governance and ethical practices are foundational to long-term business success and stakeholder trust. Poor governance can lead to regulatory penalties and reputational damage.	Strengthening governance structures, ensuring compliance with all relevant laws and regulations, and promoting a culture of ethics across the organization. The Company is led by strong leadership and capable execution teams.	<p>Positive:</p> <p>In transforming the business and levelling it up.</p> <p>Negative:</p> <p>Costs associated with governance audits and compliance, offset by the avoidance of legal penalties and enhanced investor confidence.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Greenhouse Gas (GHG) Emissions	Risk	Ineffective control of greenhouse gas (GHG) emissions can contribute to climate change, pose threats to public health, and lead to environmental degradation. As regulatory frameworks around carbon emissions tighten globally, the Company faces potential exposure to compliance risks, and reputational damage if emissions are not properly measured, reported, and reduced. These risks are particularly significant given growing scrutiny from investors, customers, and regulators on climate-related performance.	The Company level policy on Energy Management acts as a guideline for managing and optimizing energy consumption and emissions, in line with India's goal of being Net Zero.	Positive: Reduced energy costs, enhanced operational efficiency, contribution to environmental sustainability, improved brand reputation, and stronger stakeholder and investor trust. Effective emissions management also supports long-term resilience and competitiveness in a low-carbon economy. Negative: Potential regulatory penalties, reputational damage, and supply chain disruptions if timely and adequate action is not taken to manage emissions and meet stakeholder expectations.
7	Labour Practices	Opportunity	Our people are vital contributors to value creation and are our most valuable assets. We strive to attract qualified employees with relevant experience, provide them with best-in-class training, and develop their skills to propel MTPL to greater heights. To foster a positive working culture at MTPL, we have implemented progressive people practices aimed at retaining and attracting top talent. Our leadership regularly assesses our practices in this regard and adopts appropriate measures to enhance our workforce capabilities.	NA	Positive: Enhancing the experience of our employees directly contributes to the Company's productivity and enables us to attain our objectives and business performance over time.

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Waste Management	Opportunity & Risk	<p>Opportunity: Adopting a robust waste management strategy aligned with circular economy principles, such as waste minimization at source, reuse, recycling, and responsible disposal, can yield long-term value and significantly improve company's environmental performance and compliance standing.</p> <p>Risk: The Company's manufacturing activities primarily generate non-hazardous waste along with smaller quantities of hazardous waste. Inefficient or improper disposal methods can lead to serious consequences, including health and safety hazards for workers, contamination risks for surrounding communities, and ecological degradation. Moreover, evolving environmental regulations are becoming increasingly stringent, and non-compliance can result in financial penalties, legal liabilities, and reputational harm.</p>	To mitigate waste-related risks, the Company actively works to reduce waste at the source by deploying newer technologies and maintaining full compliance with applicable local and national regulations. Structured systems are in place for the safe handling, storage, and transportation of both hazardous and non-hazardous waste.	<p>Positive: Operational efficiency gains through resource optimization, improved regulatory compliance that helps avoid fines and legal risks, and enhanced stakeholder trust driven by responsible waste management and environmental stewardship.</p> <p>Negative: Environmental degradation and harm to ecosystems due to improper disposal or landfill accumulation, as well as potential financial liabilities arising from non-compliance with waste management regulations.</p>
9	Transparency	Opportunity	MTPL upholds a commitment to transparency and openness across all aspects of its operations. Comprehensive communication with the stakeholders are being done towards achieving transparency to the best possible extent.	NA	<p>Positive: There are many positive financial / non-financial implications of being a transparent company, which improves the brand image.</p>
10	Community Relations	Opportunity	<p>Building strong Community relations allows the Company to foster trust and support between a company and local stakeholders.</p> <p>Positive community engagement can enhance corporate reputation, operational smoothness, and build a strong social license to operate. They address community concerns, support local development, and lead to mutually beneficial partnerships that strengthen long-term sustainability.</p>	NA	<p>Positive: With strong community relation, MTPL expects to operate for the overall well-being of society enhancing the possibilities of higher economic returns for the company as well as the communities where we operate.</p>

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Human Rights and Employee Well-being	Opportunity	<p>A motivated and well supported workforce is essential for productivity and innovation. High turnover rates can result in increased recruitment and training costs.</p> <p>MTPL is dedicated to sustainable development principles, which encompass protecting human rights, respecting individuals' dignity and wellbeing, and ensuring equal rights for all.</p> <p>Offering comprehensive employee benefits, career development opportunities, and fostering a positive work culture. Regular employee engagement surveys to monitor satisfaction levels.</p>	NA	Costs associated with employee benefits and training, balanced against savings from reduced turnover and enhanced productivity.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr.No.	Principle Description	Reference of the Company's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	<ul style="list-style-type: none"> • Policy for determining materiality of an event or information • Familiarization programs imparted to independent directors • Policy on materiality of and dealing with related party transactions • Policy on diversity of the Board of Directors • Code of Conduct for Board Members and Senior Management • Anti-Bribery and Anti-Corruption Policy • Code of Conduct to Regulate, Monitor and Report Trading by Designated Person and their immediate relatives, • Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> • Environmental, Social and Governance (ESG) Policy. • Environment, Health and Safety Policy
P3	Businesses should respect and promote the wellbeing of all employees, including those in their value chains	<ul style="list-style-type: none"> • Vigil Mechanism/Whistle Blower Policy • Nomination and Remuneration Policy • Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace • Code of Conduct for Board Members and Senior Management • Code of Conduct for Suppliers and Service Providers

Sr.No.	Principle Description	Reference of the Company's Policies
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> Vigil Mechanism/Whistle Blower Policy Corporate Social Responsibility Policy Nomination and Remuneration Policy Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> Vigil Mechanism/Whistle Blower Policy Nomination and Remuneration Policy Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> Environmental, Social and Governance (ESG) Policy. Environment, Health and Safety Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> Code of Conduct for Board Members and Senior Management Anti-Bribery and Anti-Corruption Policy
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> Code of Conduct for Suppliers and Service Providers Environmental, Social and Governance (ESG) Policy. Environment, Health and Safety Policy.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes. The Policies which are statutorily required to be adopted and approved by the Board/Board Committees, as applicable, have been approved by them, while the others policies related to workforce and other matters have been formulated and implemented by the Human Resource and other concerned departments of the Company respectively.								
c. Web Link of the Policies, if available	The statutory policies are available on the website of the Company i.e https://www.moldteckpackaging.com/investors.html#tab-5 and some internal policies as applicable are available on the internal platform of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The Company's policies on the weblink shared above and/ or other policies available the above-mentioned Principles and the Company expects and encourages its value chain partners to adhere to the same in all their dealings.								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)									

<p>4. Name of the national and international codes/ certifications/ labels/ standards [e.g Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.]</p>	<p>The aforementioned policies align with the standards outlined in the National Guidelines on Responsible Business Conduct Principles. MTPL holds ISO 9001:2015 certification for quality management systems across its manufacturing, marketing, and purchasing functions related to the supply of injection-molded plastic packaging containers, pails, closures, pharmaceutical and food packaging containers, and components. Additionally, MTPL is certified under the food safety management system, encompassing ISO 22000:2018, ISO/ TS 22002-4:2013, and additional FSSC 22000 requirements (version 5.1) for manufacturing processes such as mixing polypropylene resin with master batches, label impregnation, and injection molding of in-mould labeled plastic containers, lids, and dispensing pumps for the food industry.</p>
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>MTPL is committed to ambitious sustainability goals as part of its long-term planning. The company has set specific internal targets for its ESG commitments, which include energy conservation, promoting nature-positive practices, ensuring a safe and equitable workplace, water stewardship, and upholding ethics, transparency, quality, accountability, and governance. Although the Company has not set specific targets at this time, the Company's focus remains on driving long-term value for the Company's stakeholders through continuous improvement and responsible business conduct.</p>
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Board of Directors has authorized the Management to oversee the implementation of the company's ESG targets.</p> <p>Key Performance targets across ESG parameters are set internally and tracked and acted upon continuously. These relate to Waste Generation, Water usage, Energy Consumption Efficiency, cost reduction through technology. MTPL's facilities are certified as Green Zones by the Pollution Control Board. The company has achieved zero waste from its injection molding processes, and any liquid or solid waste that is produced is carefully reused. Domestic waste water is recycled through a sewage treatment plant and repurposed for gardening.</p> <p>Additionally, the Company is in the process of gradually replacing hydraulic machines in its factories with electric machines, which will significantly reduce electricity consumption. Solar power systems have been installed to meet energy needs, optimizing resource use and lowering the company's carbon footprint.</p> <p>The Company is committed to responsible water use as part of its sustainable growth efforts. Used water from its offices and facilities is treated through STPs and reused for watering plants and trees, thereby minimizing overall water consumption. Chillers have also been installed to further reduce water usage.</p> <p>As a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company has partnered with an organization specializing in the collection and recycling of post-consumer plastic waste. This organization also provides solutions, services, and digital technology platforms to support the Company's compliance with these regulations.</p>
<p>Governance, leadership and oversight</p>	
<p>7. Statement by director responsible for the business responsibility and sustainability report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)</p> <p>MTPL recognises the critical role of sustainability in today's world. We believe that ESG practices are fundamental to our long-term success and the well-being of our stakeholders and the same is reflected in our Company's ethics, shaping our goals and vision. We have established goals to minimize our carbon footprint and resource consumption, while maintaining ethical sourcing and responsible supply practices. We are committed to being a responsible, equitable, and accountable organization, with a strong focus on the well-being of our associates, clients, shareholders, and communities.</p>	

We are dedicated to sustainable development and are developing strategies to address climate change by optimizing resource and energy use. Our commitment includes increasing the use of green energy in our manufacturing processes. Additionally, we aim to achieve water neutrality by optimizing water use, implementing recycling and reuse practices, and significantly reducing our dependence on freshwater.

MTPL is committed to fostering a safe, inclusive, and fulfilling work environment for our employees and communities, upholding high ethical standards, and developing high quality products for our customers. Our empowerment efforts extend beyond compliance related trainings and include human rights training and skill-upgrading programmes. MTPL believes that strong human capital management is essential for achieving continued success. Our talent management approach cultivates future leaders who can facilitate the Company's journey towards sustainable growth..

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors monitors the implementation of the business responsibility policies chaired by Mr. J. Lakshmana Rao (DIN: 00649702)- Chairman & Managing Director of the Company and discussions are conducted at regular intervals to discuss the Environment, Social and Governance aspects.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, providedetails.	The Company does not have a committee for decision-making on sustainability concerns. The Board of Directors are accountable for making decisions on all sustainability-related matters.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The statutory policies are periodically reviewed by the Board of Directors and its Committees based on the requirements and within the prescribed statutory timelines. Accordingly the adequacy of the policies is reviewed and adequate changes to policies, procedures and internal controls are implemented. The internal policies are reviewed by the departmental heads or by the appropriate authority.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the applicable law and regulations. There have been no instances of non-compliance.																	
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No However, all the policies and processes of the Company are internally evaluated from time to time.																	

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE:

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and accountable.

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors KMP	4 (as part of board meetings for both Directors and KMPs) and Multiple sessions through VC/OAVM for KMPs as part of Senior Management meetings.	<ul style="list-style-type: none"> Familiarization programmes for the Board of Directors/ KMPs Organization structure, vision, mission, objectives, processes, and systems Current regulatory and statutory developments, amendments, issues, and challenges. Strategy/business plan, including yearly targets, commercial issues, etc. Details of existing and ongoing projects Code of Conduct Provisions of SEBI (Prohibition of Insider Trading) Regulations, 2015 Vigil Mechanism/Whistle Blower Policy 	100%
Employees other than Board of Directors and KMPs	15	POSH training, First Aid, PIT Training, Safety Awareness Training, Products trainings, Induction programmes, Annual performance bonus trainings, fire drill	100%
Workers	15	POSH training, First Aid, Safety Awareness Training, fire drill	100%

Note: Health and Safety related training and awareness sessions are being conducted and provided to the workers at regular intervals.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an Appeal been referred? (Yes/No)
Penalty/ Fine			Nil		
Settlement					
Compounding Fee					
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Imprisonment			Nil		
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes.

The Company has a robust and comprehensive the Anti-Bribery and Anti-Corruption Policy in place to ensure ethical business practices and maintain the highest standards of integrity in its business conduct.

The policy broadly covers money laundering and anti-competitive practices. The Company is committed to conduct business in an ethical and honest manner, to implement and enforce the systems that ensure bribery and corruption are prevented. The Company respects all laws relating to anti-bribery and corruption in all the jurisdictions in which it operates.

The policy explicitly prohibits Directors and employees from engaging in any activities that are dishonest or lacking in integrity. This includes, but is not limited to:

- Issuing untrue, false, misleading, or fraudulent statements regarding the Company and its business.
- Stealing proprietary or confidential information.
- Adopting illegal means for increasing profits.
- Indulging in bribery or any corrupt practices, including unfair inducement of government officials.

These guidelines ensure that all business activities are conducted with the highest level of honesty and integrity. The policy can be accessed at the company website at <https://www.moldteckpackaging.com/investors.html#tab-5>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of interest of KMPs	Nil	N.A.	Nil	N.A.

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

-Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	20.88	20.21

9. Open-ness of business:

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.28%	2.64%
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators:

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

- The Company encourages its value chain partners to uphold high ethical standards in their business dealings. To support this, the Company deputes relevant personnel across functions to engage with value chain partners through periodic interactions, during which awareness on applicable principles is promoted. As a standard practice, we regularly take initiatives to familiarize and ensure compliance with the Company's various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and the Code(s) on PIT, among others. These initiatives integrate the principles and core elements of the National Guidelines on Responsible Business Conduct (NGRBC) throughout the year during engagements and interactions with our value chain partners. The aforementioned codes are also available on the website of the Company at www.moldtekpackaging.com.

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes	Remarks
The Company encourages its value chain partners to uphold high ethical standards in their business dealings. To facilitate this, the Company deputes personnel at different levels to engage with value chain partners and promote awareness programs among them.			

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

- Yes, The Company has implemented a Code of Conduct to manage conflicts of interest involving members of the Board. The Code requires that all Board of Directors, Key Managerial Personnel (KMPs) and Senior Management Personnel (SMPs) act in the best interest of the Company, fulfill their fiduciary responsibilities, and refrain from actions that could give rise to conflicts of interest.

All Directors, KMPs and SMPs are required to disclose any personal interest they may hold in other entities that could lead to Related Party Transactions (RPTs). In such cases, the concerned individual must abstain from participating in discussions or decisions relating to the matter, thereby upholding transparency and objectivity in the Company's governance processes.

Additionally, if a potential conflict is unavoidable, the Director or SMP involved is required to make a full disclosure to the Board. Annual affirmations of compliance with the Code are mandated, reinforcing ongoing accountability and adherence to ethical standards. The Code is available on the Company's website at : <https://www.moldtekpackaging.com/investors.html#tab-5>

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators:

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.			
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D and Capex	A total of ₹703.80 lakhs (i.e. 0.90% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes	A total of ₹682.89 lakhs (i.e. 0.98% of Total Income) is spent for total R&D and 100% of the same is attributable towards improvement of the environmental and social impacts of product and processes.	The Company has invested in research and innovation, leading to improved energy management, optimal resource utilization, reduced carbon footprint, and enhanced process efficiency. Environmental and social impact assessments are integral to new product development and process changes. The capital expenditures and R&D investments made by the Company include costs associated with mitigating environmental and social risks. These costs are inherent to the projects, making it impractical to separate them for individual identification. A key initiative is increasing the share of renewable energy in our overall energy portfolio, which underscores our commitment to sourcing clean energy and transitioning to lower carbon operations, thereby directly benefiting the environment.

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

Yes. The Company tries to promote sustainable sourcing practices. These include engaging with local vendors wherever possible and ensuring that raw materials are procured responsibly. The vendor registration process emphasizes compliance with critical sustainability criteria such as safe working conditions, prohibition of child labour, adherence to ethical business practices, and responsible conduct.

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

- MTPL adheres to a green procurement guideline that incorporates social, ethical, and environmental considerations when onboarding new suppliers and reviewing existing ones. The Company is committed to identifying and utilizing materials processed from renewable sources. Our supplier selection criteria extend beyond cost considerations to include resource efficiency, product quality, lifecycle, and environmental impact. Preference is given to vendors who align with various sustainability principles.

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

Plastics (including packaging):— MTPL has a system in place to ensure that all process rejections are recycled and reused. Since our products are made from polypropylene plastic, which is easily recyclable, rejected materials are ground into small pieces and reintroduced into the production process. Any waste that isn't plastic is disposed of according to PCB guidelines. As a B2B company, we sell our products to customers who use them for primary and secondary packaging, meaning the responsibility for disposal and end-of-life management falls on them.

Additionally, as a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, MTPL has partnered with an organization that handles the collection and recycling of post-consumer plastic waste. This organization helps us comply with these regulations and offers solutions and services, including digital technology platforms. We also purchase post-consumer recycled materials from various vendors and collaborate with them to enhance the quality of these materials, aiming to increase their use in our products in line with Extended Producer Responsibility (EPR) guidelines.

(a) E-waste:- As per the policy of the Company on the completion of the lifecycle of the product, the e-waste are sold to the vendors. The vendor then collects the material and necessary e-waste certificate is being issued to the Company.

(b) Hazardous Waste:- MTPL units are certified Green Zones by Pollution Control Board. The wastages released from the processes of Injection Moulding is Zero. The Company does not produce any hazardous waste and other non-hazardous liquid or solid wastes released are re-used in controlled way.

As per the consent order from PCB (Pollution Control Board) waste oil is considered as Hazardous waste, hence we are disposing the same to authorized recyclers and have kept the same on record.

As per Waste Management Rules we are disposing the E- waste and Plastic waste through the authorized vendors.

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

The Company is subject to Extended Producer Responsibility (EPR) as defined by the Plastic Waste Management Rules, 2016, in its role as a Producer/Importer/Brand Owner (PIBO). To fulfill these EPR obligations, the Company has partnered with an organization responsible for the collection and recycling of post-consumer plastic waste. This organization ensures compliance with the regulations and provides a range of solutions and services, including digital technology platforms and other related products and services.

Leadership Indicators:

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the if any, web-link.
--	Plastic Containers	--	Cradle-to-gate*	No	No

**The Company is in B2B business, our product i.e. rigid plastic packaging containers reach our customers and get filled with content at their premises and then gets distributed to end customers/consumers and thus Cradle-to-gate is applicable in our case.*

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

- Resource efficiency is a cornerstone of the Company's environmental strategy. We are committed to meeting our customers' needs while optimizing our resource management to make the most of raw materials and minimize wastage. Our approach involves maximizing the use of resources and adopting practices to reuse, recycle, and reintegrate excess materials into our production process, all without compromising product quality.

As a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company adheres to Extended Producer Responsibility (EPR) guidelines. We have partnered with an organization dedicated to the collection and recycling of post-consumer plastic waste. This partnership ensures compliance with regulations and provides us with various solutions and services, including digital technology platforms. Additionally, we procure post-consumer recycled materials from multiple vendors, collaborating with them to enhance material quality and increase its use in our products, in line with EPR guidelines.

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Plastic material (PP)	20.15%	15.36%

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

	F.Y 2024-25 (Current Financial Year)			F.Y 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	N.A.	1529	N.A.	N.A.	1177	N.A.
E-waste	N.A.	N.A.	9.16	N.A.	N.A.	0.99
Hazardous waste*	N.A.	N.A.	4.54	N.A.	N.A.	2.34
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

* As per the consent order from PCB (Pollution Control Board) waste oil is considered as Hazardous waste.

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

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

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	791	791	100	791	100	NA	NA	791	100	0	0
Female	43	43	100	43	100	43	100	NA	NA	0	0
Total	834	834	100	834	100	43	5.16	791	94.84	0	0
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	1171	1171	100	1171	100	NA	NA	1171	100	0	0
Female	700	700	100	700	100	700	100	NA	NA	0	0
Total	1871	1871	100	1871	100	700	37.41	1171	62.59	0	0

Note: In MTPL, there is no Permanent worker category as all our workers is through third party contractors and have fixed terms. Vendors are required to adhere to the statutory compliances as per applicable laws and rules.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.36	0.40

2. Details of retirement benefits.

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	-	NA	100	-	NA
ESI	23.38	100	Yes	20.23	100	Yes

3. Accessibility of workplaces:

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

As on March 31, 2025, the Company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & workers.

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

By maintaining an environment that promotes equality and fairness, the Company aims to create an inclusive workplace where all individuals, regardless of their race, colour, religion, sex, national origin, age, sexual orientation, or any other protected characteristic, are treated with dignity and respect. The Company prohibits any form of discrimination, harassment, or retaliation against individuals based on the aforementioned protected characteristics.

The Company's Code of Conduct for Employees and Business Ethics and Human Rights policy specifically calls out for no discrimination on any grounds. The same can be accessed at on our website at <https://www.moldtekpackaging.com/investors.html#tab-5>

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

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

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

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	NA, as in MTPL, there is no Permanent worker category as all our workers is through third party contractors and have fixed terms.
Other than Permanent Workers	Non-permanent workers on plants are contracted via a third party and their grievance redressal mechanism rests with the contractors. The Company ensures that all norms and regulations are followed while working on plants. The Company also conducts regular site visits by management and carries out annual opinion surveys, providing a channel for individuals to report any issues they may encounter.
Permanent Employees	We have implemented a robust grievance redressal system to ensure issues are managed efficiently. The Company has a policy for Whistle Blower and Protection of Whistle Blower Policy in place which provides guidance to raise a complaint(s) and protection of the person in case of any concerns. The company has constituted an Internal Complaints Committee as mandated by law and also provided complain/suggestion boxes for any type of complaints/grievances across the locations it operates.
Other than Permanent Employees	NA. All Employees working in the Company are permanent employees.

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

Category	F.Y. 2024-25 (Current Financial Year)			F.Y. 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
-Male	791	24	3.03%	668	24	3.59
-Female	43	2	4.65%	38	2	5.26
Total Permanent Workers						
-Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
-Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

8. Details of training given to employees and workers:

Category	F.Y. 2024-25 (Current Financial Year)					F.Y. 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	791	791	100	504	63.71	668	668	100	392	58.68
Female	43	43	100	27	62.79	38	38	100	21	55.26
Total	834	834	100	531	63.66	706	706	100	413	58.49

Category	F.Y. 2024-25 (Current Financial Year)					F.Y. 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Male	1171	1171	100	851	72.67	1020	1020	100	642	62.94
Female	700	700	100	405	57.85	604	604	100	389	64.40
Total	1871	1871	100	1256	67.13	1624	1624	100	1031	63.49

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

At MTPL, we have a well-defined annual appraisal process conducted for all the employees based on their DOJ, during which a one-to-one discussion is done with employees regarding their individual performance, development and training plan, future growth and targets and KRA's etc.

Category	F.Y. 2024-25 (Current Financial Year)			F.Y. 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	791	791	100	668	668	100
Female	43	43	100	38	38	100
Total	834	834	100	706	706	100
Workers						
Male	N.A	N.A	N.A	N.A.	N.A.	N.A.
Female	N.A	N.A	N.A	N.A.	N.A.	N.A.
Total	N.A	N.A	N.A	N.A.	N.A.	N.A.

10. Health and safety management system:

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

-Yes, we have an Employee Health and Safety Management System manual that is adhered to across all our manufacturing units and offices ensuring the protection of environment and health & safety of its employees, contractors, visitors, and relevant stakeholders. It covers everything from planning and process development to data monitoring, analysis, and continuous improvement. Additionally, we are making further enhancements to our safety management systems based on recommendations aimed at increasing the effectiveness of our current safety procedures.

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

-We have the HIRA system (Hazard Identification and Risk Assessment), which will be renewed yearly or on process change, whichever is earlier.

The focus includes Life-Saving Rules campaign, near misses and unsafe conditions that could result in injury, and the need for increased safety related communication at all levels of our organization. We also emphasize training to raise awareness about routine and non-routine hazards during production and planned shutdowns for repairs and maintenance

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

Yes. The Company actively fosters a safety-first culture by encouraging workers to report any observed hazards to their immediate supervisors or the Health and Safety Committee. Suggestion boxes are placed strategically within the factory premises to facilitate anonymous reporting.

Regular safety briefings reinforce the importance of self-protection, including the right to withdraw from potentially dangerous situations and to seek prompt support from supervisors or management.

The Company remains committed to enhancing workplace safety through improved working conditions, technological support, and regular safety training tailored to specific operations to enhance employees' skills and support safe practices across specific areas and operations.

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

Yes. Employees and workers are provided with health coverage based on their eligibility and are covered under Company's health insurance and personal accident policy. Health coverage is also extended either through healthcare insurance or under the Employees' State Insurance (ESI) scheme. This coverage also includes immediate family members of eligible employees, ensuring broader health and wellness support. Further, the Company regularly organizes free medical camps, stress reduction programs and yoga sessions.

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

Safety Incident / Number	Category	F.Y. 2024-25 (Current Financial Year)	F.Y. 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	1	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place:

Employee well-being is a priority for MTPL from its plant floor to its Boardroom. We continually build on our policies, practices, and governance to ensure that employees are safe, healthy and have a work-life balance.

The following mechanism has been implemented to ensure a safe and healthy workplace:

- Regular plant safety inspections
- Third-party safety audits
- On-Site emergency mock drills
- Safety work permit system
- Hazard Identification and Risk Assessment (HIRA) Procedure
- minimizing manual interaction with machines
- Access to Personal Protective Equipment for all employees and workers
- Regular safety trainings along with mandatory safety trainings at commencement of work
- Display of floor plans, exit paths in offices
- Display of safety sign boards at all facilities
- Grievances redressal mechanism
- Periodic Check of equipment
- CCTV for detection/recording of all activities
- Fire and burglar alarms with fire and smoke sensors in multiple offices
- Periodic maintenance of fire safety equipment and measures

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

	F.Y 2024-25 (Current Financial Year)			F.Y 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

There were no significant risks or concern arising from assessments of health and safety practices and working conditions, however, MTPL has an internal system to ensure continuous safety improvements at the workplace which includes:

- Arranged smoke detection system for its units and offices
- Followed-up on daily toolbox talk to all department teams with safety briefing
- Enhanced safety awareness by conducting various modules of safety trainings
- Encouraged an open system to report any safety health and environmental findings to the concern authority
- Safety drills conducted for ensuring effectiveness
- Conducted Health and safety audits for strengthening the systems

Leadership Indicators:

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

(A) Employees (Y/N): Yes.

(B) Workers (Y/N): Yes.

All employees are covered under Health Insurance and Accidental policy.

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

-The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company. The Company has a practice of informing the vendors about the statutory changes affecting their responsibilities in respect of deduction/ withholding of tax at source in respect of their transactions with the Company. All orders include "Standard Terms & Conditions," which are binding for value chain partners and mandate the clearance of payment dues.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	F.Y 2024-25 (Current Financial Year)	F.Y 2023-24 (Previous Financial Year)	F.Y 2024-25 (Current Financial Year)	F.Y 2023-24 (Previous Financial Year)
Employees	1	0	0	0
Workers	0	0	0	0

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

-Yes, MTPL as an organization uses its retainership program depending on case to case basis and the suitability of the position. Some employees, after retirement age, are considered for advisory role in the Company only at the discretion of management.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	As a standard practice, the company initiates efforts to familiarize and ensure compliance with its various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, Environmental, Social and Governance (ESG) Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. These initiatives integrate the essence of the NGRBC Principles and Core Elements into interactions with value chain partners throughout the year.
Working Conditions	

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

The Company conducts regular interactions with its value chain partners to assess health and safety practices as well as working conditions. Based on these assessments, corrective actions are implemented as necessary. The findings from these interactions have been satisfactory, and no significant risks or concerns have been identified at this stage.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators:

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

- MTPL understands the importance of effective and regular communication with all its stakeholders. The Company has developed a well-defined approach to stakeholder communication and engagement over several years, with all relevant target groups clearly defined. The Company has identified its key stakeholders as follows:

- Internal Stakeholders, which include Employees, Plant workers and Board Members
- External Stakeholders, comprising of Shareholders, Investors, Customers, Suppliers, Local Community, Regulators, Auditors, Financial Institutions, and Industry Associations of which it is a member

MTPL recognises the value of each stakeholder group and the distinct feedback they offer. This two-way communication allows the Company to find solutions that are equitable and address the needs of all the stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & workers	No	<ul style="list-style-type: none"> • Email • HR Portal • Company Intranet • Newsletters • Induction and training programmes 	Regularly	<ul style="list-style-type: none"> • Maintaining and enhancing employees and workers engagement • Informing employee Benefits, Rewards and Policies, Procedures and Programs • Employee Development Plan, Career Progression, Performance Reviews and Ratings • Understanding employee concerns or grievances • Receiving employee feedback

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors	No	<ul style="list-style-type: none"> Periodic investor/ analyst interactions like individual Meetings Participation in investor conferences Analysts meet from time to time Annual Reports Publication of periodical results Press Release Newspaper Website Periodical investor presentation 	Quarterly and as and when need arises	<ul style="list-style-type: none"> To provide financial updates, discuss strategic direction, and address investor queries.
Customers	No	<ul style="list-style-type: none"> Customer Meetings Business discussions as and when required Participation in survey conducted by customers from time to time Customer events e-mail and website. 	Regularly	<ul style="list-style-type: none"> maximise the outreach of our products To make the customers aware about the new developments in techniques and products Build long-lasting relationships with suppliers To receive feedback from customers
Suppliers & Partners	No	<ul style="list-style-type: none"> Physical and virtual meetings supplier forums, partner events calls e-mail website. 	Frequent and need based	<ul style="list-style-type: none"> Build long-lasting relationships with capable suppliers Monitoring Supplier Performance Ensure supplier competency and compliance To make aware the suppliers about the new developments in techniques and products
Government and regulatory authorities	No	<ul style="list-style-type: none"> Statutory Report Interactions with Public Authorities Membership of industry associations 	As and when required	<ul style="list-style-type: none"> Understanding potential legal and regulatory changes relevant to MTPL's business Contributing to industry reform To get information about various governmental schemes and subsidies
Community	Yes	<ul style="list-style-type: none"> CSR Activities Volunteering Activities Community Events Community Survey and Consultations 	As and when required	<ul style="list-style-type: none"> Provide relevant and accurate information about Company Understand the impact of company's initiatives and activities on community Supporting causes and organizations through donations and philanthropic activities

Leadership Indicators:

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

The Company maintains consistent and proactive engagement with the Company's major stakeholders, that allows the Company to articulate the strategy and results. To align expectations, the Company encourages effective communication and participation.

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

- Yes, effective engagement allows us to align stakeholder needs with organizational goals, forming the foundation for strategic development and enhancing value for all stakeholders. We utilize various platforms to interact with a diverse range of stakeholders, understanding their unique needs and concerns, and devising appropriate strategies to address them. Our internal and external stakeholders have highlighted key material topics across ESG, such as product availability, responsible pricing and affordability, quality, safety, and anti-bribery and corruption. Additionally, we engage with Government Regulatory Authorities, distributors, suppliers, and the local community on environmental and social issues to identify the most relevant and applicable material topics for MTPL. We ensure that stakeholder feedback is integrated into our processes and policies.

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

MTPL through its Corporate Social Responsibility (CSR) initiatives, collaborates with partners and local NGOs to implement community development programs in areas such as education, skill development, livelihood, health, and environmental sustainability. These programmes are designed to benefit marginalised and vulnerable sections of society.

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators:

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

Category	F.Y. 2024-25 (Current Financial Year)			F.Y. 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	834	834	100	706	706	100
Other than permanent	0	0	0	0	0	0
Total Employees	834	834	100%	706	706	100
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	1871	1871	100	1624	1624	100
Total Workers	1871	1871	100	1624	1624	100

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

Category	F.Y. 2024-25 (Current Financial Year)					F.Y. 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum wage		More than Minimum Wage		Total (D)	Equal to Minimum wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	791	0	0	791	100	668	0	0	668	100
Female	43	0	0	43	100	38	0	0	38	100
Total	834	0	0	834	100	706	0	0	706	100
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total										
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	1171	1171	100	0	0	1020	1020	100	0	0
Female	700	700	100	0	0	604	604	100	0	0

Note: In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	4	2,93,72,100	Nil	N.A.
Key Managerial Personnel (KMP)**	1	9,15,974	2	54,24,793
Employees other than BoD and KMP	785	4,32,351	43	4,77,362
Workers [#]	NA	N.A.	NA	N.A.

* Does not include commission and sitting fees paid to Non-Executive Directors

** Includes employees who have ceased to be associated with the Company during the year

[#]In MTPL, there is no Permanent worker category as all our workers are through third party contractors and have fixed terms.

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	7.45	6.37

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

-Yes, Respective HR heads of unit and at HO are responsible for addressing human rights and concerns raised by the employees or workers. They play a crucial role in ensuring that human rights are respected in the workplace and that employees' or workers concerns are addressed. They are responsible for maintaining a safe and healthy work environment, promoting diversity and inclusion, and ensuring that employees are treated fairly and with dignity and respect.

The Company encourages an open-door policy, promoting transparency and accessibility across all levels. Employees and associates are empowered to raise grievances or report any form of misconduct, without fear of retaliation, through multiple safe channels.

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

The Company encourages an open-door policy. The Company has built a strong mechanism for reporting matters or concerns faced at the workplace All grievances are addressed as and when received by the respective Unit Head/Business Head/HOD through Plant HR in coordination with Head HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated. At MTPL, internal committees are constituted for redressing the issues related to human rights.

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and responsive to complaints about harassment or other unwelcome or offensive conduct. The Internal complaints Committee is constituted across locations to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required.

The Company also provides training and resources to all employees on human rights and encourages a culture of respect and inclusion. Regular assessments and audits are also conducted to monitor compliance with our human rights policies and to identify any areas for improvement.

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

Particulars	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company is committed to a workplace free of harassment, including sexual harassment at the workplace, and has zero tolerance for such unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Regular awareness and training sessions are conducted to ensure that the employees are fully aware of the aspects of sexual harassment and of the redressal mechanism. This is enshrined in the Business Responsibility and Code of Conduct.

The Grievance Redressal Policy clearly outlines that all members involved as a part of the enquiry are entrusted to keep record in a confidential manner. Any employee questioned in respect of the enquiry is bound by confidentiality and is required to keep all paperwork and information exchanged in the process confidential and such practices are followed also while handling and assessing complaints which form a part of the grievance redressal mechanism. All genuine complaints, in good faith, can be made without fear of reprisals, punishment, intimidation, coercive action, dismissal, or victimization. All actual violations are dealt seriously on the principles of natural justice, confidentiality, sensitivity, nonretaliation, and fairness while addressing the concern.

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

-Yes. MTPL understands the importance of promoting and protecting human rights throughout its value chain. We have extended our Supplier Code of Conduct to our value chain partners. Also, we include human rights in our business agreements wherever required. By doing so, we are setting clear expectations for our partners for upholding human rights standards.

10. Assessments for the year:

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

* Internal assessment was carried out by the Company.

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

No significant risk or concerns were identified in our operations.

Leadership Indicators:

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

At MTPL, none of the business processes require any modification or introduction of any new process to address human rights grievances/complaints.

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

-At MTPL, the scope of human rights due diligence, overseen internally by the HR Department at the Head Office and across all units, encompasses Occupational Health and Safety, non-discrimination, freedom of association and collective bargaining, child labour, forced or compulsory labour, and community engagement. As an equal opportunity employer, we eschew discrimination based on race, color, religion, sex, national origin, gender identity, gender expression, sexual orientation, or disability status.

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

- As on March 31, 2025, the company does not have any differently abled employee and worker but the Company is in process of making all the required premises accessible for differently abled employees & workers.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	As a standard practice, we implement initiatives to familiarize and ensure compliance with the Company's various policies, including the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. These initiatives instill the principles and core elements of the NGRBC throughout the year during interactions with our value chain partners. In the fiscal year 2025, 100% of our suppliers were assessed based on our aforementioned Codes and Policies. These documents include numerous provisions on labor practices and human rights, such as child labor, freedom of association, working hours, wages and benefits, forced or compulsory labor, lawful employment, non-discrimination, and harassment.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

No significant risk or concerns were identified.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators:

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

Parameter	F.Y 2024-25 (Current Financial Year)	F.Y 2023-24 (Previous Financial Year)
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)- From Roof Top Solar Panels	12,167	11,999
Total energy consumed from renewable sources (A+B+C)	12,167	11,999
From non-renewable sources		
Total electricity consumption (D)	1,26,022	1,08,824
Total fuel consumption (E)	1,632	1320
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,27,654	1,10,144
Total energy consumed (A+B+C+D+E+F)	1,39,821	1,22,143
Energy intensity per rupee Lakh of turnover (Total energy consumption/Revenue from operations)	1.79GJ/₹ lakhs	1.75GJ/₹ lakhs
Energy intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	36.97 GJ/₹ lakhs	39.16 GJ/₹ lakhs
Energy intensity in terms of physical output in GJ per ton	3.60GJ/Ton	3.42GJ/Ton
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No.

**The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2024-25 is 20.66 as per 2025 IMF update and for FY 2023-24 is 22.40 as per the 2024 IMF update*

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	4747.08	4659.7
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv +v)	4747.08	4659.7
Total volume of water consumption (in kilolitres)	4747.08	4659.7
Water intensity per rupee lakh of turnover (Water consumed / turnover)	0.061 Kltr/ ₹ lakh	0.066 Kltr/ ₹ lakh
Water intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) *	1.26 Kltr/ ₹ lakh	1.49 Kltr/ ₹ lakh
Water intensity in terms of physical output in Kltr/Ton	0.12 Kltr/Ton	0.13 Kltr/Ton

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

No, water monitoring has been done through the water flow meters which measures the volume of water.

**The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2024-25 is 20.66 as per 2025 IMF update and for FY 2023-24 is 22.40 as per the 2024 IMF update*

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
-No treatment		
-With treatment – please specify level of treatment		
(iii) To Seawater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
iv) Sent to third-parties	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	1614 through STP and used for the gardening purpose	1560 through STP and used for the gardening purpose
Total water discharged (in kilolitres)	1614	1560

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

Yes, the wastewater generated at our offices and factories is treated through the sewage treatment plants (STPs) and the recycled water is used for sanitation and gardening purposes. MTPL focusses on reduction at source and reuse. Further, chillers are installed in the factories for efficient water management and reduction in consumption. Industrial treated water is 100% used for Gardening purpose.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Kg	101.01	81.7
Sox	Kg	87.83	74.9
Particulate matter (PM)	Kg	56.31	59.5
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

-Not Applicable. MTPL's facilities are accredited as Green Zones by the Pollution Control Board (PCB). The emissions resulting from our injection molding processes is zero. However, the gensets used in the office(s) / unit(s) during power cuts or otherwise generate emissions. The air emission parameters were calculated by conducting a stack emission monitoring test. The actual values (PM, NOx, and SOx) and the flow rate were multiplied by the running hours. This allowed us to determine the amount of air emissions emitted by the generator in kilograms for the entire year.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	343.70	260.30
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	25,178.80	21,462.70
Total Scope 1 and Scope 2 emissions per rupee lakh of Turn-over	Metric tonnes of CO ₂ per rupee lakh of turnover	0.33	0.31
Total Scope 1 and Scope 2 emission intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ per rupee lakh of turn-over adjusted for PPP	6.75	6.96
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ per ton of output	0.66	0.60

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

No. MTPL units are certified Green Zones by Pollution Control Board (PCB). The emission released from the processes of Injection Moulding is Zero. However, all Gensets used at the factories during power cuts or otherwise produce Green House Gases and such may be considered under Scope 1 emissions. Further, for Scope 2 electric consumption from non-renewable sources only has been considered.

**The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2024-25 is 20.66 as per 2025 IMF update and for FY 2023-24 is 22.40 as per the 2024 IMF update*

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

MTPL's facilities are certified as Green Zones by the Pollution Control Board (PCB), and emissions from our injection moulding processes are zero. However, the Gensets used at our factories during power outages or otherwise emit greenhouse gases. To mitigate our carbon footprint, the Company has implemented the following measures:

- Replacing outdated hydraulic injection moulding machines with modern electric ones is underway.
- Regular monitoring and analysis of energy consumption are conducted.
- Conventional tubes and bulbs are being replaced with LED lighting.
- Energy-intensive equipment is selected based on rigorous monitoring and benchmarking.
- Processes and material movement in factories are optimized to minimize energy use.
- "Machine On" alarms and automatic machine shut-off systems are in place.
- Water chillers have been installed to promote water conservation.
- Discharged or used water from offices and units is treated through sewage treatment plants (STPs) and reused for watering plants and trees, minimizing water consumption.
- Water leakage is actively monitored.
- Installation of Solar power systems in units
- Tree planting initiatives are undertaken at both offices and factories.

9. Provide details related to waste management by the entity:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1,529	1,177
E-waste (B)	9.16	0.99
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste Please specify, if any. (G) (waste oil)	4.53	2.34
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
Total (A+B + C + D + E + F + G + H)	1,542.70	1,180.33
Waste intensity per rupee lakh of turnover (Total waste generated / Revenue from operations)	0.020 MT/₹ Lakh	0.016 MT/₹ Lakh
Waste intensity per rupee lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)*	0.41 MT/₹ Lakh	0.37 MT/₹ Lakh
Waste intensity in terms of physical output per ton	0.040	0.033
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,529	1,177
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,529	1,177

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	13.70	3.33
(iv) Landfilling after incineration	-	-
Total	13.70	3.33

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

No.

**The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rate considered for FY 2024-25 is 20.66 as per 2025 IMF update and for FY 2023-24 is 22.40 as per the 2024 IMF update*

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

- MTPL has established a system to ensure that all process rejections are recycled and repurposed. Since our products are made from polypropylene plastic, which is highly recyclable, rejected materials are ground into small fragments and reintegrated into production. Non-plastic waste is disposed of in accordance with Pollution Control Board (PCB) guidelines. As a B2B enterprise, our products are sold to customers who use them for primary and secondary packaging, thus the responsibility for disposal and end-of-life management lies with them.

Additionally, as a Producer/Importer/Brand Owner (PIBO) under the Plastic Waste Management Rules, 2016, the Company has partnered with an organization specializing in the collection and recycling of post-consumer plastic waste. This organization provides solutions, services, and digital technology platforms to ensure compliance with Extended Producer Responsibility (EPR) guidelines. We procure post-consumer recycled materials from various vendors and collaborate with them to develop high-quality materials, thereby increasing their use in our final products as per EPR requirements.

According to Company policy on product lifecycle management, e-waste is sold to vendors who then collect the material and issue the necessary e-waste certificates. MTPL's facilities are certified as Green Zones by the PCB, and emissions from our injection moulding processes are zero. The Company generates no hazardous waste, and any non-hazardous liquid or solid waste produced is repurposed in a controlled manner.

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

Sr. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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

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

Leadership Indicators:

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilo liters): For each facility/plant located in areas of water stress, provide the following information:**

Not Applicable

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

The Company is not measuring its scope 3 emissions currently.

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

No

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

Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
Nil			

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

- Yes, to ensure the continuity of business operations, minimize the impact of disasters, and facilitate swift recovery, MTPL has implemented a comprehensive and documented framework for managing critical activities and their dependencies during high-impact risk events. Each Manufacturing Unit, Toolroom Centre, Head Office, Depot/Regional Distribution Center, and Regional Office has its own designated framework for such events. Emergency preparedness plans are established at each site to address both external and internal disasters. These plans emphasize reducing exposure to hazardous situations and include detailed scenarios with clearly assigned responsibilities.

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

- The Company has not conducted environmental impact assessments of its business partners. However, as a standard practice, we implement initiatives to familiarize our partners with and ensure their adherence to various Company policies. These include the Policy on Human Rights, Code of Conduct for Suppliers and Service Providers, ESG Policy, Environment, Health and Safety Policy, Code of Conduct for Employees and Business Ethics, and Code(s) on PIT, among others. Through these initiatives, we integrate the principles and core elements of the NGRBC throughout the year during our engagements and interactions with value chain partners. There has been no significant adverse impact on the environment resulting from MTPL's value chain.

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

No formal assessment of value chain partners was conducted during the reporting period with respect to environmental impacts.

8. **How many Green Credits have been generated or procured.**

a. By listed entity

MTPL has not generated or procured any Green Credits as per the GCP Rules notified by the Government of India.

b. by top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent:

Essential Indicators:

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

-MTPL is much aware of its responsibilities towards influencing public and regulatory policy and thus engages with public and regulatory bodies in a responsible manner. It participates in the same on a need basis. MTPL is a member of 4 trade associations.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	The Associated Chambers of Commerce & Industry of India	National
2.	Andhra Chamber of Commerce	State
3.	The Plastics Export Promotion Council	National
4.	The All India Plastics Manufacturers Association	National

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

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators:

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

Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half-yearly/Quarterly/ Others – please specify)	Web Link, if available
Nil				

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development:

Essential Indicators:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Nil					

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

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

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

The Company understands the importance of providing community with accessible channels to report their grievances and concerns. It has established a comprehensive system that enables community to voice their grievances through various communication channels. By actively listening to community concerns, following up on communications, and maintaining transparent processes, the Company strives to build strong community relationships and foster a collaborative environment.

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

Particulars	F.Y 2024-25 Current Financial Year	F.Y 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	2.61%	2.32%
Directly from within India (Except MSMEs)	92.14%	93.52%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	61.99	2.83
Semi-urban	12.59	27.39
Urban	6.24	44.87
Metropolitan	19.18	24.91

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators:

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable.

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Nil			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

-Currently, there is no preferential procurement policy in place. However, company does not discriminate against any groups for sourcing we use a variety of variables like quality, service, technical competence and price to decide the vendors.

(b) From which marginalized /vulnerable groups do you procure?

-Not Applicable.

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

-Not Applicable.

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects:

The Company has undertaken various CSR activities for towards Promoting education, Disaster Management, Eradication of hunger and poverty, Promoting health care etc. These activities supported the construction of schools and vocational training programs, empowering individuals in rural and suburban areas to achieve self-sufficiency, providing ambulances. The Company's commitment to these projects reflects its dedication to creating meaningful social impact and aligns with Schedule VII of the Companies Act, 2013. The Company is commitment to these projects reflects the Company's dedication to creating meaningful social impact and aligns with Schedule VII of the Companies Act, 2013. For more details on CSR activities please refer **Annexure B** of the Annual Report.

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators:

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

-As a B2B company, MTPL supplies its products to other businesses. We are committed to keeping clients informed throughout the entire complaint resolution process. Our approach focuses on addressing complaints promptly by identifying the core issue and providing effective solutions, which may include direct communication with the customer via phone calls or meetings, and delivering a final resolution. We also maintain multiple communication channels—such as SMS, email, and WhatsApp—to keep customers updated on the progress of their complaints.

Customers submit complaints via email to the Marketing department, which then forwards them to the Quality Control (QC) department, requesting a Root Cause Analysis (RCA) and Corrective and Preventive Actions (CAPA). The QC department analyzes the complaint and provides the RCA and CAPA report to the client within the designated timeframe.

Further, The Company has established a Standard Operating Procedure (SOP) that outlines the internal protocol for managing and addressing consumer complaints. This mechanism ensures that grievances are handled in a structured, timely, and efficient manner. In addition, the Company engages regularly with its clients through feedback sessions, which provide valuable insights to help align its packaging solutions with specific quality expectations and customer requirements.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

-MTPL is in B2B business and provide rigid plastic packaging solutions to other businesses, who use our containers for their products and the details and labelling are as per the instructions of the clients and contains information about their product for which the container is being used.

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

	F.Y 2024-25 (Current Financial Year)		Remarks	F.Y 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending reso- lution at end of year	
Data privacy	Nil					
Advertising						
Cyber-security						
Delivery of essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues: Not Applicable

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

- There have been no instances of product recall (voluntary or forced) on account of safety issues during the financial year 2024-25.

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

-The Company does have a security policy. The same has been uploaded on the intranet of the Company. These measures are designed to comply with all applicable laws and regulatory requirements. The procedure covers various aspects including the use, integrity, and access of personal data; procedures for accessing personal data; security and transfer of personal data; mechanisms for inquiries, complaints, and opt-out; and accountability measures. The Company adopts a self-assessment approach to ensure ongoing compliance with its Privacy Policy and periodically verifies that the policy is accurate, comprehensive, prominently displayed, fully implemented, and accessible. Individuals are encouraged to raise any concerns using the contact information provided, and the Company investigates and seeks to resolve all complaints and disputes related to the use and disclosure of personal data in a fair and responsible manner.

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

-No such event has been reported for the Financial Year 2024-25.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: Not Applicable

Leadership Indicators:
1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Details on products and services of the Company can be accessed on the website of the Company at <https://www.moldtekpackaging.com/>

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

- Since the Company is in B2B business our products are sold to customers being other businesses who uses the same for primary and secondary packaging of their products. Business Continuity Plan, Risk Management Policy, Mitigation Plan and Review Mechanism in place to take care of exigencies in supplies or services to the customer. Further, product specification sheet forms part of the Agreement/Contract of Supply with all details including test controls.

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

The Company has established mechanisms to promptly inform consumers about any potential risks of disruption or discontinuation of essential services through various channels, ensuring that customers are kept informed and can make necessary adjustments in a timely manner. The Company is also bound under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 to promptly inform the Stock Exchanges and upload in its website about any material event that may have a bearing on the Company's operations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

As a producer of product packaging solutions, we imprint the product information, presented in the form of ARTWORK, on our packaging, alongside requisite statutory details for our clients. The Company works closely with its customers to align with their specific requirements concerning product safety, functionality, and sustainable packaging. All content displayed on the Company's packaging products is based on customer approved designs and specifications. As the end products are supplied to the market by the customers themselves, the opportunity to include information beyond mandated requirements does not arise at the Company's end.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the Company regularly conducts surveys to check if the clients are satisfied with the products.

REPORT ON CORPORATE GOVERNANCE

The Directors are pleased to present the Corporate Governance Report of Mold-Tek Packaging Limited (MTPL/ Company) for the financial year 2024-25. This report outlines the systems and processes implemented by the Company to ensure compliance with corporate governance requirements pursuant to Regulation 34(3) read with Schedule V and other applicable provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

A. COMPANY'S PHILOSOPHY ON CORPORATE GOVERNANCE:

The Company adheres to the Code of Governance to uphold its responsibility as a corporate citizen and serve the best interests of all stakeholders including employees, shareholders, customers, vendors, and society at large. Transparency in business dealings, clear and accessible disclosure of relevant information, and equitable treatment of stakeholders are key principles guiding the Company towards these objectives. The Company ensures that its operations are overseen by a professionally competent and independent Board of Directors.

Corporate Governance is to conduct business with a firm commitment to values, while meeting stakeholders' expectations. It is based on preserving core values and ethical business conduct while maintaining a strong commitment to maximise long-term stakeholder value. As a good corporate citizen, the Company is dedicated towards the best corporate governance practices built through conscience, fairness, transparency, accountability, building confidence of its various stakeholders, thereby paving the way for its enduring success.

Since its inception, the Company has taken conscious efforts to operate in a manner responsible to all stakeholders. This commitment is reflected in shareholder returns, strong credit ratings, robust governance processes, and a performance-oriented work environment. Customers also benefit from the Company's commitment to delivering high-quality products promptly and competitively.

At MTPL, we are aligned with and committed to evolving corporate governance standards, surpassing legal requirements. Integrity, transparency, fairness, accountability, disclosure, and ethical business practices are core to our interactions with stakeholders. Corporate Governance, for us, is not merely an end goal but a catalyst for maximizing shareholder value. Our philosophy integrates shareholder value across all facets of Corporate Governance—from underlying principles to role development, structural creation, and ongoing adherence to best practices.

For MTPL, robust corporate governance is fundamental to its entire management ethos, emphasizing professional management through a decentralized, empowered, and meritocratic decision-making model. The Company will continue to implement the code of Corporate Governance in true spirit for increasing the wealth and long-term benefits for stakeholders over a sustained period of time.

B. THE BOARD OF DIRECTORS (Board):

The Board of the company bears the ultimate responsibility for the organization and administration of the company. It is vital to have a well-balanced Board with a combination of Executive, Non-Executive and Independent Directors on the Board of the Company to ensure Board's independence and effective management. The Board Composition of the company is in conformity with the requirement of Section 149(4) of the Companies Act, 2013 (the Act) and Regulation 17 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015 as amended from time to time.

i. Composition of the Board:

As on March 31, 2025, the Board comprised of 8 (eight) Directors, of which 4 (Four) are Non-Executive Independent Directors (including woman director) and 4 (Four) are Executive Directors. The Company has an Executive Chairman. The Board periodically evaluates the need for change in its composition and size.

The details of composition of the Board as at March 31, 2025, the number of Directorships, Committee Chairmanships and Memberships held by them in other listed companies along with the category of directorship are given herein below:

Name	DIN	Category of Directorship/ Designation	Number of Directorship(s) in listed entities including this listed entity (Refer Regulation 17A of SEBI Listing Regulations)	Number of Membership(s)/ Chairmanship(s) of Audit Committee/Stakeholders Relationship Committee including this listed entity (Refer Regulation 26(1) of SEBI Listing Regulations)	
				Chairman	Member
Mr. J. Lakshmana Rao	00649702	Executive Director-Chairman and Managing Director	2	0	0
Mr. A. Subramanyam	00654046	Executive Director Deputy Managing Director	2	0	1
Mr. Venkateswara Rao Pattabhi	01254851	Executive Director Deputy Managing Director	2	0	2
Mr. Srinivas Madireddy	01311417	Executive Director	1	0	1
Mr. Eswara Rao Immaneni	08132183	Non-Executive Independent Director	2	1	2
Mr. T. Dhanrajtirumala Narasimha	01411541	Non-Executive Independent Director	2	1	1
Mrs. Madhuri Venkata Ramani Viswanadham	08715322	Non-Executive Independent Director	3	2	3
Mr. Ponnuswamy Ramnath	03625336	Non-Executive Independent Director	2	1	2

The Board has an unfettered and complete access to any information within the Company. Members of the Board have complete freedom to express their views on agenda items and can discuss any matter at the Meeting with the permission of the Chairperson.

The Composition of the Board is in conformity with Regulation 17 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. None of the Director is a Director in more than 10 Public Limited Companies (as specified in Section 165 of the Act) and Director in more than 7 Listed Entities (as specified in Regulation 17A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015) or acts as an Independent Director (including any alternate directorships) in more than 7 Listed Companies or 3 equity Listed Companies in case he/she serves as a Whole-time Director/ Managing Director in any Listed Company (as specified in Regulation 17A of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015). Further, none of the Directors on the Board is a member of more than 10 Committees and Chairperson of more than 5 Committees (as specified in Regulation 26 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015), across all the Indian public limited Companies in which he/she is a director.

ii. Board Meetings:

The Board and Audit Committee meets at least once in a quarter to review the quarterly financial results and other items of the agenda. Whenever necessary, additional meetings are held. Other Committee meetings are held based on the requirements.

In the case of business exigencies or urgency of matters, resolutions are passed by circulation which are noted and confirmed in the subsequent board meeting. Video conferencing facility is provided to the Directors who are not able to attend the meetings in person due to some emergencies. The location of the Board meetings is informed well in advance to all the Directors.

The agenda for each Board / Committee meeting is circulated in advance to the Directors. All material information is incorporated in the agenda facilitating meaningful and focused discussions in the meeting. Periodic presentations are

made at the Board and Committee meetings on business and performance updates of the Company including Finance, Sales, overview of business segments and operations of the Company, including business opportunities, strategy, risks, internal audit observations, regulatory changes and their probable impact on the operations of the Company involved to enable the Board to discharge its responsibilities effectively and take informed decisions. The Committee makes necessary recommendations to the Board which are relevant from the business, statutory and compliance standpoint and the Board takes into account such suggestions and recommendations before approving/noting the matter placed before them.

The Board has unrestricted access to all Company related information including employees. All the relevant information to be placed before the board as required under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Companies Act, 2013 is placed before the Board for its consideration regular updates provided to the Board.

The Company Secretary also attends all the Board and Committee Meetings except the Independent Directors' meeting, and prepares and circulates the Minutes as per the statutory timelines and finalizes the same after incorporating the comments, if any, from the Directors. In addition to Board Members and the Company Secretary, these Meetings are attended by the Chief Financial Officer and, as and when necessary, Heads of various Corporate Functions. All the proceedings of the Board Meetings are recorded as per the requirements of the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. All the decisions taken by the Board and its Committees are promptly communicated to the concerned departments or divisions. All the Post Board Meeting filings on the Stock Exchange / Registrar of Companies are done as per the requirement of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Companies Act, 2013 and rules made there under as amended from time to time. Action taken/status reports on decisions of the previous meeting(s) are followed-up and placed at the next meeting for information and further recommended actions, if any.

During the year under review, the Board of Directors met 6 (Six) times i.e., on April 03, 2024, May 30, 2024, August 02, 2024, August 29, 2024, November 07, 2024 and February 07, 2025. The maximum gap between any two board meetings did not exceed 120 days. The necessary quorum was present for all the meetings.

The details of directors' attendance at the AGM and Board meetings are given herein below:

Name of Directors of Board	Designation	April 03, 2024	May 30, 2024	August 02, 2024	August 29, 2024	November 07, 2024	February 07, 2025	% of Attendance	Attendance at the last AGM held on September 26, 2024
Mr. J. Lakshmana Rao	(Chairman & Managing Director)	P	P	P	P	P	P	100%	P
Mr. A. Subramanyam	(Deputy Managing Director)	P	P	P	P	P	P	100%	P
Mr. P. Venkateswara Rao	Deputy Managing Director	P	P	P	P	P	P	100%	P
Mr. Srinivas Madireddy	Whole-time Director	P	P	P	P	P	P	100%	P
Dr. T. Venkateswara Rao *	Non-Executive Independent Director	P	P	P	P	NA	NA	100%	P
Mr. Eswara Rao Immaneni	Non-Executive Independent Director	P	P	P	P	P	P	100%	P
Mr. T. Dhanrajtiramala Narasimha	Non-Executive Independent Director	P	P	P	P	P	P	100%	P
Mrs. Madhuri Venkata Ramani Viswanadham	Non-Executive Independent Director	P	P	P	P	P	P	100%	P
Mr. Ponnuswamy Ramnath	Non-Executive Independent Director	P	P	P	P	P	P	100%	P

*ceased to be director w.e.f. September 29, 2024 on account of completion of his second term as Independent Director

iii. Disclosure of relationship between Directors inter-se:

Mr. J. Lakshmana Rao and Mr. A. Subramanyam are brothers in law. None of the other directors are related to each other on the Board.

iv. Equity Shares held by Directors of the Company:

The details of shareholding of the Directors of the Company as on March 31, 2025 is as below:

Sr. No.	Name and Designation of the Directors	No. of Shares held
1	Mr. J. Lakshmana Rao Chairman & Managing Director	30,73,201
2	Mr. A. Subramanyam Deputy Managing Director	17,52,964
3	Mr. P. Venkateswara Rao Deputy Managing Director	1,50,126
4	Mr. Srinivas Madireddy Whole-time Director	4,69,743
5	Mr. Eswara Rao Immaneni Non-Executive Independent Director	7,848
6	Mr. T Dhanraj Tirumala Narasimha Non-Executive Independent Director	-
7	Mrs. Madhuri Venkata Ramani Viswanadham Non-Executive Independent Director	-
8	Mr. Ponnuswamy Ramnath Non-Executive Independent Director	-

v. Independent Directors:

Considering the requirement of skill sets on the Board, eminent people having an independent standing in their respective field/profession and who can effectively contribute to the Company's business and policy decisions are considered by the Nomination and Remuneration Committee for appointment as Independent Director on the Board. The Committee, inter alia, considers qualification positive attributes, area of expertise and number of Directorships and Memberships held in various committees of other Companies by such persons in accordance with the Company's Policy for Selection of Directors and determining Directors' independence. The Committee evaluates the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person recommended to the Board for appointment as an independent director shall have the capabilities identified in such description. The Board considers the Committee's recommendation and takes appropriate decision.

All the Independent Directors of the Company have given declarations and confirmed that they meet the criteria of Independence as provided under Section 149(6) of the Companies Act, 2013 and Regulation 16(1)(b) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and that they are not aware of any circumstance or situation, which exists or may be reasonably anticipated, that could impair or impact their ability to discharge their duties with an objective independent judgment and without any external influence.

They also declare that apart from receiving sitting fees they did not have any pecuniary relationship or transactions with the Company, its promoter, its directors, senior management and they are not a material supplier, service provider or customer or a lessor or lessee of the Company, which may affect their independence, and was not a substantial member of the Company i.e. owning two percent or more of the block of voting shares.

A separate meeting of Independent Directors was held on February 07, 2025, without the presence of Executive Directors and other members of management. During this meeting, the Independent Directors inter-alia reviewed the performance of the Non-Independent Directors and the Board as a whole, reviewed the performance of Chairman of the Company and assessed the quality, quantity and timeliness of flow of information between the Company management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

During the year under review none of the Independent Directors resigned from the Company. Dr. Talupunuri Venkateswara Rao (DIN: 00572657) ceased to be an Independent Director of the Company w.e.f. September 29, 2024 on account of completion of his second term as Independent Director.

vi. Familiarization programmes:

On being introduced onto the board of the company, every Director is given an induction and is made aware about the organisations Vision, mission, Challenges, risk and opportunities. The Board members are provided with necessary documents/brochures, reports, factory visits and internal policies to enable them to familiarise with the Company's procedures and practices. Senior management personnel of the Company make presentations to the Board Members on a periodical basis, briefing them on the operations of the Company, plans, strategy, risks involved, new initiatives, etc., and seek their opinions and suggestions on the same.

The Statutory Auditors, Internal Auditors and Senior Management of the Company makes presentations to the Board of Directors with regard to regulatory changes from time to time while approving the Financial Results.

The details of familiarization programmes are available at the Company's website: <https://www.moldteckpackaging.com/investors.html#tab-5>

vii. List of core skills/expertise/competencies identified by the Board of Directors:

The Directors of the Company collectively bring with them a wide range of skills, expertise and competence with their rich experience, which enhances the quality of the Board's decision-making process. The Company believes that building a diverse and inclusive culture is integral to its success. A diverse Board is able to leverage different skills, qualifications, professional experiences, perspectives and backgrounds, which is necessary for achieving sustainable and balanced growth of an organization in its line of business. The Board has identified the below-mentioned core skills/expertise/competencies as required by the Company in the context of its business(es) and sectors(s) for it to function effectively and those available with Board:

- a. Understanding of Business/Industry
- b. Strategy and strategic planning
- c. Risk and compliance oversight
- d. Research and development of tool room for designing and production
- e. Operations, Sales & Marketing
- f. Financial understanding

The table below depicts the core skills / expertise / competence of the Individual Directors.

Name of Director	Understanding of Business/ Industry	Strategy and strategic planning	Risk and compliance oversight	Research and development of tool room for designing and production	Operations, Sales & Marketing	Financial understanding
Mr. J. Lakshmana Rao	√	√	√	√	√	√
Mr. A Subramanyam	√	√	√	√	-	√
Mr. P Venkateswara Rao	√	√	√	-	√	√
Mr. Srinivas Madireddy	√	√	-	√	√	√
Mr. Eswara Rao Immaneni	√	√	√	-	√	√
Dr. T. Venkateswara Rao*	√	√	√	-	√	√
Mr. T. Dhanrajtirumala Narasimha	√	√	√	-	√	√
Mrs. Madhuri Venkata Ramani Viswanadham	√	√	√	-	√	√
Mr. Ponnuswamy Ramnath	√	√	√	-	√	√

C. COMMITTEES OF THE BOARD:

i) AUDIT COMMITTEE:

The Board has constituted and entrusted the Audit Committee with the responsibility to supervise these processes and thus ensure accurate and timely disclosures that maintain the transparency, integrity and quality of financial control and reporting. The constitution of the Audit Committee also meets with the requirements of Section 177 of the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Terms of reference

The terms of reference of the Audit Committee are in alignment with Regulation 18 and Part C of Schedule II of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with Part C of Schedule II of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended and Section 177 and other applicable provisions of the Companies Act, 2013 as under:

- i) Oversight of the Company's financial reporting process and the disclosure of its financial information to ensure that the financial statements are correct, sufficient and credible;
- ii) Recommendation for appointment, remuneration and terms of appointment of auditors of the Company;
- iii) Approval of payment to statutory auditors for any other services rendered by the statutory auditors;
- iv) Reviewing, with the management, the annual financial statements and auditor's report thereon before submission to the board for approval, with particular reference to:
 - a. Matters required to be included in the Directors' Responsibility Statement, to be included in the Board's Report in terms of clause (c) of sub-section 3 of section 134 of the Companies Act, 2013,
 - b. Changes, if any, in accounting policies and practices and reasons for the same,
 - c. Major accounting entries involving estimates based on the exercise of judgment by management,
 - d. Significant adjustments made in the financial statements arising out of audit findings, e. Compliance with listing and other legal requirements relating to financial statements, f. Disclosure of any related party transactions,
 - e. Modified opinion(s) in the draft audit report.
- v) Reviewing, with the management, the quarterly financial statements before submission to the board for approval;
- vi) Reviewing, with the management, the statement of uses / application of funds raised through an issue (public issue, rights issue, preferential issue, etc.), the statement of funds utilised for purposes other than those stated in the offer document / prospectus / notice and the report submitted by the monitoring agency monitoring the utilisation of proceeds of a public issue or rights issue or preferential issue or qualified institutions placement and making appropriate recommendations to the Board to take up steps in this matter;
- vii) Review and monitor the auditor's independence and performance, and effectiveness of audit process;
- viii) Approval or any subsequent modification of transactions of the Company with related parties;
- ix) Scrutiny of inter-corporate loans and investments;
- x) Valuation of undertakings or assets of the Company, wherever it is necessary;
- xi) Evaluation of internal financial controls and risk management systems;
- xii) Reviewing, with the management, performance of statutory and internal auditors, adequacy of the internal control systems;
- xiii) Reviewing the adequacy of internal audit function, if any, including the structure of the internal audit department, staffing and seniority of the official heading the department, reporting structure coverage and frequency of internal audit;
- xiv) Discussion with internal auditors of any significant findings and follow up there on;

- xv) Reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the board;
- xvi) Discussion with statutory auditors before the audit commences, about the nature and scope of audit as well as post-audit discussion to ascertain any area of concern;
- xvii) To look into the reasons for substantial defaults in the payment to the depositors, debenture holders, shareholders (in case of non-payment of declared dividends) and creditors;
- xviii) To review the functioning of the Whistle Blower mechanism;
- xix) Approval of appointment of CFO (i.e., the whole time Finance Director or any other person heading the finance function or discharging that function) after assessing the qualifications, experience and background, etc. of the candidate;
- xx) Carrying out any other function as is mentioned in the terms of reference of the Audit Committee;
- xxi) Examination of the financial statement and the auditors' report thereon;
- xxii) Monitoring the end use of funds raised through public offers and related matters;
- xxiii) The Audit Committee may call for the comments of the auditors about internal control systems, the scope of audit, including the observations of the auditors and review of financial statement before their submission to the Board and may also discuss any related issues with the internal and statutory auditors and the management of the Company;
- xxiv) The Audit Committee shall have authority to investigate into any matter or referred to it by the Board and for this purpose shall have power to obtain professional advice from external sources and have full access to information contained in the records of the Company;
- xxv) The auditors of a company and the key managerial personnel shall have a right to be heard in the meetings of the Audit Committee when it considers the auditor's report but shall not have the right to vote;
- xxvi) Consider and comment on rationale, cost-benefits and impact of schemes involving merger, demerger, amalgamation etc., on the listed entity and its shareholders;
- xxvii) Management discussion and analysis of financial condition and results of operations;
- xxviii) Statement of significant related party transactions (as defined by the Audit Committee), submitted by management;
- xxix) Management letters / letters of internal control weaknesses issued by the statutory auditors;
- xxx) Internal audit reports relating to internal control weaknesses;
- xxxi) The appointment, removal and terms of remuneration of the Chief internal auditor shall be subject to review by the Audit Committee; and
- xxxii) Statement of deviations:
 - a) quarterly statement of deviation(s) including report of monitoring agency, if applicable, submitted to stock exchange(s) in terms of Regulation 32(1) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
 - b) annual statement of funds utilised for purposes other than those stated in the offer document/ prospectus/ notice in terms of Regulation 32(7) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Composition, Meetings and attendance

As on March 31, 2025, the Audit Committee comprises of 3 Non-Executive Independent Directors. Chief Financial Officer is permanent invitee to all the Audit Committee meetings and the representatives of the Statutory Auditor and Internal Auditor are also present at meetings in which financial results of the Company are considered or as necessary. The Company Secretary acts as the Secretary of the Audit Committee. The Internal Auditors and Statutory Auditors of the Company discuss their findings and updates, and submit their views to the Committee.

All Committee members are independent directors. All members of the Audit Committee are financially literate and bring in expertise in the fields of finance, economics, strategy and management.

During the year, 5 (five) meetings of the Audit Committee were held on May 30, 2024, August 02, 2024, August 29, 2024, November 07, 2024 and February 07, 2025.

All the recommendations made by the Committee were duly accepted by the Board. The maximum time gap between any two meetings was not more than one hundred and twenty days. The Chairman of the Audit Committee attended the last Annual General Meeting of the Company.

The details of composition of the Committee and the meetings attended by each of the members of the Audit Committee are given below:

Name of Member	Position and Category	May 30, 2024	August 02, 2024	August 29, 2024	November 07, 2024	February 07, 2025	% of Attendance
Mr. Eswara Rao Immaneni	Chairman, Non -Executive Independent Director	√	√	√	√	√	100
Mr. Talupunuri Venkateswara Rao (Upto September 24, 2024)	Member, Non -Executive Independent Director	√	√	√	NA	NA	100
Mrs. Madhuri Venkata Ramani Viswanadham	Member, Non -Executive Independent Director	√	√	√	√	√	100
Mr. Ponnuswamy Ramnath (w.e.f September 24, 2024)	Member, Non -Executive Independent Director	NA	NA	NA	√	√	100

ii) NOMINATION & REMUNERATION COMMITTEE:

The Board has constituted and entrusted the Nomination and Remuneration Committee with the responsibility to evaluate and nominate suitable candidates to be appointed as Directors, Key Managerial Personnels and as Senior Managerial Personnels and to formulate requisite policies relating to their evaluation and remuneration. The constitution of the Nomination and Remuneration Committee is in accordance with Section 178 of the Act and Regulation 19 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Brief Terms of Reference

The power and terms of reference of the Nomination and Remuneration Committee are in line with Regulation 19 and Part D of Schedule II of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with Section 178 of the Companies Act, 2013, and as laid down in the Nomination, Remuneration and Performance Evaluation Policy and as entrusted by Board of Directors from time to time as under:

- Formulation of criteria for determining qualifications, positive attributes and independence of a director and recommend to the Board a policy relating to the remuneration of the directors, key managerial personnel and other employees;
- For every appointment of an independent director, the Nomination and Remuneration Committee shall evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director. The person recommended to the Board for appointment as an independent director shall have the capabilities identified in such description. For the purpose of identifying suitable candidates, the Committee may:
 - use the services of an external agencies, if required;
 - consider candidates from a wide range of backgrounds, having due regard to diversity; and
 - consider the time commitments of the candidates.
- Formulation of criteria for evaluation of performance of independent directors and the Board;
- Devising a policy on diversity of the Board;

- v. Identifying persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the Board their appointment and removal;
- vi. Whether to extend or continue the term of appointment of the independent director, on the basis of the report of performance evaluation of independent directors;
- vii. Recommend to the board, all remuneration, in whatever form, payable to senior management;
- viii. Reviewing succession plans of Board members, key managerial personnel and senior management employees;
- ix. Carry out any other functions as provided under the Act and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable law.

Composition, Meetings and attendance:

As on March 31, 2025, the Nomination and Remuneration Committee comprises of three Non-Executive Independent Directors. During the year, 2 (two) meetings of the Nomination and Remuneration Committee were held on August 29, 2024 and February 07, 2025. All the recommendations made by the Committee were duly accepted by the Board.

The details of composition of the Committee and the meetings attended by each of the members of the Nomination and Remuneration Committee are given below:

Name of Member	Position and Category	August 29, 2024	February 07, 2025	% of Attendance
Mr. T. Dhanrajtirimala Narasimha	Chairman, Non -Executive Independent Director	√	√	100
Mr. Talupunuri Venkateswara Rao (Upto September 24, 2024)	Chairman, Non -Executive Independent Director	√	NA	100
Mr. Eswara Rao Immaneni	Member, Non -Executive Independent Director	√	√	100
Mr. Ponnuswamy Ramnath (w.e.f September 24, 2024)	Member, Non -Executive Independent Director	NA	√	100

Nomination and Remuneration Policy:

The Board of Directors of the Company has on the recommendation of the Nomination and Remuneration Committee of the Board approved a Nomination and Remuneration Policy of the Company. The policy deals with the aspects and factors pertaining to recommendation, appointment and remuneration of the Directors, Key Managerial Personnel, and Senior Management. This Policy is available in the Company's website at <https://moldteckpackaging.com/investors.html?nav=note-to-investor#tab-5>.

Performance evaluation criteria for directors:

One of the key functions of the Nomination and Remuneration Committee is to monitor and review the board evaluation framework. The Board works with the nomination and remuneration committee to lay down the evaluation criteria for the performance of executive / non-executive / independent directors. Each Board member is requested to evaluate the effectiveness of the Board dynamics and relationships, information flow, decision-making of the directors, relationship to stakeholders, company performance, company strategy, and the effectiveness of the whole Board and its various committees. Feedback on each director is encouraged to be provided as part of the questionnaire. The evaluation process inter alia broadly covers the following parameters:

Board:

- Board composition, diversity, skills, experience, industry knowledge and independence,
- frequency of the Board meeting and participation,

- adequacy of agenda and other materials provided
- evaluation of performance and the quality, quantity and timeliness of flow of information
- adequacy of Induction program, business and regulatory updates given to the Board, adequacy of business strategy discussion
- discussion on succession planning, compensation and performance review
- accessibility to senior management employees and vice-versa.

Board Committees:

- adequacy of mandate of the Committee to fulfil its responsibilities
- Committee's composition in terms of size, skills, expertise and experience,
- adequacy of frequency of the Committee meetings
- adequacy of information placed in agenda and recording of minutes
- adequacy of Committee's recommendations contribute effectively to decisions of the Board.

Independent Directors:

- knowledge and understanding of the industry
- attendance and participation in Board, Committee and General meetings
- sufficiently challenges management to set and achieve stretch goals

Chairman and Managing Director:

- effective leadership to the Board
- attendance and participation in Board, Committee and General meetings
- maintains effective communication with other Board Members,
- impartial in conducting discussions, seeking views and dealing with dissent
- integrity and conflict of interest disclosures
- provide proactive feedback and guidance to top management on areas of business strategy, governance and risk

The Board expressed its satisfaction with the Board evaluation process and outcome. The Board also found the Board Committees to be effective in their composition, operations, and contributions. These Committees are well-structured and function efficiently, ensuring a balance of diverse perspectives. The Board acknowledged that the Board and the Committees spend ample time on discussing all the agenda items, business updates and fulfilling its responsibilities.

iii) STAKEHOLDERS' RELATIONSHIP COMMITTEE:

The Board has constituted and entrusted the Stakeholder Relationship Committee with the responsibility of handling the stakeholders' queries and grievances and such other duties as specified in Section 178 of the Companies Act and Part D of the Schedule II of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The constitution of Stakeholders' Relationship Committee is in line with Section 178 of the Companies Act, 2013 and Regulation 20 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Brief Terms of reference:

The role of the committee shall inter-alia include the following:

- Resolving the grievances of the security holders of the listed entity including complaints related to transfer/transmission of shares, non-receipt of annual report, non-receipt of declared dividends, issue of new/duplicate certificates, general meetings etc.;
- Review of measures taken for effective exercise of voting rights by shareholders;
- Review of adherence to the service standards adopted by the listed entity in respect of various services being rendered by the Registrar & Share Transfer Agent;

- iv. Review of the various measures and initiatives taken by the listed entity for reducing the quantum of unclaimed dividends and ensuring timely receipt of dividend warrants/annual reports/statutory notices by the shareholders of the company.

Composition, Meetings and attendance:

As on March 31, 2025, the Stakeholders' Relationship Committee comprises of three directors. Out of which one is Non-Executive Independent Director and two are Executive Directors. During the year, two meetings of the Stakeholders' Relationship Committee were held on May 30, 2024 and November 07, 2024. All the recommendations made by the Committee were duly accepted by the Board. Dr. T. Venkateswara Rao, Non-Executive Independent Director, Chairman, of the Committee, attended the 27th Annual General Meeting of the Company held on 26th September, 2024.

The details of composition of the Committee and the meetings attended by each of the members of the Stakeholders' Relationship Committee are given below:

Name of Member	Position and Category	May 30, 2024	November 07, 2024	% of Attendance
Ponuswamy Ramnath (w.e.f September 24, 2024)	Chairman, Non -Executive Independent Director	NA	√	100
Mr. Talupunuri Venkateswara Rao (Upto September 24, 2024)	Chairman, Non -Executive Independent Director	√	NA	100
Mr. Venkateswara Rao Pattabhi	Member, Executive Director	√	√	100
Mr. Srinivas Madireddy	Member, Executive Director	√	√	100

Status of Investor Grievances

The Company received 4 (four) complaints during the Financial Year 2024-25 which were duly resolved. As on March 31, 2025 none of the complaints were pending.

Name, designation and address of Compliance Officer:

Name: Ms. Harshita Suresh Chandnani

Designation: Company Secretary and Compliance Officer

Address: 8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad, Telangana- 500033, India.

Ph. No. 040 40300330

iv) RISK MANAGEMENT COMMITTEE:

The Board has constituted and entrusted the Risk Management Committee with the responsibility identification and assessment of all the risks that the organization faces and establishing a robust risk management framework capable of appropriately mitigating the same and such other duties in Part D of the Schedule II of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The constitution of Stakeholders' Relationship Committee is in line with Regulation 21 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Brief Terms of reference:

- i. To formulate a detailed risk management policy which shall include:
 - (a) A framework for identification of internal and external risks specifically faced by the listed entity, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks); information, cyber security risks or any other risk as may be determined by the Committee;
 - (b) Measures for risk mitigation including systems and processes for internal control of identified risks.
 - (c) Business continuity plan.

- ii. To ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company;
- iii. To monitor and oversee implementation of the risk management policy, including evaluating the adequacy of risk management systems;
- iv. To periodically review the risk management policy, at least once in two years, including by considering the changing industry dynamics and evolving complexity;
- v. To keep the board of directors informed about the nature and content of its discussions, recommendations and actions to be taken;
- vi. The appointment, removal and terms of remuneration of the Chief Risk Officer (if any) shall be subject to review by the Risk Management Committee.

Composition, Meetings and attendance:

As on March 31, 2025, the Risk Management Committee comprises of three directors. Out of which one is Non-Executive Independent Director and two are Executive Directors. During the year, two meetings of the Risk Management Committee were held on May 30, 2024 and November 07, 2024.

The details of composition of the Committee and the meetings attended by each of the members of the Stakeholders' Relationship Committee are given below:

Name of Member	Position and Category	May 30, 2024	November 07, 2024	% of Attendance
Mr. J. Lakshmana Rao	Chairman, Executive Director	√	√	100
Mr. Subramanyam Adivishnu	Member Executive Director	√	√	100
Mr. Togaru Dhanrajtirumala Narasimha	Member, Non -Executive Independent Director	√	√	100

v) CORPORATE SOCIAL RESPONSIBILITY (CSR) COMMITTEE:

The Board has constituted and entrusted the Corporate Social Responsibility Committee with the responsibility to formulate and monitor the implementation of the Corporate Social Responsibility policy and annual action plan. To review and approve the budget for and to monitor the CSR activities of the Company. The Corporate Social Responsibility Committee is constituted in pursuance to the provision of Section 135 of the Companies Act, 2013 and the rules made there under as amended from time to time.

Brief Terms of reference :

- i. formulating and recommending to the Board, the policy on CSR (the "CSR Policy"), indicating the CSR activities to be undertaken as specified in Schedule VII of the Companies Act;
- ii. identifying corporate social responsibility policy partners and corporate social responsibility policy programmes;
- iii. recommending the amount of expenditure to be incurred on the CSR activities and the distribution of the same to various corporate social responsibility programmes undertaken by the Company;
- iv. formulating the annual action plan of the Company;
- v. performing such other activities as may be delegated by the Board and/or prescribed under any law to be attended to by the Corporate Social Responsibility Committee.

Composition, Meetings and attendance:

As on March 31, 2025, the Corporate Social Responsibility Committee comprises of four directors. Out of which one is Non-Executive Independent Director and three are Executive Directors. During the year, two meetings of the Corporate Social Responsibility Committee were held on August 02, 2024 and February 07, 2025.

The details of composition of the Committee and the meetings attended by each of the members of the Stakeholders' Relationship Committee are given below:

Name of Member	Position and Category	August 02, 2024	February 07, 2025	% of Attendance
Mr. Lakshmana Rao Janumahanti	Chairman Executive Director	√	√	100
Mr. Subramanyam Adivishnu	Member Executive Director	√	√	100
Mr. Venkateswara Rao Pattabhi	Member Executive Director	√	√	100
Mrs. Madhuri Venkata Ramani Viswanadham	Member Non-Executive Independent Director	√	√	100

vi) MEETING OF INDEPENDENT DIRECTORS:

A separate meeting of the Independent Directors of the Company was held on February 07, 2025 without the attendance of the Non-Independent Directors and members of management, as required under Schedule IV to the Companies Act, 2013 (Code for Independent Directors) and Regulation 25 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. At the meeting, the Independent Directors:

- Reviewed the performance of Non-Independent Directors and the Board as a whole;
- Reviewed the performance of the Chairman of the Company, taking into account the views of Executive Director and Non-Executive Directors; and
- Assessed the quality, quantity and timeliness off low of information between the Company management; and the Independent Directors expressed satisfaction with the overall performance of the Directors and the Board as a whole. Inputs and suggestions received from the Directors were considered at the Board meeting and have been implemented.

vii) DETAILS OF SENIOR MANAGEMENT:

The Board of Directors in terms of the definition given in Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, has defined Senior Management to include the officers and personnel of the Company who are members of the core management team, excluding the Board of Directors, and shall also comprise all the members of the management one level below the Managing Director or Whole Time Director and shall specifically include the functional heads, by whatever name called and the Company Secretary and the Chief Financial Officer.

Particulars of the Senior Management Personnel (SMP) as on March 31, 2025 are as below:

Sr. No.	Name of the SMP	Category/Designation
(i)	Mr. J. Rana Pratap	Sr. Vice President-Corporate
(ii)	Mr. A. Durga Sundeep	Sr. Vice President-Operations & Finance
(iii)	Mr. A. Seshu Kumari	Chief Financial Officer
(iv)	Mr. A. Venkata Pathi Raju	C.G.M.- Projects, Operations and Maintenance.
(v)	Mr. M. Rajeshwara Rao	Sr. General Manager
(vi)	Mr. A.V. Rama Murthy	General Manager-HR
(vii)	Mrs. Kavya Sarraju	Associate Vice President-Marketing
(viii)	Mrs. J. Navya Mythri	Financial Controller
(iv)	Ms. Harshita Suresh Chandnani	Company Secretary & Compliance Officer

Changes in Senior Management Personnel during the financial year:

Sr. No.	Name	Designation	Reason for Change	Effective Date
1	Mr. Subhojeet Bhattacharjee	Company Secretary & Compliance Officer	Resignation	December 13, 2024
2	Ms. Harshita Suresh Chandnani	Company Secretary & Compliance Officer	Appointment	March 11, 2025

D. REMUNERATION OF DIRECTORS:

The remuneration of Executive Directors of the Company comprises of fixed and variable components which is based on the Nomination and Remuneration Policy of the Company and as recommended by Nomination and Remuneration Committee and is in line with the applicable provisions of the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 made thereunder as amended from time to time.

The compensation payable to the Independent/ Non-Executive Directors is limited to sitting fees and reimbursement of actual conveyance, travelling and other expenses for attending the Board & Committee meeting(s), as approved by the Board and members, as per the provisions of the Companies Act, 2013 and SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 as amended from time to time.

There were no pecuniary transactions or relationships with any Non-Executive Director of the Company except the payment of sitting fee for attending various meetings of the Board and Committees during the year. The criteria for making payment to Non-Executive Directors is available on the website of the Company at <https://www.moldtekpackaging.com/investors.html#tab-5>

Details of the remuneration to Executive and Non-Executive Directors for the year ended on March, 31 2025 are as follows:

₹ in lakhs

Name	Salary	Perquisites & other benefits	Performance bonus/ commission/ Pension	Service Contracts	Notice Period	Others*	Sitting fees	Total
Mr. J. Lakshmana Rao (Chairman & Managing Director)	240.04	-	43.50	Remuneration approved for a period of three years	-	45.26	-	328.80
Mr. A. Subramanyam (Deputy Managing Director)	267.11	32.38	43.50	Remuneration approved for a period of three years	-	53.52	-	396.51
Mr. P. Venkateswara Rao (Deputy Managing Director)	166.81	14.91	43.50	Remuneration approved for a period of three years	-	33.43	-	258.65
Mr. Srinivas Madireddy, Whole-time Director	114.61	3.47	-	Remuneration approved for a period of three years	-	0.36	-	118.44
Dr. T. Venkateswara Rao, Independent Non- Executive Director	-	-	-	-	-	-	1.30	1.30
Mr. Eswara Rao Immaneni, Independent Non- Executive Director	-	-	-	-	-	-	1.90	1.90
Mr. T. Dhanraj Tirumala Narasimha, Independent Non- Executive Director	-	-	-	-	-	-	1.60	1.60
Mrs. Madhuri Venkata Ramani Viswanadham, Independent Non- Executive Director	-	-	-	-	-	-	1.80	1.80
Mr. Ponnuswamy Ramnath	-	-	-	-	-	-	1.60	1.60

*includes leave encashment and contribution of provident fund

Mr. J. Lakshmana Rao, Chairman & Managing Director is drawing salary from two companies - M/s. Mold-Tek Packaging Limited and M/s. Mold-Tek Technologies Limited, aggregating to ₹452.58 lakhs pursuant to approval of the Members accorded at the 26th Annual General Meeting of Mold-Tek Packaging Limited and 39th Annual General Meeting of Mold-Tek Technologies Limited held on September 26, 2023.

The appointment of the Managing Director /Whole-time Director is on the basis of the terms and conditions laid down in the respective resolutions passed by the members in the General Meetings.

Details of fixed components and performance linked incentives along with the Performance Criteria:

The Non-Executive Directors of the Company were paid only sitting fees and reimbursement of actual expenses for attending the Board/ Committee meetings. The Executive Directors are entitled for Performance bonus/ commission as determined by the Nomination & Remuneration Committee, Board of Directors and approved by the members of the Company.

Service contracts, notice period, severance fees:

The Company has entered service contract/ issued appointment letter with executive directors having a 3 months' notice period. The Company also has issued appointment letter to Non-Executive independent Director as prescribed by Companies Act, 2013, Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and applicable regulations.

Stock options details, if any and whether issued at discount as well as the period over which accrued and over which exercisable:

The Company has not issued any stock options to the Directors of the Company.

E. GENERAL BODY MEETINGS:

Location and time, where last three annual general meetings were held:

Financial Year	Location	Date	Time	No. of Special Resolutions Passed
2021-22 (AGM)	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad-500033, Telangana- through Video Conferencing ("VC")/ Other Audio-Visual Means ("OAVM").	September 30, 2022	11:00 a.m.	3
2022-23 (AGM)	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad-500033, Telangana- through Video Conferencing ("VC")/ Other Audio-Visual Means ("OAVM").	September 26, 2023	11:00 a.m.	4
2023-24 (AGM)	8-2-293/82/A/700, Ground Floor, Road No.: 36, Jubilee Hills, Hyderabad-500033, Telangana- through Video Conferencing ("VC")/ Other Audio-Visual Means ("OAVM").	September 26, 2024	11:00 a.m.	3

Extraordinary General Meetings:

No Extra-Ordinary General Meetings of the members of the Company were held during the period under review and during the three preceding financial years.

Postal ballot:

During the financial year ended on March 31, 2025, no Special Resolution was passed by the Members of the Company through Postal Ballot. There is no immediate proposal for passing any resolution through Postal Ballot.

F. MEANS OF COMMUNICATION:

● **Quarterly and annual financial results:**

The quarterly and annual financial results, as approved by the Audit Committee and Board of Directors, are communicated to the Stock Exchanges, where the shares of the Company are listed within the prescribed time frame. These financial results along with any news, updates, or vital/useful information to shareholders are being intimated to Stock Exchange(s) and are being displayed on the Company's website: <https://moldteckpackaging.com/investors.html?nav=note-to-investor#tab-5>

- **Newspapers and news release:**

Quarterly and annual results of the Company and any other information including but not limited to updating of contact details, declaration of dividend, record dates etc., are published in widely circulated national newspapers such as the Financial Express (All Editions) and the local vernacular newspaper, Nava Telangana. These are also made available on the Company's website at <https://moldtekpackaging.com/investors.html?nav=note-to-investor#tab-5>.

- **Earning calls and presentations to Institutional Investors/Analysts:**

The Company organizes earnings conference call for all the investors to discuss the results for the quarter or year, as the case maybe. Further the Management interacts and attends the conferences with analysts and investors as and when organized. The transcript and audio recording of the earnings call is also uploaded on the Company's website as well as filed with the stock exchanges where the securities of the Company are listed. Presentations made to institutional investors and financial analysts on the financial results are filed with the stock exchanges and uploaded on the Company's website.

- **Website:**

Your Company committed to maintaining transparency and providing timely disclosures to our stakeholders. The website i.e. <https://moldtekpackaging.com/investors.html?nav=note-to-investor#tab-5> of the Company serves as a comprehensive source of information, enabling investors, analysts, and other interested parties to access relevant details about our operations, financial performance, corporate governance practices, and more. It contains a separate dedicated investors section, as required under Regulation 46(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, where the information for members is available.

- **Annual Report:**

The Company's Annual Report containing, *inter alia*, the Board's Report, Additional Shareholders Information, the Corporate Governance Report, the Business Responsibility and Sustainability Report, Management's Discussion and Analysis (MD&A), Audited Financial Statements, Auditors' Report and other important information are circulated to members and others so entitled. The Annual Report is also available on the Company's website in a user-friendly and downloadable form.

- **Compliances with stock exchanges:**

National Stock Exchange of India Limited (NSE) and BSE Limited (BSE) maintain separate online portals for electronic submission of information by listed companies. Various communications such as notices, press releases and the regular quarterly, half-yearly and annual compliances and disclosures are filed electronically on these portals.

- **Reminder letters to Shareholders for Unclaimed Dividends**

The Company sends reminder letters to those Shareholders whose unclaimed dividends/shares are liable to be transferred to the Investor Education and Protection Fund (IEPF) account.

G. GENERAL SHAREHOLDER INFORMATION

a. 28th Annual General Meeting

Day and Date	Tuesday, September 30, 2025
Time	10.00 A.M. (IST)
Venue	By Video Conferencing and Other Audio-Visual Means (VC/OAVM)

b. Financial Year

The financial year of the Company is April 01 to March 31.

c. Final Dividend:

The Board of Directors have recommended final dividend of ₹2/- per equity share of face value of ₹5/- each, subject to the approval of members at the 28th AGM. The final dividend, if approved by the members, would be paid within 30 days of AGM to those members whose name appears in the Register of Members as on the Record Date i.e., Tuesday, September 23, 2025. For more details, refer to the 'TDS Instructions on Dividend Distribution' which forms part of the notice convening the 28th AGM. Details of unclaimed dividend(s) liable to be transferred to IEPF during Financial Year 2025-26 are outlined in the Board's Report and Notice convening the 28th AGM.

d. Listing of Equity Shares

Equity Shares of the Company are listed on the following stock exchanges:

Name of Stock Exchange(s)	Address of Stock Exchange(s)	Scrip Code/Symbol
National Stock Exchange of India Limited	Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051	MOLDTKPAC
BSE Limited	Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001	533080

Annual listing fee for the year 2025-26 has been paid by the Company to BSE and NSE.

e. There was no suspension of trading in securities of the Company during the financial year under review.

f. Registrar and Transfer Agents:

The Company has appointed Kfin Technologies Limited (formerly known as KFin Technologies Private Limited) as its Registrar and Share Transfer Agents (RTA). The investors can reach the RTA at the following address:

KFin Technologies Limited
Unit: Mold-Tek Packaging limited

Selenium, Tower B, Plot No. 31 and 32, Financial

District, Nanakramguda, Serilingampally,

Hyderabad, Rangareddi 500 032 Telangana

Phone : (40) 6716 2222

E mail: einward.ris@kfintech.com

Website: www.kfintech.com

g. Share transfer system:

Transmission, dematerialisation of shares and all other investor related matters are attended to and processed by the Company's RTA, Kfin Technologies Limited. Pursuant to Regulation 40 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the requests for effecting transfer of securities shall not be processed unless the securities are held in the dematerialised form with respective Depositories i.e., National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL).

To enhance the ease of dealing in securities market by investors, SEBI vide its circular dated January 25, 2022, has mandated the listed companies to issue securities in demat form only while processing service requests viz. to issue of duplicate securities certificate, renewal / exchange of securities certificate, endorsement, sub-division / splitting of securities certificate, consolidation of securities certificates/ folios, transmission and transposition. Shareholders holding shares in physical form are accordingly advised to avail the facility of dematerialisation by getting in touch with any Depository Participant having registration with SEBI for safeguarding their holdings and managing the same hassle free.

h. Distribution of Shareholding as on March 31, 2025:

Category (Shares)	No.of Holders	% To Holders	No.of Shares	% To Equity
1 - 5000	69,234	99.62	71,17,588	21.42
5001 - 10000	105	0.15	7,38,621	2.22
10001 - 20000	69	0.10	9,55,660	2.88
20001 - 30000	22	0.03	5,40,926	1.63
30001 - 40000	11	0.02	3,92,255	1.18
40001 - 50000	11	0.02	5,09,643	1.53
50001 - 100000	12	0.02	9,08,764	2.73
100001 & Above	37	0.05	2,20,65,457	66.40
TOTAL:	69,501	100.00	3,32,28,914	100.00

i. Distribution of Shareholding on the basis of ownership as on March 31, 2025

S. No.	Description	Shares	% Equity
1	Promoters and Promoter Group	1,09,75,633	33.03
2	Alternative Investment Fund	1,15,852	0.35
3	Bodies Corporates	6,06,247	1.82
4	Clearing Members	4,296	0.01
5	Employees	92,978	0.29
6	Foreign Portfolio Investors	37,000	0.11
7	Foreign Portfolio- Corp	36,06,130	10.85
8	HUF	2,61,924	0.79
9	Mutual Funds	65,42,961	19.69
10	NBFC	2,249	0.01
11	Non Resident Indian Non Repatriable	2,44,644	0.74
12	Non Resident Indians	5,15,383	1.55
13	Resident Individuals	1,02,11,996	30.73
14	Trusts	101	0.00
15	Banks	11,520	0.03
	Total	3,32,28,914	100.00

j. Dematerialization of shares and liquidity

The Company has dematerialized its equity shares with both the depositories viz. National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL).

As on March 31, 2025, 99.76% of the Company's paid-up Equity share capital has been dematerialized. The total holdings of shares of promoters are in Demat form. The trading of the Equity shares of the Company is permitted only in dematerialized form as per the notification issued by Securities and Exchange Board of India. Particulars of number of shares held in dematerialized and physical form, are as under:

Particulars	Number of shares	% of paid up capital
Held in dematerialized form in NSDL	1,83,15,685	55.12
Held in dematerialized form in CDSL	1,48,28,125	44.62
Held in physical form	85,104	0.26
Total	3,32,28,914	100

k. Outstanding GDRs / ADRs / Warrants or any Convertible Warrants

The Company does not have any outstanding GDRs/ ADRs/Warrants or any other convertible instruments as on March 31, 2025, having any impact on equity.

l. Commodity Price Risk or Foreign Exchange Risk and Hedging activities

The Company is not carrying on any Commodity Business and has also not undertaken any hedging activities, hence same are not applicable to the Company.

m. Plant Locations and Address for Correspondence:

The Contact details, location and address details of plants have been provided in the Corporate Information section of this Annual Report.

n. Credit Rating

The details of Credit rating has been provided in the Directors Report.

H. OTHER DISCLOSURES:

a. *Disclosures on materially significant related party transactions that may have potential conflict with the interests of listed entity at large:*

All related party transactions entered into during the year were on arms' length basis, in the ordinary course of business and were in compliance with the applicable provisions of the Act and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Each related party transaction undergoes scrutiny by the Audit Committee and the Board for approval. The Audit Committee grants omnibus approval for repetitive related party transactions in accordance with conditions outlined in the Act and Regulation 23 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. A statement detailing the nature and value of these transactions is presented to the Audit Committee for review on quarterly basis. A comprehensive list of related party transactions, as mandated by Ind AS 24 and the Act, is included in the Notes to the financial statements within the Annual Report.

There were no materially significant related party transactions entered into by the Company with Promoters, Directors or KMPs which may have a potential conflict with the interest of the Company at large.

The Company engages in related party transactions based on business necessities, liquidity considerations, and capital resources. These transactions are negotiated on an arm's length basis and are unlikely to pose conflicts with the Company's overall interests.

The Company has adopted a related party transactions policy. The policy is available on website of the Company at <https://www.moldtekpackaging.com/investors.html#tab-5>

b. *Details of non-compliance by the listed entity, penalties, and strictures imposed on the listed entity by stock exchange(s) or the board or any statutory authority, on any matter related to capital markets, during the last three years:*

There is no instance of non-compliance by the Company or penalty and/or stricture imposed on the Company by stock exchanges or SEBI or any statutory authority, on any matter related to capital market, during the last three years.

c. *Details of establishment of Vigil Mechanism, Whistle Blower Policy, and affirmation that no personnel have been denied access to the audit committee:*

Pursuant to Section 177(9) and (10) of the Companies Act, 2013 and Regulation 22 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has formulated Vigil Mechanism/Whistle Blower Policy for Directors and employees to report to the management about the unethical behavior, fraud or violation of Company's Code of Conduct. The mechanism provides for adequate safeguards against victimization of employees and Directors who use such mechanism and makes provision for direct access to the Chairperson of the Audit Committee in exceptional cases. None of the personnel of the Company has been denied access to the Audit Committee. The policy is available on the Company website, at <https://www.moldtekpackaging.com/investors.html#tab-5>. During the financial year under review, no Complaint has been received.

d. *Details of compliance with mandatory requirements and adoption of Discretionary requirements:*

Mandatory

The Company has complied with all mandatory requirements specified in regulation 17 to 27 and clause (b) to (i) of sub regulation (2) of regulation 46 of SEBI (LODR) Regulations, 2015.

Non-Mandatory

Audit qualification: The auditor has given unmodified audit opinion.

Reporting of Internal Auditor: The Internal Auditor directly reports to the Audit Committee.

e. *Web-link where policy for determining 'material' subsidiaries is disclosed:*

The Company does not have any subsidiary company in terms of Section 2(87) of the Companies Act, 2013, read with underlying rules as on March 31, 2025.

The Board of Directors has adopted the policy and procedures with regard to determination of material subsidiary(ies), if any. This policy deals with determination of material subsidiary(ies) of Mold-Tek Packaging Limited in terms of Regulation 16 of SEBI (Listing Obligations and Disclosure requirements) Regulations, 2015 (as amended from time to time). The policy is available on the website of the Company at: <https://www.moldteckpackaging.com/investors.html#tab-5>.

f. Details of utilization of funds raised through preferential allotment or qualified institutions placement as specified under Regulation 32(7A) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015:

During the year under review, the Company has not raised any funds through preferential allotment or qualified institutions placement.

g. Certificate from Practicing Company Secretary:

A certificate from a Company Secretary in Practice that none of the directors on the board of the Company have been debarred or disqualified from being appointed or continuing as directors of companies by the Board/Ministry of Corporate Affairs or any such statutory authority has been enclosed separately to this report.

h. Instances of not accepting any recommendation of the Committee by the Board:

All the recommendations of the Committees were accepted by the Board of Directors of the Company during the financial year 2024-25.

i. Details of fees paid to the statutory auditors:

Sr. No.	Payments to the Statutory Auditors (excluding taxes)	Fee Paid (₹ in Lakhs)
1.	Total fees for all services paid by the Company to the statutory auditor and all entities in the network firm/network entity of which the statutory auditor is a part.	15.72

j. Disclosures in relation to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

The Company is committed to ensuring that all employees work in an environment that not only promotes diversity and equality but also mutual trust, equal opportunity and respect for human rights. As per the requirement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, the Company has formulated the Policy on Prevention of Sexual Harassment of Women at which is aimed at providing every woman at the workplace a safe, secure and dignified work environment.

The details of complaints received/resolved during the year under review are given below:

Sr. No.	Particulars	No. of complaints
1	Number of Complaints pending at the beginning of the year	Nil
2	Number of complaints on Sexual harassment received during the year	Nil
3	Number of Complaints disposed of during the year	Nil
4	Number of cases pending as on end of the financial year	Nil

k. Disclosure of Loans and advances in the nature of loans to firms/companies in which directors are interested by name and amount:

The Company has not granted loans and advances in the nature of loans to firms/Companies in which Directors of the Company are interested.

l. Details of compliance with mandatory requirements and adoption of the non-mandatory requirements:

The Company has complied with all the mandatory requirements of Corporate Governance as per SEBI Listing Regulations and is in the process of implementing the non-mandatory requirements.

- m. The disclosures of the compliance with corporate governance report specified in Regulation 17 to 27 and clauses (b) to (i) of sub-regulation (2) of Regulation 46 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 are as follows:**

Regulation	Particulars of Regulation	Compliance Status (Yes/ No)
17	Board of Directors	Yes
17A	Maximum number of Directors	Yes
18	Audit Committee	Yes
19	Nomination and Remuneration Committee	Yes
20	Stakeholders Relationship Committee	Yes
21	Risk Management Committee	Yes
22	Vigil Mechanism	Yes
23	Related Party Transactions	Yes
24	Corporate Governance requirement with respect of Subsidiary of Listed entity	Yes
24A	Secretarial Compliance & Audit Report	Yes
25	Obligation with respect to Independent Directors	Yes
26	Obligation with respect to Directors and Senior Management	Yes
27	Other Corporate Governance Requirement	Yes
46(2)	Website	Yes

- n. Disclosure of certain types of agreements binding the Company:**

There are no agreements entered into by the shareholders or promoters or promoter group entities or related parties or Directors or key managerial personnel or employees of the Company or its subsidiaries which either directly or indirectly or have the potential to impact the management or control of the Company by imposing any restrictions or creating any liability upon the Company as specified in Clause 5A of Paragraph A of Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

- o. MD and CFO Certificate:**

In accordance with the provisions of Regulation 17(8) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, certificate of Chairman and Managing Director and CFO in relation to the financial statements for the year ended March 31, 2025, is enclosed separately to this Report.

- p. Auditors' Certificate on Corporate Governance:**

As required by Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Certificate on Corporate Governance issued by Practising Company Secretary is enclosed separately to this Report.

- q. Code of conduct for prevention of insider trading:**

The Company has in place a Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their Immediate Relatives (Code of Conduct) which provides a framework for dealings in securities by Designated Persons of the Company as required by the listed Companies pursuant to SEBI (Prohibition of Insider Trading) Regulations, 2015 (Insider Trading Regulations).

The Code of Conduct, inter-alia, lays down the process of dealing in securities of the Company, along with the reporting and disclosure requirements by the employees and the connected persons, pre-clearance of trades above certain thresholds, trading restrictions on the designated employees and connected persons when in possession of unpublished price sensitive information at the time of trading window closure, to have a standard and stated framework and policy for fair disclosure of events and occurrences that could impact price discovery in the market for its securities.

The Company Secretary is appointed as the Compliance Officer by the Board to ensure compliance and effective implementation of the Insider Trading Regulations. As per the Statutory Requirements, the matters related to the Insider Trading Regulations are reported to the Audit Committee as and when required.

r. Disclosures with respect to demat suspense account/unclaimed suspense account:

In accordance with the requirement of Clause F of Schedule V of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company reports the following details in respect of equity shares lying in the suspense account:

Particulars	Number of shareholders	Number of equity shares
1) Aggregate number of shareholders and the outstanding shares in the suspense account lying as on April 01, 2024	166	40,134
2) Number of shareholders who approached listed entity for transfer of shares from suspense account during the year;	4	1,296
3) Number of shareholders to whom shares were transferred from suspense account during the year;	4	1,296
4) Transferred to Investor Education and Protection fund Authority;	0	0
5) Aggregate number of shareholders and the outstanding shares lying in the suspense account as on March 31, 2025. (1-3-4)	162	38,838

Further, in Compliance with SEBI Circular Nos.: SEBI/HO/MIRSD/MIRSD_RTAMB/P/CIR/2022/8 dated January 25, 2022 and SEBI/HO/MIRSD/PoD-1/OW/P/2022/64923 dated December 30, 2022, the Company has opened a Demat Account titled “Mold-Tek Packaging Limited - Suspense Escrow Demat Account” for crediting the securities in cases where the Investor/Securities Holder/Claimant fails to submit the demat request to the Depository Participant within the period of 120 days from the date of issuance of Letter of Confirmation and hold such shares on behalf of such Investor/Securities Holder/Claimant and to credit the same on fulfillment of required compliances from time to time.

S. Web-link where policy for dealing with related party transactions is disclosed:

The URL of policy on Materiality of and Dealing with Related Party Transactions is <https://www.moldtekpackaging.com/pdf/Policy%20on%20Materiality%20of%20Dealing%20with%20Related%20Party%20Transactions.pdf>

T. Code of conduct:

The Company has its Code of Conduct for the Board of Directors & Senior Management of the Company, as per the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. The code is available on the website of the Company at: <https://www.moldtekpackaging.com/investors.html#tab-5>. All the Board members and Senior Management Personnel have affirmed compliance with these Codes. A declaration signed by the Chairman and Managing Director to this effect is enclosed at the end of this Report.

- u.** Other items which are not mentioned in this Report are mentioned in the Board’s Report and those items which are not applicable to the Company have not been separately commented upon.

For and on behalf of the Board of Directors

Sd/-

J. LAKSHMANA RAO

Chairman & Managing Director

DIN: 00649702

Place: Hyderabad

Date : August 29, 2025

Declaration on Code of Conduct

To
The Members of
Mold-Tek Packaging Limited

As required under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, I hereby confirm that the Board has laid down the code of conduct for all Board members and senior management personnel and the same has been placed on the website of the Company. All the Board of Directors and Senior Management personnel have affirmed compliance with the Code of Conduct for the Financial Year ended March 31, 2025.

Sd/-

J. Lakshmana Rao

Chairman & Managing Director

DIN: 00649702

Place: Hyderabad

Date : August 29, 2025

COMPLIANCE CERTIFICATE FROM CHAIRMAN AND MANAGING DIRECTOR

To
The Board of Directors,
Mold-Tek Packaging Limited

We hereby certify that:

- a. We have reviewed the audited financial statements and the cash flow statement for the financial year ended March 31, 2025, and that to the best of our knowledge and belief:
 - i. these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading;
 - ii. these statements together present a true and fair view of the Company's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- b. There are, to the best of our knowledge and belief, no transactions entered into by the Company during the year which are fraudulent, illegal or violative of the Company's code of conduct.
- c. We accept responsibility for establishing and maintaining internal controls for financial reporting and have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we have disclosed to the auditors and the Audit Committee, deficiencies in the design or operation of such internal controls, if any, of which we are aware and the steps they have taken or propose to take to rectify these deficiencies.
- d. We have indicated to the auditors and the Audit Committee:
 1. significant changes in internal control over financial reporting during the financial year ended on March 31, 2025;
 2. significant changes in accounting policies during the financial year ended on March 31, 2025, and that the same have been disclosed in the notes to the financial results, if any; and
 3. instances of significant fraud of which we have become aware and the involvement therein, if any, of the management or an employee having a significant role in the Company's internal control system over financial reporting.

Sd/-

A. Seshu Kumari
Chief Financial Officer

Place: Hyderabad
Date : August 29, 2025

Sd/-

J. Lakshmana Rao
Chairman & Managing Director
DIN: 00649702

CERTIFICATE ON CORPORATE GOVERNANCE

To

The Members,

Mold-Tek Packaging Limited

8-2-293/82/A/700, Ground Floor, Road No.36,

Jubilee Hills, Hyderabad-500 033, Telangana, India

I have examined all the relevant records of Mold-Tek Packaging Limited CIN: L21022TG1997PLC026542 ('the Company'), for the purpose of certifying the compliance of conditions of the Corporate Governance under Chapter IV of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('the Listing Regulations') for the period from 01st April 2024 to 31st March 2025. I have obtained all the information and explanation which to the best of my knowledge and belief were necessary for the purpose of certification.

The compliance of conditions of Corporate Governance is the responsibility of the management. My examination was limited to review the procedures and implementation process adopted by the Company for ensuring the compliance of the conditions of the Corporate Governance. This certificate is neither an audit nor an expression of opinion on the financial statements of the Company.

In my opinion and to the best of my information and according to my examination of the relevant records and the explanations and information furnished to me, I certify that the Company has complied with all the conditions of Corporate Governance as stipulated in applicable provisions of the Listing Regulations for the year ended on March 31, 2025.

I further state that such compliance is neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the management has conducted the affairs of the Company.

Sd/-

Ashish Kumar Gaggar

Company Secretary in Practice

FCS : 6687

CP No. : 7321

PR : 6795/2025

UDIN : F006687G001126729

Place: Hyderabad

Date : August 29, 2025

CERTIFICATE OF NON-DISQUALIFICATION OF DIRECTORS

*(Pursuant to Regulation 34(3) and Schedule V Para C Clause (10)(i) of the SEBI
(Listing Obligations and Disclosure Requirements) Regulations, 2015)*

To
The Members of
Mold-Tek Packaging Limited
8-2-293/82/A/700, Ground Floor, Road No.36,
Jubilee Hills, Hyderabad-500 033, Telangana, India

I have examined the relevant registers, records, forms, returns and disclosures received from the Directors of **Mold-Tek Packaging Limited** bearing CIN: **L21022TG1997PLC026542** and having its registered office at 8-2-293/82/A/700, Ground Floor, Road No.36, Jubilee Hills, Hyderabad-500033, Telangana, India(hereinafter referred to as 'the Company') produced before me by the Company for the purpose of issuing this Certificate, in accordance with **Regulation 34(3) read with Schedule V Para-C Sub clause 10(i) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015.**

In my opinion and to the best of my information and according to the verifications (including Directors Identification Number (DIN) status at the portal (www.mca.gov.in) as considered necessary and explanations furnished to me by the Company & its officers, I hereby certify that none of the Directors on the Board of the Company as stated below for the Financial Year ended on 31st March, 2025 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs or any such other Statutory Authority.

Sr. No.	Name of Director	DIN	Date of appointment in Company*	Date of Cessation
1.	Venkateswara Rao Talupunuri	00572657	27/08/2008	29/09/2024
2.	Lakshmana Rao Janumahanti	00649702	27/08/2008	-
3.	Subramanyam Adivishnu	00654046	27/08/2008	-
4.	Venkateswara Rao Pattabhi	01254851	27/08/2008	-
5.	Srinivas Madireddy	01311417	14/05/2018	-
6.	Eswara Rao Immaneni	08132183	14/05/2018	-
7.	Togaru Dhanraj Tirumala Narasimha	01411541	27/01/2020	-
8.	Madhuri Venkata Ramani Viswanadham	08715322	11/03/2020	-
9.	Ponnuswamy Ramnath	03625336	17/08/2023	-

*the date of appointment is as per the MCA Portal.

Ensuring the eligibility for the appointment / continuity of every Director on the Board is the responsibility of the management of the Company. My responsibility is to express an opinion based on my verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

Sd/-
Ashish Kumar Gagar
Company Secretary in Practice
FCS : 6687
CP No. : 7321
PR : 6795/2025
UDIN : F006687G001129773

Place: Hyderabad
Date : August 29, 2025

INDEPENDENT AUDITORS' REPORT

To the Members of Mold-Tek Packaging Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of **Mold-Tek Packaging Limited** ("the Company"), which comprise the Balance sheet as at 31 March, 2025, and the Statement of Profit and Loss (including Other Comprehensive Income), the Statement of Changes in Equity and Statement of Cash Flows for the year then ended, and notes to the financial statements including material accounting policies and other explanatory information (hereinafter referred to as "the financial statements").

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid financial statements give the information required by the Companies Act, 2013 ("the Act") in the manner so required and give a true and fair view in conformity with Indian Accounting Standards prescribed under section 133 of the Act read with the Companies (Indian Accounting Standards) Rules, 2015, as amended, ("Ind AS") and other accounting principles generally accepted in India, of the state of affairs of the Company as at 31 March, 2025, and its profit (including other comprehensive income), changes in equity and its cash flows for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Act. Our responsibilities under those Standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company in accordance with the Code of Ethics issued by the Institute of Chartered Accountants of India together with the ethical requirements that are relevant to our audit of the financial statements under the provisions of the Act and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics issued by the Institute of Chartered Accountants of India. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. We have determined the matters described below to be the key audit matters to be communicated in our report.

Sr. No.	Key Audit Matter	Auditor's Response
1.	<p>Revenue recognition</p> <p>Revenue from the sale of goods (hereinafter referred to as "Revenue") is recognised when the Company performs its obligation to its customers and the amount of revenue can be measured reliably and recovery of the consideration is probable. The timing of such recognition is when the control over goods is transferred to the customers, which is mainly upon delivery.</p> <p>The timing of revenue recognition is relevant to the reported performance of the Company. The management considers revenue as a key measure for evaluation of performance. There is a risk of revenue being recorded before the control over goods is transferred.</p> <p>Refer Note 2(c) to the financial statements – Material Accounting Policies and Note 21 of the financial statements</p>	<p>Principal Audit Procedures</p> <p>Our audit approach was a combination of tests of internal controls and substantive procedures including:</p> <ul style="list-style-type: none"> Assessed the appropriateness of Company's revenue recognition in line with Ind AS 115 – Revenue from Contracts with Customers. Evaluated the design and implementation of Company's controls in respect of revenue recognition. Tested the effectiveness of such controls over revenue cut off at the year end. On a sample basis tested the supporting documentation for sales transactions recorded during the year which includes sales invoices, customer contracts and shipping documents Performed an increased level substantive testing in respect of sales transactions recorded closer to the year-end and subsequent to the year-end to determine whether revenue was recognised in the correct period.

Sr. No.	Key Audit Matter	Auditor's Response
		<ul style="list-style-type: none"> • Compared revenue with historical trends and where appropriate, conducted further inquiries and testing. • Assessed disclosures in financial statements in respect of revenue as specified in Ind AS 115.
2.	<p>Appropriateness of capitalisation of costs as per Ind AS 16 Property, Plant and Equipment</p> <p>During the year, the Company capitalised an amount of ₹12,300.03 lakhs as Property, plant and equipment which includes ₹3,336.28 lakhs, ₹2,670.87 lakhs and ₹1,288.56 lakhs are in respect of its plants located at Unit-1, Annaram (Sangareddy), Unit-17 and 10 at Sulthanpur, Hyderabad, respectively.</p> <p>Given the significance of the capital expenditure, there is a risk that elements of costs that are ineligible for capitalization in accordance with the recognition criteria provided in Ind AS 16 - Property, Plant and Equipment are capitalized.</p> <p>Refer Note 2(g) to the financial statements – Material Accounting Policies and Note 4.1 of the financial statements</p>	<p>Principal Audit Procedures</p> <p>We have performed the following procedures in relation to testing of capitalization of costs:</p> <ul style="list-style-type: none"> • Understood, evaluated and tested the design and operating effectiveness of key controls relating to capitalization of various costs incurred in relation to Property, Plant and Equipment. • Performed test of details with focus on those items that we considered significant due to their amount or nature and tested a number of items capitalized during the year against underlying supporting documents to ascertain nature of costs and whether they meet the recognition criteria provided in Ind AS 16 in this regard. • Reviewed the other costs which are debited to Statement of Profit and Loss, to ascertain whether these meet the criteria for capitalization. • Assessed disclosures in financial statements in respect of Property, Plant and Equipment as specified in Ind AS 16.

Other information

The Company's Board of Directors is responsible for the other information. The other information in the annual report does not include the financial statements and our auditor's report thereon. The other information is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the other information included in the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

The Company's Board of Directors is responsible for the matters stated in section 134(5) of the Act with respect to the preparation of these financial statements that give a true and fair view of the financial position, financial performance, changes in equity and cash flows of the Company in accordance with the accounting principles generally accepted in India, including the Indian Accounting Standards specified under section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those Board of Directors are also responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the Company has adequate internal financial controls system with reference to the financial statements in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Materiality is the magnitude of misstatements in the financial statements that, individually or in aggregate, makes it probable that the economic decisions of a reasonably knowledgeable user of the financial statements may be influenced. We consider quantitative materiality and qualitative factors in (i) planning the scope of our audit work and in evaluating the results of our work; and (ii) to evaluate the effect of any identified misstatements in the financial statements.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

1. As required by Section 143(3) of the Act, we report that:
 - a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.

- b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books except for the matter stated in paragraph 1(i)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014.
- c) The Balance Sheet, the Statement of Profit and Loss (including Other Comprehensive Income), Statement of Changes in Equity and the Statement of Cash Flows dealt with by this report are in agreement with the books of account.
- d) In our opinion, the aforesaid financial statements comply with the Indian Accounting Standards prescribed under Section 133 of the Act.
- e) On the basis of the written representations received from the directors as on 31 March, 2025 taken on record by the Board of Directors, none of the directors is disqualified as on 31 March, 2025 from being appointed as a director in terms of Section 164 (2) of the Act.
- f) The modification relating to the maintenance of accounts and other matters connected there with are as stated in paragraph 1(b) above and paragraph 1(i)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014.
- g) With respect to the adequacy of the internal financial controls with reference to financial statements of the Company and the operating effectiveness of such controls, refer to our separate Report in “Annexure A”.
- h) In our opinion and to the best of our information and according to the explanations given to us, the remuneration paid by the Company to its directors during the year is in accordance with the provisions of section 197 and read with Schedule V of the Companies Act, 2013.
- i) With respect to the other matters to be included in the Auditor’s Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014, in our opinion and to the best of our information and according to the explanations given to us:
 - i. The Company has disclosed the impact of pending litigations on its financial position in its financial statements (Refer Note 30 of the financial statements);
 - ii. The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses;
 - iii. There is no delay in transferring amounts, which were required to be transferred to the Investor Education and Protection Fund by the Company.
 - iv. (a) The Management has represented that, (Refer Note No.42 of the Financial Statements), to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person or entity, including foreign entity (“Intermediaries”), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company (“Ultimate Beneficiaries”) or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;
 - (b) The Management has represented that, (Refer Note No.42 of the Financial Statements), to the best of its knowledge and belief, no funds (which are material either individually or in the aggregate) have been received by the Company from any person or entity, including foreign entity (“Funding Parties”), with the understanding, whether recorded in writing or otherwise, that the Company shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party (“Ultimate Beneficiaries”) or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;
 - (c) Based on the audit procedures that have been considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (i) and (ii) of Rule 11(e), as provided under (a) and (b) above, contain any material misstatement.

- v. As stated in Note 38B to the financial statements:
- (a) The final dividend proposed in the previous year, declared and paid by the Company during the year is in accordance with Section 123 of the Act, as applicable.
 - (b) The interim dividend declared and paid by the Company during the year and until the date of this report is in compliance with Section 123 of the Act.
- vi. Based on our examination, including test checks, the Company has used an accounting software for maintaining its books of account which has a feature of recording audit trail (edit log) facility and the same has operated throughout the year for all relevant transactions recorded in the software. Further, during the course of our audit, we did not come across any instance of the audit trail feature being tampered with. As per the independent service auditor's report of the third-party service provider for the period from 1 April, 2024 to 30 September, 2024, the feature of recording audit trail (edit log) facility was enabled at database level to log any direct data changes and not tampered with during the said period. In the absence of the independent service auditor's report of the third-party service provider for the period from 1 October, 2024 to 31 March, 2025, we are unable to comment on whether the audit trail was enabled for the said period or tampered with.

Further, the audit trail in respect of the previous year has been preserved by the Company as per the statutory requirements for record retention.

2. As required by the Companies (Auditor's Report) Order, 2020, ("the Order") issued by the Central Government of India in terms of Section 143 (11) of the Act, we give in "Annexure B" a statement on the matters specified in paragraphs 3 and 4 of the Order.

For **M. Anandam & Co.,**
Chartered accountants
(Firm Registration No.000125S)

Sd/-

B.V. Suresh Kumar
Partner

Place: Hyderabad
Date : 19 May, 2025

Membership No.212187
UDIN: 25212187BMKXYI6924

Annexure - A to the Independent Auditors' Report

(Referred to in paragraph 1(g) under 'Report on Other Legal and Regulatory Requirements' section of our report of even date)

Report on the Internal Financial Controls under Clause (i) of Sub-section 3 of Section 143 of the Companies Act, 2013 ("the Act")

Opinion

We have audited the internal financial controls with reference to the financial statements of **Mold-Tek Packaging Limited** ("the Company") as of 31 March, 2025 in conjunction with our audit of the financial statements of the Company for the year ended on that date.

In our opinion, to the best of our information and according to the explanations given to us, the Company has, in all material respects, an adequate internal financial controls system with reference to Financial Statements and such internal financial controls with reference to Financial Statements were operating effectively as at 31 March 2025, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls Over Financial Reporting issued by the Institute of Chartered Accountants of India.

Management's Responsibility for Internal Financial Controls

The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting issued by the Institute of Chartered Accountants of India ('ICAI'). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

Inherent Limitations of Internal Financial Controls with reference to Financial Statements

Because of the inherent limitations of internal financial controls with reference to Financial Statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to Financial Statements to future periods are subject to the risk that the internal financial control with reference to Financial Statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Auditor's Responsibility

Our responsibility is to express an opinion on the Company's internal financial controls with reference to the financial statements based on our audit. We conducted our audit in accordance with the Guidance Note on Audit of Internal Financial Controls over Financial Reporting (the "Guidance Note") and the Standards on Auditing, issued by ICAI and deemed to be prescribed under section 143 (10) of the Act, to the extent applicable to an audit of internal financial controls, both applicable to an audit of Internal Financial Controls and, both issued by the Institute of Chartered Accountants of India. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to the financial statements was established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system with reference to the financial statements and their operating effectiveness. Our audit of internal financial controls with reference to the financial statements included obtaining an understanding of internal financial controls over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk.

The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system with reference to the financial statements.

Meaning of Internal Financial Controls with reference to the Financial Statements

A Company's internal financial control with reference to Financial Statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control with reference to Financial Statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the Company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Company are being made only in accordance with authorisations of management and directors of the Company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorised acquisition, use, or disposition of the Company's assets that could have a material effect on the financial statements.

For **M. Anandam & Co.,**
Chartered accountants
(Firm Registration No.000125S)

Sd/-

B.V. Suresh Kumar
Partner

Place: Hyderabad
Date : 19 May, 2025

Membership No.212187
UDIN: 25212187BMKXYI6924

Annexure - B to the Independent Auditors' Report

With reference to Paragraph 2 under 'Report on Other Legal and Regulatory Requirements' section of our report to the Members of the Company, we report that,

- (i) (a) In respect of the Company's Property, Plant and Equipment and Intangible Assets:
 - A. The Company has maintained proper records showing full particulars, including quantitative details and situation of Property, Plant and Equipment.
 - B. The Company has maintained proper records showing full particulars of intangible assets.
- (b) The Property, Plant and Equipment have been physically verified by the management in a periodical manner, which in our opinion is reasonable, having regard to the size of the Company and the nature of its business. No material discrepancies were noticed on such verification.
- (c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the title deeds of immovable properties (other than properties where the company is the lessee and the lease agreements are duly executed in favour of the lessee) are held in the name of the Company.
- (d) The Company has not revalued any of its Property, Plant and Equipment (including right-of-use assets) and intangible assets during the year.
- (e) No proceedings have been initiated during the year or are pending against the Company as at 31 March, 2025 for holding any benami property under the Prohibition of Benami Property Transactions Act, 1988 (as amended in 2016) and rules made thereunder.
- (ii) (a) The inventory has been physically verified by the management during the year. In our opinion, the coverage, frequency and procedure of such verification is reasonable and adequate in relation to the size of the Company and the nature of its business. The discrepancies noticed on verification between the physical stocks and the book records were not exceeding 10% in the aggregate for each class of inventory.
- (b) The Company is sanctioned working capital limits in excess of Rs.5 Crore during the year from banks or financial institutions on the basis of security of current assets. Further, the quarterly returns or statements filed by the Company with such banks or financial institutions are in agreement with the books of account of the Company.
- (iii) During the year, the Company has not made investments, not provided loans or advances in the nature of loans or not stood guarantee or not provided security in/to companies, firms, Limited Liability Partnerships or any other parties. Hence, reporting under clause 3(iii) of the Order is not applicable.
- (iv) In our opinion and according to the information and explanations given to us, the Company has complied with the provisions of Section 185 and 186 of the Act in respect of loans and investments. Further, the Company has not stood guarantee or not provided security in/to companies, firms, Limited Liability Partnerships or any other parties.
- (v) According to the information and explanations given to us, the Company has not accepted deposits nor the amounts which are deemed to be deposits within the meaning of Sections 73 to 76 of the Act and the rules framed there under. Hence, reporting under clause 3(v) of the Order is not applicable.
- (vi) The maintenance of cost records has not been specified by the Central Government under subsection (1) of section 148 of the Companies Act, 2013 for the business activities carried out by the Company. Hence, reporting under clause (vi) of the Order is not applicable.
- (vii) In respect of statutory dues:
 - (a) According to the information and explanations given to us and the records of the Company examined by us, the Company is regular in depositing undisputed statutory dues including Provident fund, Employees' state insurance, Income-tax, Goods and Services Tax, Customs duty, Cess and any other statutory dues as applicable with the appropriate authorities and there were no arrears of outstanding statutory dues as at the last day of the financial year concerned for a period of more than six months from the date they became payable. Sales Tax, Value Added Tax, Service Tax and Duty of Excise are not applicable.

- (b) According to the information and explanations given to us and records of the Company examined by us, the particulars of income tax, sales tax/value added tax, goods and services tax, customs duty, or cess as at 31 March, 2025 which have not been deposited on account of any dispute pending are as under:

Name of the statute	Nature of the dues	Amount (₹ in lakhs)	Amount paid under protest (₹ in lakhs)	Period to which the amount relates	Forum where the dispute is pending
Income-tax Act, 1961	Income tax	5.07	5.07	AY 2013-14	Commissioner of Income tax (Appeals), NFAC
Income-tax Act, 1961	Income tax	67.90	57.64	AY 2017-18	Commissioner of Income Tax (Appeals), NFAC
AP Value Added Tax Act, 2005	Value Added Tax	1.53	0.19	FY 2007-08	Deputy Commissioner (CT), Punjagutta Division, Hyderabad
Central/State Goods & Services Tax Act, 2017	GST	95.27	3.09	FY 2017-18	Deputy Commissioner, GST Appeals- Salem, Tamil Nadu
Central/State Goods & Services Tax Act, 2017	GST	102.54	5.08	FY 2018-19	Deputy state Tax officer- Chennai, Tamil Nadu

- (viii) There were no transactions relating to previously unrecorded income that have been surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (43 of 1961).
- (ix) (a) The Company has not defaulted in repayment of loans or other borrowings or in the payment of interest thereon to any lender.
- (b) The Company has not been declared wilful defaulter by any bank or financial institution or other lender.
- (c) According to the information and explanations given to us and procedures performed by us, we report that the Company has applied the term loans for the purpose for which the loans were obtained.
- (d) On an overall examination of the financial statements of the Company, funds raised on short-term basis have, prima facie, not been used for long-term purposes by the Company.
- (e) The Company does not have any Subsidiaries, associates or Joint Ventures and hence, reporting under clause 3(ix) (e) and (f) of the Order is not applicable.
- (x) (a) The Company has not raised monies by way of initial public offer or further public offer (including debt instruments) during the year and hence reporting under clause 3 (x) of the Order is not applicable.
- (b) The Company has not made any preferential allotment or private placement of shares or fully or partly convertible debentures during the year and hence reporting under clause (x) of the Order is not applicable.
- (xi) (a) No fraud by the Company and no material fraud on the Company has been noticed or reported during the year.
- (b) No report under sub-section (12) of section 143 of the Companies Act has been filed in Form ADT-4 as prescribed under rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government, during the year and up to the date of this report.
- (c) As represented to us by the management, there are no whistle blower complaints received by the company during the year.
- (xii) The Company is not a Nidhi Company and hence reporting under clause 3 (xii) of the Order is not applicable.
- (xiii) In our opinion, the Company is in compliance with Section 177 and 188 of the Companies Act, 2013 with respect to applicable transactions with the related parties and the details of related party transactions have been disclosed in the financial statements as required by the applicable Indian Accounting Standards.
- (xiv) (a) In our opinion the Company has an adequate internal audit system commensurate with the size and the nature of its business.
- (b) We have considered, the internal audit reports for the year under audit, issued to the Company during the year and till date, in determining the nature, timing and extent of our audit procedures.

- (xv) In our opinion during the year the Company has not entered into any non-cash transactions with its directors or persons connected with its directors. and hence provisions of section 192 of the Companies Act, 2013 are not applicable to the Company.
- (xvi) (a) In our opinion, the Company is not required to be registered under section 45-IA of the Reserve Bank of India Act, 1934. Hence, reporting under clause 3(xvi)(a) of the Order is not applicable.
- (b) The Company is not engaged in any non-banking financial or housing finance activities. Accordingly, the requirement to report on clause 3(xvi)(b) of the Order is not applicable to the Company.
- (c) The Company is not a core investment company as defined in the Regulations made by the Reserve Bank of India. Accordingly, the requirement to report on clause 3(xvi)(c) of the Order is not applicable to the Company.
- (d) In our opinion, there is no core investment company within the Group (as defined in the Core Investment Companies (Reserve Bank) Directions, 2016) and accordingly reporting under clause 3(xvi)(d) of the Order is not applicable.
- (xvii) The Company has not incurred cash losses during the financial year covered by our audit and in the immediately preceding financial year.
- (xviii) There has been no resignation of the statutory auditors of the Company during the year. Hence, reporting under clause 3(xviii) of the Order is not applicable.
- (xix) On the basis of the financial ratios, ageing and expected dates of realisation of financial assets and payment of financial liabilities, other information accompanying the financial statements and our knowledge of the Board of Directors and Management plans and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report indicating that Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the Company as and when they fall due.
- (xx) (a) There are no unspent amounts towards Corporate Social Responsibility (CSR) on other than ongoing projects requiring a transfer to a Fund specified in Schedule VII to the Companies Act in compliance with second proviso to sub-section (5) of Section 135 of the said Act. Hence, reporting under clause 3(xx) of the Order is not applicable.
- (b) In respect of ongoing projects, the Company has transferred unspent Corporate Social Responsibility (CSR) amount as at the end of the previous financial year, to a Special account within a period of 30 days from the end of the said financial year in compliance with the provisions of section 135(6) of the Act.

For **M. Anandam & Co.,**
Chartered accountants
(Firm Registration No.000125S)

Sd/-

B.V. Suresh Kumar
Partner

Place: Hyderabad
Date : 19 May, 2025

Membership No.212187
UDIN: 25212187BMKXY16924

BALANCE SHEET AS AT 31 MARCH, 2025

All amounts in ₹ lakhs, unless otherwise stated

Particulars	Note	As at 31 March, 2025	As at 31 March, 2024
I. ASSETS			
Non-current assets			
(a) Property, plant and equipment	4.1	54,076.03	46,711.51
(b) Capital work-in-progress	4.1	3,041.96	1,061.72
(c) Investment property	4.3	4.59	4.71
(d) Intangible assets	4.4	214.47	248.36
(e) Right-of-use assets	4.5	794.86	740.14
(f) Financial assets			
(i) Investments	5.1	3,148.65	3,847.95
(ii) Other financial assets	5.2	643.44	620.00
(g) Other non-current assets	6	1,534.78	1,395.88
Current assets			
(a) Inventories	7	12,856.24	10,359.51
(b) Financial assets			
(i) Trade receivables	8.1	13,525.65	13,610.31
(ii) Cash and cash equivalents	8.2	49.26	30.58
(iii) Other bank balances	8.3	135.32	130.33
(iv) Loans	8.4	116.70	91.18
(v) Other financial assets	8.5	816.34	732.13
(c) Current tax assets (net)	9	107.92	124.63
(d) Other current assets	10	2,624.26	2,273.30
TOTAL ASSETS		93,690.47	81,982.24
II. EQUITY AND LIABILITIES			
Equity			
(a) Equity share capital	11	1,661.59	1,661.59
(b) Other equity	12	62,127.93	57,777.29
Liabilities			
Non-current liabilities			
(a) Financial liabilities			
(i) Borrowings	13	6,937.80	4,841.71
(b) Provisions	14	773.49	549.06
(c) Deferred tax liabilities (net)	15	2,703.40	2,276.10
(d) Other non-current liabilities	16	568.14	552.05
Current liabilities			
(a) Financial liabilities			
(i) Borrowings	17.1	10,630.95	7,784.20
(ii) Trade payables	17.2		
A. Dues to micro enterprises and small enterprises		219.01	137.03
B. Dues to creditors other than micro enterprises and small enterprises		4,224.20	3,250.85
(iii) Other financial liabilities	17.3	2,721.45	2,179.85
(iv) Lease liabilities	17.4	-	-
(c) Other current liabilities	18	963.93	695.99
(d) Provisions	19	158.58	276.52
TOTAL EQUITY AND LIABILITIES		93,690.47	81,982.24
Material accounting policies	2		

The accompanying notes are an integral part of the financial statements.

As per our report of even date

For **M.Anandam & Co.,**

Chartered Accountants

(Firm Registration Number: 000125S)

Sd/-

B V Suresh Kumar

Partner

Membership No. 212187

Place : Hyderabad

Date : 19 May, 2025

For and on behalf of Board

Sd/-

J. Lakshmana Rao

Chairman & Managing Director

DIN: 00649702

Sd/-

A. Subramanyam

Deputy Managing Director

DIN: 00654046

Sd/-

A. Seshu Kumari

Chief Financial Officer

Sd/-

Harshita Suresh Chandnani

Company Secretary

M.No.ACS64959

STATEMENT OF PROFIT AND LOSS FOR THE YEAR ENDED 31 MARCH, 2025

All amounts in ₹ lakhs, unless otherwise stated

Particulars	Note	Year ended 31 March, 2025	Year ended 31 March, 2024
I. Income			
Revenue from operations	21	78,131.96	69,864.96
Other income	22	224.53	129.78
II. Total income		78,356.49	69,994.74
III. Expenses			
Cost of materials consumed	23	44,753.99	39,880.06
Changes in inventories of finished goods and work-in-progress	24	(728.17)	(211.15)
Employee benefits expense	25	6,090.52	5,028.02
Finance costs	26	1,390.20	734.81
Depreciation and amortization expenses	27	4,868.50	3,849.74
Other expenses	28	13,854.30	11,850.47
Total expenses		70,229.34	61,131.95
IV. Profit before tax (II - III)		8,127.15	8,862.79
V. Tax expense:			
(1) Current tax		1,559.17	1,818.04
(2) Earlier year's taxes		37.47	22.80
(3) Deferred tax		475.28	363.39
VI. Profit for the year (IV-V)		6,055.23	6,658.56
VII. Other comprehensive income			
Items that will not be reclassified to Profit or Loss			
a) Remeasurement of defined benefit plans		(56.40)	(125.78)
b) Fair value changes in equity instruments		(699.30)	(1,320.05)
c) Income tax relating to items (a) & (b) above		47.98	182.67
Other comprehensive income (net of tax)		(707.72)	(1,263.16)
VIII. Total comprehensive income for the year (VI+VII)		5,347.51	5,395.40
IX. Earnings per equity share (Face Value ₹5 each)			
(1) Basic (in ₹)	33	18.22	20.07
(2) Diluted (in ₹)		18.22	20.07
Material accounting policies	2		

The accompanying notes are an integral part of the financial statements.

As per our report of even date
For **M.Anandam & Co.,**
Chartered Accountants
(Firm Registration Number: 000125S)

Sd/-
B V Suresh Kumar
Partner
Membership No. 212187

Place : Hyderabad
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Sd/-
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Chief Financial Officer

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Deputy Managing Director
DIN: 00654046

Sd/-
Harshita Suresh Chandnani
Company Secretary
M.No.ACS64959

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH, 2025

All amounts in ₹ lakhs, unless otherwise stated

a. Equity share capital Year ended 31 March, 2025

Balance as at 01 April, 2024	Changes in Equity share capital due to prior period errors	Restated balance as at 01 April, 2024	Changes in equity share capital during the current year	Balance as at 31 March, 2025
1,661.59	-	-	-	1,661.59
Year ended 31 March, 2024				
Balance as at 01 April, 2023	Changes in Equity share capital due to prior period errors	Restated balance as at 01 April, 2023	Changes in equity share capital during the current year	Balance as at 31 March, 2024
1,658.38	-	-	3.21	1,661.59

b. Other equity Year ended 31 March, 2025

Particulars	Reserves and surplus				Money received against share warrants	Other comprehensive income	Total
	Securities premium	Capital reserve	General reserve	Retained earnings			
Balance as at 01 April, 2024	25,037.69	57.15	1,914.39	27,489.19	12.09	3,266.78	57,777.29
Profit for the year	-	-	-	6,055.23	-	-	6,055.23
Dividend paid	-	-	-	(996.87)	-	-	(996.87)
Other comprehensive income (net of tax)							
Remeasurement of employee benefits	-	-	-	(42.21)	-	-	(42.21)
Fair value changes in Equity instruments	-	-	-	-	-	(665.51)	(665.51)
Balance as at 31 March, 2025	25,037.69	57.15	1,914.39	32,505.34	12.09	2,601.27	62,127.93

(Contd...)

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH, 2025

All amounts in ₹ lakhs, unless otherwise stated

Year ended 31 March, 2024

Particulars	Reserves and surplus					Money received against share warrants	Other comprehensive income	Total
	Securities premium	Capital reserve	General reserve	Share options outstanding account	Retained earnings			
Balance as at 01 April, 2023	24,865.75	57.15	1,914.39	11.20	22,914.63	12.09	4,435.82	54,211.03
Profit for the year	-	-	-	-	6,658.56	-	-	6,658.56
Dividend paid	-	-	-	-	(1,989.88)	-	-	(1,989.88)
Issue of equity shares under MTPL Employee Stock Option Scheme	157.75	-	-	-	-	-	-	157.75
Recognition of share based payments	-	-	-	2.99	-	-	-	2.99
Transfer from share options outstanding account on exercise	14.19	-	-	(14.19)	-	-	-	-
Other comprehensive income (net of tax)								
Remeasurement of employee benefits	-	-	-	-	(94.12)	-	-	(94.12)
Fair value changes in Equity instruments	-	-	-	-	-	-	(1,169.04)	(1,169.04)
Balance as at 31 March, 2024	25,037.69	57.15	1,914.39	-	27,489.19	12.09	3,266.78	57,777.29

As per our report of even date
For **M.Anandam & Co.,**
Chartered Accountants
(Firm Registration Number: 000125S)

Sd/-
B V Suresh Kumar
Partner
Membership No. 212187

Place : Hyderabad
Date : 19 May, 2025

For and on behalf of Board

Sd/-

J. Lakshmana Rao
Chairman & Managing Director
DIN: 00649702

Sd/-

A. Subramanyam
Deputy Managing Director
DIN: 00654046

Sd/-

A. Seshu Kumari
Chief Financial Officer

Sd/-

Harshita Suresh Chandnani
Company Secretary
M.No.ACS64959



STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH, 2025

All amounts in ₹ lakhs, unless otherwise stated

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Cash flow from operating activities		
Profit before tax	8,127.15	8,862.79
Adjustments for:		
Depreciation and amortisation expenses	4,956.37	3,937.60
(Profit)/loss on disposal of property, plant and equipment (net)	(16.10)	3.15
Share based payments to employees	-	2.99
Provision for bad and doubtful debts	36.63	31.21
Bad debts written off	-	8.11
Foreign exchange fluctuation gain (net)	(21.00)	(5.92)
Amortisation of government grants	(41.44)	(18.40)
Finance costs	1,390.20	734.81
Dividend income	(71.98)	(71.98)
Change in operating assets and liabilities		
(Increase)/Decrease in trade receivables	48.03	(1,312.38)
(Increase)/Decrease in financial assets other than trade receivables	(138.16)	(337.09)
(Increase)/Decrease in other assets	(288.98)	(575.26)
(Increase)/Decrease in inventories	(2,496.73)	(1,843.69)
Increase/(Decrease) in trade payables	1,055.33	59.15
Increase/(Decrease) in other financial liabilities	16.87	(15.79)
Increase/(Decrease) in provisions	50.09	179.77
Increase/(Decrease) in other liabilities	35.78	62.01
Cash generated from operations	12,642.06	9,701.08
Income taxes paid	(1,600.45)	(1,819.38)
Net cash inflow/(outflow) from operating activities	11,041.61	7,881.70
Cash flows from investing activities		
(Increase)/decrease in property, plant & equipment, intangible assets & right of use assets	(12,406.10)	(14,109.02)
(Increase)/Decrease in capital work-in-progress and intangible assets under development	(1,980.24)	607.69
(Increase)/Decrease in capital advances	(138.91)	(676.18)
Increase/(Decrease) in capital creditors	499.02	(246.54)
Dividend income received	71.98	71.98
Capital advance received	302.83	-
Proceeds from sale of property, plant & equipment	80.61	66.50
Net cash inflow/(outflow) from investing activities	(13,570.81)	(14,285.57)

(Contd...)

STATEMENT OF CASH FLOWS (Contd.)

All amounts in ₹ lakhs, unless otherwise stated

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Cash flow from financing activities		
Proceeds from non-current borrowings	4,000.00	4,933.81
Repayment of non current borrowings	(846.69)	(1,190.60)
Proceeds from current borrowings (net)	1,755.94	4,747.32
Dividend paid	(996.87)	(1,989.89)
Increase in securities premium	-	171.94
Proceeds from issue of shares	-	3.21
Payment for principal component of lease liabilities	-	(9.50)
Interest on lease liabilities	-	(1.48)
Interest paid	(1,364.49)	(718.53)
Net cash inflow/(outflow) from financing activities	2,547.89	5,946.28
Net increase/(decrease) in cash and cash equivalents	18.68	(457.59)
Cash and cash equivalents at the beginning of the year	30.58	488.17
Cash and cash equivalents at the end of the year	49.26	30.58

Statement of Cash flows has been prepared under the indirect method as set out in Ind AS-7 specified under Section 133 of the Companies Act, 2013.

Cash and Cash equivalents reported under note no. 8.2

Particulars	As at 31 March, 2025	As at 31 March, 2024
Balances with banks	44.88	26.36
Cash on hand	4.38	4.22
Cash and cash equivalents at the end of the year	49.26	30.58

Net debt reconciliation

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance of borrowings	13,212.09	4,727.49
Add:- Proceeds from non-current borrowings	4,000.00	4,933.81
Less:- Repayment of non-current borrowings	846.69	1,190.60
Proceeds from current borrowings (net)	1,755.94	4,747.32
Fair value adjustment	(21.00)	(5.92)
Closing balance of borrowings	18,100.34	13,212.10

The accompanying notes are an integral part of the financial statements

As per our report of even date
For **M.Anandam & Co.,**
Chartered Accountants
(Firm Registration Number: 000125S)

Sd/-

B V Suresh Kumar
Partner
Membership No. 212187

Place : Hyderabad
Date : 19 May, 2025

For and on behalf of Board

Sd/-

J. Lakshmana Rao
Chairman & Managing Director
DIN: 00649702

Sd/-

A. Seshu Kumari
Chief Financial Officer

Sd/-

A. Subramanyam
Deputy Managing Director
DIN: 00654046

Sd/-

Harshita Suresh Chandnani
Company Secretary
M.No.ACS64959

NOTES TO THE FINANCIAL STATEMENTS

1 Company information:

Mold-Tek Packaging Limited ('the Company') is a public limited Company incorporated in India having its registered office at Hyderabad, Telangana, India. The Company is engaged in the manufacturing of injection-molded containers for lubes, paints, food and other products. The Company has its listings on Bombay Stock Exchange Limited (BSE) and National Stock Exchange of India Limited (NSE).

2 Material accounting policies:

This note provides a list of the significant accounting policies adopted in the preparation of the financial statements. These policies have been consistently applied to all the years presented, unless otherwise stated.

a) Statement of compliance:

The financial statements are prepared in accordance with Indian Accounting Standards (Ind AS) notified under Section 133 of the Companies Act, 2013 ("the Act") read with the Companies (Indian Accounting Standards) Rules as amended and guidelines issued by the Securities and Exchange Board of India (SEBI), as applicable. The presentation of financial statements is based on Ind AS Schedule III of the Companies Act, 2013.

b) Basis of preparation:

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention with the exception of certain assets and liabilities that are required to be carried at fair values as per Ind AS. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

c) Revenue recognition:

i) Revenue from contract with customers

Revenue is recognised when the performance obligations have been satisfied, which is once control of the goods is transferred from the Company to the customer. Revenue related to the sale of goods is recognised when the product is delivered to the destination specified by the customer, and the customer has gained control through their ability to direct the use of and obtain

substantially all the benefits from the asset. Revenue is measured based on consideration specified in the contract with a customer which is measured at the fair value of the consideration received or receivable, net of returns and allowances, trade discounts & volume rebates and excludes amounts collected on behalf of third parties.

ii) Other income

Dividend income is recognised when the right to receive the income is established.

Interest income is recognized on time proportion basis taking into account the amount outstanding and the rate applicable.

Rental income from investment properties is recognised on a straight line basis over the term of the relevant leases.

Incentives are recognized in the statement of profit and loss, when right to receive such entitlement is established as per terms of the relevant scheme and where there is no significant uncertainty regarding compliance with the terms and conditions of such scheme.

d) Borrowing costs:

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for the intended use or sale. Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing cost eligible for capitalization. Other borrowings costs are expensed in the period in which they are incurred.

e) Employee benefits:

(i) Short-term obligations

Liabilities for wages and salaries, including non-monetary benefits that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognized in respect of employees' services up to the end

NOTES TO THE FINANCIAL STATEMENTS

of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liabilities are presented as current employee benefit obligations in the balance sheet.

(ii) Other long-term employee benefit obligations

The liabilities for earned leave is not expected to be settled wholly within 12 months after the end of the period in which the employees render the related service. They are therefore measured at the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. The benefits are discounted using the market yields at the end of the reporting period that have terms approximating to the terms of the related obligations.

Remeasurements as a result of the experience adjustments and changes in actuarial assumptions are recognized in profit or loss. The obligations are presented as current liabilities in the balance sheet if the entity does not have an unconditional right to defer settlement for at least twelve months after the reporting period, regardless of when the actual settlement is expected to occur.

(iii) Gratuity obligations

The liability or assets recognized in the balance sheet in respect of gratuity plans is the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets. The defined benefit obligation is calculated annually by actuaries using the projected unit credit method.

The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows by reference to market yields at the end of the reporting period on government bonds that have terms approximating to the terms of the related obligation.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is included in employee

benefit expense in the statement of profit and loss.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are recognized in the period in which they occur, directly in other comprehensive income. They are included in retained earnings in the statement of changes in equity and in the balance sheet. Changes in the present value of the defined benefit obligation resulting from plan amendments or curtailments are recognized immediately in profit or loss. The gratuity liability is covered through a recognized Gratuity Fund managed by Life Insurance Corporation of India and the contributions made under the scheme are charged to statement of profit and loss.

(iv) Defined contribution plans

The Company pays provident fund contributions to publicly administered funds as per local regulations. The Company has no further payment obligations once the contributions have been paid. The contributions are accounted for as defined contribution plans and the contributions are recognized as employee benefit expense when they are due.

(v) Bonus plans

The Company recognizes a liability and an expense for bonus. The Company recognizes a provision where contractually obliged or where there is a past practice that has created a constructive obligation.

f) Income taxes:

Tax expense for the year comprises current and deferred tax.

Current Tax is the amount of tax payable on the taxable income for the year as determined in accordance with the applicable tax rates and the provisions of the Income-tax Act, 1961 and other applicable tax laws that have been enacted or substantively enacted by the end of the reporting period.

Deferred tax is recognised on temporary differences between the carrying amounts of assets and liabilities in the financial statements and the

NOTES TO THE FINANCIAL STATEMENTS

corresponding tax bases used in the computation of taxable profit. Deferred tax liabilities are generally recognised for all taxable temporary differences. Deferred tax assets are generally recognised for all deductible temporary differences to the extent that it is probable that taxable profits will be available against which those deductible temporary differences can be utilised. Such deferred tax assets and liabilities are not recognised if the temporary differences arise from the initial recognition (other than in a business combination) of assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit. In addition, deferred tax liabilities are not recognised if the temporary difference arises from the initial recognition of goodwill.

The carrying amount of deferred tax assets is reviewed at the end of each reporting period and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered. Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realised, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Tax relating to items recognized directly in equity or other comprehensive income is recognised in equity or other comprehensive income and not in the statement of profit and loss.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they are related to income taxes levied by the same tax authority, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realized simultaneously.

g) Property, Plant and Equipment (PPE):

PPE is carried at cost less accumulated depreciation and impairment losses, if any. The cost of PPE comprises of purchase price, applicable duties and taxes net of input tax credit, any directly attributable expenditure on making the asset ready for its intended use, other incidental expenses and interest on borrowings attributable to acquisition of qualifying fixed assets, upto the date the asset is ready for its intended use.

All other repair and maintenance costs, including regular servicing, are recognised in the statement of profit and loss as incurred. When a replacement occurs, the carrying value of the replaced part is de-recognised. Where an item of PPE comprises major components having different useful lives, these components are accounted for as separate items.

Leasehold improvements are stated at cost including taxes, freight and other incidental expenses incurred, net of input tax credits availed. The depreciation is provided over the life estimated by the management.

Self constructed assets (Moulds): The Company transfers all the directly attributable expenditure incurred towards construction of moulds including depreciation on actual cost basis.

PPE retired from active use and held for sale are stated at the lower of their net book value and net realizable value and are disclosed separately.

An item of PPE is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. Any gain or loss arising on the disposal or retirement of an item of PPE is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the statement of profit and loss.

h) Expenditure during construction period and intangible assets under development:

Expenditure during construction period (including finance cost related to borrowed funds for construction or acquisition of qualifying PPE) is included under Capital Work-in-Progress and the same is allocated to the respective PPE on the completion of their construction. Intangible Assets under development includes the expenditure incurred for acquisition of intangible assets.

i) Depreciation:

Depreciation is the systematic allocation of the depreciable amount of PPE over its useful life and is provided on the straight line method over the useful lives as prescribed in Schedule II to the Act. The estimated useful lives of Property, Plant and Equipment are as follows:

NOTES TO THE FINANCIAL STATEMENTS

Particulars	Useful life
Buildings - Factory	30 Years
Buildings - Office	60 Years
Plant and equipment	Up to 15 Years
Moulds	Up to 15 Years
Electrical installations and equipment	10 Years
Works equipment and instruments	10 Years
Office equipment	5 Years
Computers and data processing units	Up to 6 Years
Furniture and fittings	10 Years
Vehicles	Up to 10 Years
Leasehold improvements	Based on lease term

j) Intangible assets and amortization:

Intangible assets acquired separately are measured on initial recognition cost and are amortized on straight line method based on the estimated useful lives.

The period of amortization and amortization method are reviewed at each financial year end.

Computer software is amortized over a period of five years.

k) Investment property:

Investment property are the properties held to earn rentals and/or for capital appreciation (including property under construction for such purposes). Investment properties are measured initially at cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at cost model which is in accordance with Ind AS 40.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no further economic benefits expected from disposal. Any gain or loss arising on derecognition of the property is included in profit or loss in the period in which the property is derecognised.

Depreciation on building is provided over its useful life of 30 years using the Straight Line Method.

l) Impairment of assets:

Intangible assets and Property, Plant and Equipment (PPE): Intangible assets and PPE are evaluated for recoverability whenever events or changes in circumstances indicate that their carrying amounts may not be recoverable. For the purpose of impairment testing, the recoverable amount (i.e. the higher of the fair value less cost to sell and the value-in-use) is determined on an individual asset basis unless the asset does not generate cash flows that are largely independent of those from other assets. In such cases, the recoverable amount is determined for the Cash Generating Unit (CGU) to which the asset belongs.

If such assets are considered to be impaired, the impairment to be recognized in the statement of profit and loss is measured by the amount by which the carrying value of the assets exceeds the estimated recoverable amount of the asset. An impairment loss is reversed in the statement of profit and loss if there has been a change in the estimates used to determine the recoverable amount. The carrying amount of the asset is increased to its revised recoverable amount, provided that this amount does not exceed the carrying amount that would have been determined (net of any accumulated amortization or depreciation) had no impairment loss been recognized for the asset in prior years.”

m) Inventories:

Inventories includes Raw materials, Work-in-progress, Finished goods, Stores & Spares, Packing materials and other consumables. These are valued at lower of cost and net realizable value (NRV). However, raw materials are considered to be realizable at cost, if the finished products, in which they will be used, are expected to be sold at or above cost. Further, cost is determined on weighted average basis.

Material in transit

Valuation of Inventories of Materials in Transit is done at Cost.

Work-in-Progress (WIP) and Finished goods

Cost of Finished Goods and WIP includes cost of raw materials, cost of conversion and other costs incurred in bringing the inventories to their present location and condition. Cost of inventories is computed on weighted average basis. Finished

NOTES TO THE FINANCIAL STATEMENTS

goods includes sales in transit which is valued at lower of cost and NRV.

n) Provisions, Contingent liabilities and Contingent assets :

The Company recognises provisions when there is present obligation as a result of past event and it is probable that there will be an outflow of resources and reliable estimate can be made of the amount of the obligation. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows to net present value using an appropriate pre-tax discount rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability. Unwinding of the discount is recognised in the statement of profit and loss as a finance cost. Provisions are reviewed at each reporting date and are adjusted to reflect the current best estimate.

A present obligation that arises from past events where it is either not probable that an outflow of resources will be required to settle or a reliable estimate of the amount cannot be made, is disclosed as a contingent liability. Contingent Liabilities are also disclosed when there is a possible obligation arising from past events, the existence of which will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Company.

Contingent assets are not recognized in financial statements since this may result in the recognition of income that may never be realised.

o) Financial instruments:

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.”

Financial assets

(i) Financial assets carried at amortised cost

A financial asset is subsequently measured at amortised cost if it is held within a business model whose objective is to hold the asset in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

(ii) Financial assets at fair value through other comprehensive income

A financial asset is subsequently measured at fair value through other comprehensive income if it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding. Further, in case where the Company has made an irrevocable selection based on its business model, for its investments which are classified as equity instruments, the subsequent changes in fair value are recognized in other comprehensive income.

(iii) Financial assets at fair value through profit or loss

A financial asset which is not classified in any of the above categories are subsequently fair valued through profit or loss.

(iv) The Company recognizes loss allowances using the expected credit loss (ECL) model for the financial assets which are not fair valued through profit or loss. Loss allowance for trade receivables with no significant financing component is measured at an amount equal to lifetime ECL. For all other financial assets, expected credit losses are measured at an amount equal to the 12-month ECL, unless there has been a significant increase in credit risk from initial recognition in which case those are measured at lifetime ECL. The amount of expected credit losses (or reversal) that is required to adjust the loss allowance at the reporting date to the amount

NOTES TO THE FINANCIAL STATEMENTS

that is required to be recognised is recognized as an impairment gain or loss in statement of profit or loss.

Financial liabilities and equity instruments

1. Classification as debt or equity

Financial liabilities and equity instruments issued by the Company are classified according to the substance of the contractual arrangements entered into and the definitions of a financial liability and an equity instrument.

2. Equity instruments

An equity instrument is any contract that evidences a residual interest in the assets of the Company after deducting all of its liabilities. Equity instruments are recorded at the proceeds received, net of direct issue costs.

3. Financial liabilities

Trade and other payables are initially measured at fair value, net of transaction costs, and are subsequently measured at amortised cost, using the effective interest rate method where the time value of money is significant.

Interest bearing bank loans, overdrafts and unsecured loans are initially measured at fair value and are subsequently measured at amortised cost using the effective interest rate method. Any difference between the proceeds (net of transaction costs) and the settlement or redemption of borrowings is recognised over the term of the borrowings in the statement of profit and loss.

4. Derecognition of financial instruments

The Company derecognizes a financial asset when the contractual rights to the cash flows from the financial asset expire or it transfers the financial asset and the transfer qualifies for derecognition under Ind AS 109. A financial liability (or a part of a financial liability) is derecognized from the Company's balance sheet when the obligation specified in the contract is discharged or cancelled or expires.

5. Fair value of financial instruments

In determining the fair value of its financial

instruments, the Company uses a variety of methods and assumptions that are based on market conditions and risks existing at each reporting date. The methods used to determine fair value include discounted cash flow analysis, available quoted market prices and dealer quotes. All methods of assessing fair value result in general approximation of value, and such value may or may not be realized.

6. Offsetting financial instruments

Financial assets and liabilities are offset and the net amount is reported in the balance sheet where there is a legally enforceable right to offset the recognized amounts and there is an intention to settle on a net basis or realize the asset and settle the liability simultaneously. The legally enforceable right must not be contingent on future events and must be enforceable in the normal course of business and in the event of default, insolvency or bankruptcy of the Company or the counterparty.

p) Earnings per share :

The basic earnings per share is computed by dividing the profit/(loss) for the year attributable to the equity shareholders by the weighted average number of equity shares outstanding during the year. For the purpose of calculating diluted earnings per share, profit/(loss) for the year attributable to the equity shareholders and the weighted average number of the equity shares outstanding during the year are adjusted for the effects of all dilutive potential equity shares.

q) Cash and cash equivalents:

Cash and cash equivalents include cash on hand and demand deposits with banks. Cash equivalents are short-term balances (with an original maturity of three months or less), highly liquid investments that are readily convertible into known amounts of cash and which are subject to insignificant risk of changes in value.

r) Transactions in foreign currencies:

The financial statements of the Company are presented in Indian rupees, which is the functional currency of the Company and the presentation currency for the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

Transactions in foreign currencies are recorded at the exchange rates prevailing on the date of transaction.

Foreign currency monetary assets and liabilities such as cash, receivables, payables, etc., are translated at year end exchange rates.

Exchange differences arising on settlement of transactions and translation of monetary items are recognised as income or expense in the year in which they arise.

s) Segment reporting:

An operating segment is a component of the Company that engages in business activities from which it may earn revenues and incur expenses, whose operating results are regularly reviewed by the Company's chief operating decision maker to make decisions for which discrete financial information is available. Based on the management approach as defined in Ind AS 108, the chief operating decision maker evaluates the Company's performance and allocates resources based on an analysis of various performance indicators by business segments and geographic segments.

t) Government grants:

Grants from the government are recognised at fair value where there is a reasonable assurance that the grant will be received and the Company will comply with all attached conditions.

Government grants relating to income are deferred and recognised in the profit or loss over the period necessary to match them with the costs they are intended to compensate and presented within other income.

Government grants relating to the purchase of Property, Plant and Equipment are included in non-current liabilities as deferred income and are credited to profit and loss on a straight line basis over the expected lives of the related assets and presented within other income.

The benefit of a government loan at below current market rate of interest is treated as a government grant.

u) Leases:

As a lessee:

The Company assesses whether a contract contains a lease, at inception of a contract. A contract is, or

contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Company assesses whether:

- (1) The Contract involves the use of an identified asset;
- (2) The Company has substantially all the economic benefits from use of the asset through the period of the lease and
- (3) The Company has the right to direct the use of the asset.

The Company recognizes a right-of-use asset ("ROU") and a corresponding lease liability for all lease arrangements in which it is a lessee, except for leases with a term of twelve months or less (short-term leases) and low value leases. For these short-term and low value leases, the Company recognizes the lease payments as an operating expense on a straight-line basis over the term of the lease. Certain lease arrangements includes the options to extend or terminate the lease before the end of the lease term. ROU assets and lease liabilities includes these options when it is reasonably certain that they will be exercised.

The right-of-use assets are initially recognized at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or prior to the commencement date of the lease plus any initial direct costs less any lease incentives.

They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated from the commencement date on a straight-line basis over the balance lease term of the underlying asset. Right of use assets are evaluated for recoverability whenever events or changes in circumstances indicate that their carrying amounts may not be recoverable."

The lease liability is initially measured at amortized cost at the present value of the future lease payments. The lease payments are discounted using the interest rate implicit in the lease or, if not readily determinable, using the incremental borrowing rates in the country of domicile of the leases. Lease liabilities are re-measured with a

NOTES TO THE FINANCIAL STATEMENTS

corresponding adjustment to the related right of use asset if the Company changes its assessment if whether it will exercise an extension or a termination option.

Lease liability and ROU asset shall be separately presented in the Balance Sheet and lease payments shall be classified as financing cash flows.

As Lessor:

Leases for which the Company is a lessor is classified as a finance or operating lease. Whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee, the contract is classified as a finance lease. All other leases are classified as operating leases.

When the Company is an intermediate lessor, it accounts for its interests in the head lease and the sublease separately. The sublease is classified as a finance or operating lease by reference to the right-of-use asset arising from the head lease.

For operating leases, rental income is recognized on a straight line basis over the term of the relevant lease.

Operating lease – Rentals payable under operating leases are charged to the statement of profit and loss on a straight line basis over the term of the relevant lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are utilised.

v) Employee share based payments:

Equity-settled share-based payments to employees are measured at the fair value of the employee stock options at the grant date. The fair value determined at the grant date of the equity-settled share-based payments is amortised over the vesting period, based on the Company's estimate of equity instruments that will eventually vest, with a corresponding increase in equity. At the end of each reporting period, the Company revises its estimate of the number of equity instruments expected to vest. The impact of the revision of the original estimates, if any, is recognised in the statement of profit and loss such that the cumulative expense reflects the revised estimate, with a corresponding adjustment to the equity-settled employee benefits reserve.

w) Dividend distribution:

Dividends paid (including income tax thereon) is recognised in the period in which the interim dividends are approved by the Board of Directors, or in respect of the final dividend when approved by shareholders.

x) Rounding off amounts:

All amounts disclosed in the financial statements and notes have been rounded off to the nearest lakh with two decimals as per the requirement of Schedule III, unless otherwise stated.

y) Standards issued but not yet effective:

Ministry of Corporate Affairs ("MCA") notifies new standards or amendments to the existing standards under Companies (Indian Accounting Standards) Rules as issued from time to time. There are no such notifications applicable with effect from 01 April, 2025.

3. Use of estimates and critical accounting judgements:

In preparation of the financial statements, the Company makes judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and the associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and the underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and future periods affected.

Significant judgements and estimates relating to the carrying values of assets and liabilities include useful lives of property, plant and equipment and intangible assets, impairment of property, plant and equipment, intangible assets and investments, provision for employee benefits and other provisions, recoverability of deferred tax assets, commitments and contingencies.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

4.1(a) Property, plant and equipment

Particulars	Gross carrying amount				Accumulated depreciation			Net carrying amount
	As at 1 April, 2024	Additions	Deletions	As at 31 March, 2025	As at 1 April, 2024	For the Year	On disposals	As at 31 March, 2025
Freehold land	3,268.04	-	-	3,268.04	-	-	-	3,268.04
Buildings	12,680.96	131.06	-	12,812.02	1,397.01	410.57	-	1,807.58
Plant and equipment	27,207.84	7,455.60	175.35	34,488.09	9,077.65	2,536.79	136.12	11,478.32
Moulds	13,517.06	3,090.91	-	16,607.97	4,173.45	1,204.46	-	5,377.91
Electrical installations and equipment	2,195.17	372.79	-	2,567.96	638.73	197.21	-	835.94
Works equipment and instruments	1,686.88	563.41	8.67	2,241.62	492.21	170.42	2.19	660.44
Office equipment	282.42	81.49	-	363.91	134.04	45.52	-	179.56
Computers and data processing units	274.73	52.48	-	327.21	164.27	55.16	-	219.43
Furniture and fittings	1,534.35	424.05	-	1,958.40	364.14	144.27	-	508.41
Vehicles	886.02	128.24	56.14	958.12	381.63	106.60	37.34	450.89
Leasehold improvements	23.54	-	-	23.54	22.37	-	-	22.37
Total	63,557.01	12,300.03	240.16	75,616.88	16,845.50	4,871.00	175.65	21,540.85
54,076.03								

Particulars	As at 1 April, 2024	Additions	Capitalization	As at 31 March, 2025
Capital work-in-progress	1,061.72	14,280.27	12,300.03	3,041.96

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

4.1(b) Property, plant and equipment

Particulars	Gross carrying amount				Accumulated depreciation		Net carrying amount
	As at 1 April, 2023	Additions	Deletions	As at 31 March, 2024	For the Year	On disposals	
Freehold land	2,262.79	1,005.25	-	3,268.04	-	-	3,268.04
Buildings	9,355.59	3,325.37	-	12,680.96	307.79	-	11,283.95
Plant and equipment	22,646.37	4,653.08	91.61	27,207.84	2,044.31	59.06	18,130.19
Moulds	10,259.28	3,257.78	-	13,517.06	941.19	-	9,343.61
Electrical installations and equipment	1,664.34	530.83	-	2,195.17	152.45	-	1,556.44
Works equipment and instruments	1,346.22	340.66	-	1,686.88	134.62	-	1,194.67
Office equipment	184.43	97.99	-	282.42	31.86	-	148.38
Computers and data processing units	207.43	67.30	-	274.73	46.80	-	110.46
Furniture and fittings	904.91	629.44	-	1,534.35	87.77	-	1,170.21
Vehicles	806.48	151.96	72.42	886.02	96.79	35.43	504.39
Leasehold improvements	23.54	-	-	23.54	4.58	-	1.17
Total	49,661.38	14,059.66	164.03	63,557.01	3,848.16	94.49	46,711.51

Particulars	As at 1 April, 2023	Additions	Capitalization	As at 31 March, 2024
Capital work-in-progress	1,669.42	13,451.96	14,059.66	1,061.72

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

4.2 (a). Capital work-in-progress (CWIP) aging schedule:

as at 31 March, 2025

Particulars	Amount in CWIP for a period of			Total
	Less than 1 Year	1-2 Years	2-3 Years	More than 3 Years
Projects in progress				
Freehold land	121.76	-	-	121.76
Buildings	2,378.93	6.02	3.18	2,388.13
Plant and equipment	26.69	-	-	26.69
Moulds	297.80	20.89	-	318.69
Others	186.69	-	-	186.69
Total	3,011.87	26.91	3.18	3,041.96

as at 31 March, 2024

Particulars	Amount in CWIP for a period of			Total
	Less than 1 Year	1-2 Years	2-3 Years	More than 3 Years
Projects in progress				
Freehold land	62.33	-	-	62.33
Buildings	64.28	36.60	-	100.88
Plant and equipment	13.81	23.53	1.39	42.54
Moulds	738.84	18.25	-	49.31
Others	10.01	0.83	-	10.84
Total	889.27	79.21	1.39	91.85
				1,061.72

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

4.2(b). Expenditure during construction period (included in Capital work-in-progress):

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Balance brought forward (A)	203.75	144.35
Expenditure incurred during the year		
Cost of material consumed	-	3.24
Employee benefits expense	639.98	708.42
Consumption of stores and spares	94.18	95.91
Power and fuel	39.56	37.96
Rates and taxes	-	11.11
Depreciation	87.87	87.86
Rent	22.50	29.19
Insurance	0.18	0.24
Professional, Consultancy and Legal expenses	-	5.25
Travelling and conveyance	-	45.44
Gardening & pollution control expenses	-	1.60
Total expenditure during construction period (B)	884.27	1,026.22
Less: Turnover (C)	-	-
Total (A+B-C)	1,088.02	1,170.57
Allocated to plant and machinery	-	3.24
Allocated to moulds	783.96	675.09
Allocated to buildings	-	288.49
Balance carried forward	304.06	203.75

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

4.3(a) Investment property

Particulars	Gross carrying amount			Accumulated depreciation			Net carrying amount
	As at 1 April, 2024	Additions	Deletions	As at 31 March, 2025	For the Year	On disposals	As at 31 March, 2025
Freehold land	4.12	-	-	4.12	-	-	4.12
Buildings	1.63	-	-	1.63	0.12	-	0.47
Total	5.75	-	-	5.75	0.12	-	4.59

4.3(b) Investment property

Particulars	Gross carrying amount			Accumulated depreciation			Net carrying amount
	As at 1 April, 2023	Additions	Deletions	As at 31 March, 2024	For the Year	On disposals	As at 31 March, 2024
Freehold land	4.12	-	-	4.12	-	-	4.12
Buildings	1.63	-	-	1.63	0.13	-	0.59
Total	5.75	-	-	5.75	0.13	-	4.71

4.3(c) Disclosures - Ind AS 40

Particulars	2024-25	2023-24
Rental income from investment property	3.22	3.22
Direct operating expenses (including repairs and maintenance) arising from investment property that generated rental income during the period	0.77	0.77
Direct operating expenses (including repairs and maintenance) arising from investment property that did not generate rental income during the period	-	-
Income from investment property (net)	2.45	2.45

Fair value of the investment property as at 31 March, 2025 based on the valuation by a registered valuer as defined under rule 2 of Companies (Registered valuers and Valuation) Rules, 2017 is ₹571.29 lakhs (P.Y. ₹501.5 lakhs).

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

4.4(a) Intangible assets

Particulars	Gross carrying amount			Accumulated amortisation			Net carrying amount
	As at 1 April, 2024	Additions	Deletions	As at 31 March, 2025	For the Year	On disposals	As at 31 March, 2025
Acquired computer software	440.17	42.33	-	482.50	76.22	-	214.47
Total	440.17	42.33	-	482.50	76.22	-	214.47

4.4(b) Intangible assets

Particulars	Gross carrying amount			Accumulated amortisation			Net carrying amount
	As at 1 April, 2023	Additions	Deletions	As at 31 March, 2024	For the Year	On disposals	As at 31 March, 2024
Acquired computer software	390.83	49.34	-	440.17	71.77	-	248.36
Total	390.83	49.34	-	440.17	71.77	-	248.36

4.5(a) Right-of-use assets

Particulars	Gross carrying amount			Accumulated amortisation			Net carrying amount
	As at 1 April, 2024	Additions	Deletions	As at 31 March, 2025	For the Year	On disposals	As at 31 March, 2025
Leasehold land	832.04	63.74	-	895.78	9.02	-	794.86
Total	832.04	63.74	-	895.78	9.02	-	794.86

4.5(b) Right-of-use assets

Particulars	Gross carrying amount			Accumulated amortisation			Net carrying amount
	As at 1 April, 2023	Additions	Deletions	As at 31 March, 2024	For the Year	On disposals	As at 31 March, 2024
Leasehold land	832.04	-	-	832.04	17.63	-	740.14
Total	832.04	-	-	832.04	17.63	-	740.14

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

5.1. Investments

Particulars	As at 31 March, 2025	As at 31 March, 2024
Designated at Fair value through Other Comprehensive Income (FVOCI)		
Investments in equity instruments (quoted - fully paid up)		
Mold-Tek Technologies Limited	3,148.65	3,847.95
21,17,165 (2024-21,17,165) shares of ₹2 each		
Total	3,148.65	3,847.95
Aggregate amount of quoted investments	3,148.65	3,847.95
Aggregate amount of unquoted investments	-	-
Aggregate amount of impairment in value of investments	-	-

5.2. Other financial assets (non-current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Earmarked balances		
Margin money deposits with banks against guarantees	144.97	161.73
Deposits with government and others (Net of provision)	498.47	458.27
Total	643.44	620.00

6. Other non-current assets

Particulars	As at 31 March, 2025	As at 31 March, 2024
Unsecured, considered good		
Capital advances	1,534.78	1,395.88
Total	1,534.78	1,395.88

7. Inventories

Particulars	As at 31 March, 2025	As at 31 March, 2024
(Valued at lower of cost and net realizable value)		
Raw materials	4,582.75	3,919.03
Work-in-progress	1,469.08	1,110.53
Finished goods	2,365.04	1,995.42
{including material in transit of ₹723.87 lakhs (2024 - ₹652.21 lakhs)}		
Packing materials	229.00	165.68
Stores & spares	511.20	343.06
Consumables	3,699.17	2,825.79
Total	12,856.24	10,359.51

8.1. Trade receivables

Particulars	As at 31 March, 2025	As at 31 March, 2024
Unsecured		
Trade Receivables– considered good	13,657.70	13,705.74
Less: Allowance for expected credit loss	(132.05)	(95.43)
Total	13,525.65	13,610.31

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Trade receivables ageing schedule As at 31 March, 2025

Particulars	Not Due	Outstanding for following periods from due date of payment					Total
		Less than 6 months	6 months - 1 year	1-2 years	2-3 years	More than 3 years	
(i) Undisputed Trade receivables – considered good	10,176.99	3,289.75	84.10	13.59	9.60	5.71	13,579.74
(ii) Undisputed Trade receivables – which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed Trade receivables – credit impaired	-	-	-	-	-	-	-
(iv) Disputed Trade receivables– considered good	-	-	-	4.84	41.84	31.28	77.96
(v) Disputed Trade receivables – which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed Trade receivables – credit impaired	-	-	-	-	-	-	-
	10,176.99	3,289.75	84.10	18.43	51.44	36.99	13,657.70
Expected credit loss rate	-	-	34.92	81.61	100.00	97.86	-
Less: Provision for expected credit loss	-	-	(29.37)	(15.04)	(51.44)	(36.20)	(132.05)
Total	10,176.99	3,289.75	54.73	3.39	-	0.79	13,525.65

As at 31 March, 2024

Particulars	Not Due	Outstanding for following periods from due date of payment					Total
		Less than 6 months	6 months - 1 year	1-2 years	2-3 years	More than 3 years	
(i) Undisputed Trade receivables – considered good	10,860.48	2,660.39	81.48	18.72	2.82	8.72	13,632.61
(ii) Undisputed Trade Receivables – which have significant increase in credit risk	-	-	-	-	-	-	-
(iii) Undisputed Trade Receivables – credit impaired	-	-	-	-	-	-	-
(iv) Disputed Trade Receivables– considered good	-	-	-	41.85	10.68	20.60	73.13
(v) Disputed Trade Receivables – which have significant increase in credit risk	-	-	-	-	-	-	-
(vi) Disputed Trade Receivables – credit impaired	-	-	-	-	-	-	-
	10,860.48	2,660.39	81.48	60.57	13.50	29.32	13,705.74
Expected credit loss rate (in %)	-	-	13.17	72.38	100.00	93.32	-
Less: Provision for expected credit loss	-	-	(10.73)	(43.84)	(13.50)	(27.36)	(95.43)
Total	10,860.48	2,660.39	70.75	16.73	-	1.96	13,610.31

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

8.2. Cash and cash equivalents

Particulars	As at 31 March, 2025	As at 31 March, 2024
Balances with banks		
- in current accounts	44.88	26.36
Cash on hand	4.38	4.22
Total	49.26	30.58

8.3. Other bank balances

Particulars	As at 31 March, 2025	As at 31 March, 2024
Earmarked balances		
Unpaid dividend accounts	72.04	83.59
Amount received against conversion of share warrants	0.02	0.02
Unspent CSR Account	63.26	46.72
Total	135.32	130.33

8.4. Loans (current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Unsecured, considered good		
Employee advances	116.70	91.18
Total	116.70	91.18

8.5. Other financial assets

Particulars	As at 31 March, 2025	As at 31 March, 2024
Incentives receivable from Government:		
Sales tax *	639.19	644.51
Electricity**	120.05	63.75
Land and stamp duty***	57.10	23.87
Total	816.34	732.13

* During the year, the Company has received sales tax incentive from State Government of Maharashtra aggregating to ₹30.96 lakhs under “Package Scheme of Incentives 2008 & 2013”. Further, during the year, the Company has recognised an amount of ₹22.24 lakhs (P.Y ₹33.02 lakhs) as incentive receivable in accordance with the terms of scheme. The Total receivable amount as at 31 March, 2025 stands at ₹40.82 lakhs (31 March, 2024 ₹49.54 lakhs).

* The total GST incentive receivable from the State Government of Andhra Pradesh as at 31 March, 2025 stands at ₹594.97 lakhs (31 March, 2024 ₹594.97 lakhs).

* During the year, the State Government of Telangana has sanctioned a total incentive of ₹3.40 lakhs towards GST under “TIDEA”. The total receivable amount as at 31 March, 2025 stands at ₹3.40 lakhs.

** The total power cost incentive receivable from the State Government of Andhra Pradesh as at 31 March, 2025 stands at ₹63.75 lakhs (31 March, 2024 ₹63.75 lakhs).

** During the year, the State Government of Telangana has sanctioned a total incentive of ₹56.30 lakhs towards power cost under “TIDEA”. The total receivable amount as at 31 March, 2025 stands at ₹56.30 lakhs.

***During the year, the State Government of Telangana has sanctioned a total incentive of ₹33.23 lakhs towards Land cost and Stamp duty paid by the Company under “TIDEA”. The total receivable amount as at 31 March, 2025 stands at ₹33.23 lakhs.

***During the year, the State Government of Haryana has sanctioned and paid a total incentive of ₹43.49 lakhs towards Stamp duty paid by the Company under “Haryana Enterprises and Employment Policy, 2020”.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

9. Current tax assets (net)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance	124.63	116.86
Add: Taxes paid pertaining to previous years	1.32	11.79
Advance tax and TDS of current year	1,600.45	1,819.38
Less: Provision for income tax of current year	1,559.17	1,818.04
Tax refunds received	59.31	5.36
Total	107.92	124.63

10. Other current assets

Particulars	As at 31 March, 2025	As at 31 March, 2024
Prepaid expenses	253.79	194.13
Supplier advances	1,205.55	1,284.75
Advance given for CSR expenses	13.50	1.81
Advance for expenses to employees	6.26	6.04
Deposits under protest*	8.17	-
GST input tax credit & customs deposit	1,136.99	786.57
Total	2,624.26	2,273.30

* Represents amount deposited with GST authorities against appeals filed for FY 2017-18 and 2018-19. Refer note No.30

11. Equity share capital

Particulars	As at 31 March, 2025	As at 31 March, 2024
Authorized		
4,00,00,000 (P.Y 4,00,00,000) equity shares of ₹5 each	2,000.00	2,000.00
Total	2,000.00	2,000.00
Issued, subscribed & paid-up capital		
3,32,28,914 (P.Y 3,32,28,914) equity shares of ₹5 each fully paid-up	1,661.45	1,661.45
Add: Shares forfeited 11,667 (PY - 11,667)	0.14	0.14
Total	1,661.59	1,661.59

79,95,776 equity shares out of the issued, subscribed and paid up share capital were allotted in the financial year 2008-09 pursuant to the Scheme of arrangement without payments being received in cash.

46,625 equity shares of ₹10 each issued at a premium of ₹52.95 per share on 6 July, 2011 by way of Employee Stock Option Scheme.

12,40,000 equity shares of ₹10 each issued at a premium of ₹30 per share on 7 September, 2011 by way of preferential offer.

9,125 equity shares of ₹10 each issued at a premium of ₹52.95 per share on 19 December, 2011 by way of Employee Stock Option Scheme.

19,25,000 equity shares of ₹10 each issued at a premium of ₹35.80 per share on 4 February, 2012 by way of preferential offer.

37,800 equity shares of ₹10 each issued at a premium of ₹52.95 per share on 5 July, 2012 by way of Employee Stock Option Scheme.

22,950 equity shares of ₹10 each issued at a premium of ₹52.95 per share on 28 June, 2013 by way of Employee Stock Option Scheme.

25,100 equity shares of ₹10 each issued at a premium of ₹52.95 per share on 13 June, 2014 by way of Employee Stock Option Scheme.

39,800 equity shares of ₹10 each issued at a premium of ₹52.95 per share on 25 July, 2014 by way of Employee Stock Option Scheme.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

24,98,350 equity shares of ₹10 each issued at a premium of ₹210.17 per share on 3 February, 2015 by way of Qualified institutional placement.

5,000 equity shares of ₹10 each issued at a premium of ₹52.95 per share on 9 April, 2015 by way of Employee Stock Option Scheme.

Shareholders on 3 February, 2016 approved the share split of ₹10 each, fully paid up into 2 (Two) equity shares of ₹5 each fully paid up. The Board of Directors fixed the record date as 18 February, 2016. On 17 February, 2016 the Company has sub-divided the existing fully paid equity shares of 1,38,45,526 with face of ₹10 each into 2,76,91,052 fully paid up shares with face value of ₹5 each.

23,325 equity shares of ₹5 each issued at a premium of ₹254.85 per share on 18 October, 2019 by way of Employee Stock Option Scheme.

11,650 equity shares of ₹5 each issued at a premium of ₹254.85 per share on 27 October, 2019 by way of Employee Stock Option Scheme.

6,690 equity shares of ₹5 each issued at a premium of ₹254.85 per share on 13 August, 2020 by way of Employee Stock Option Scheme.

33,810 equity shares of ₹5 each issued at a premium of ₹254.85 per share on 3 October, 2020 by way of Employee Stock Option Scheme.

5,094 equity shares of ₹5 each are issued at a premium of ₹179 per share on 15 March, 2021 upon conversion of share warrants to Equity shares.

6,060 equity shares of ₹5 each are issued at a premium of ₹179 per share on 15 April, 2021 upon conversion of share warrants to Equity shares.

2,14,220 equity shares of ₹5 each are issued at a premium of ₹179 per share on 15 June, 2021 upon conversion of share warrants to Equity shares.

75,209 equity shares of ₹5 each are issued at a premium of ₹179 per share on 14 July, 2021 upon conversion of share warrants to Equity shares.

41,910 equity shares of ₹5 each issued at a premium of ₹254.85 per share on 28 July, 2021 by way of Employee Stock Option Scheme.

25,230 equity shares of ₹5 each issued at a premium of ₹254.85 per share on 28 July, 2021 by way of Employee Stock Option Scheme.

17,550 equity shares of ₹5 each are issued at a premium of ₹179 per share on 16 August, 2021 upon conversion of share warrants to Equity shares.

32,404 equity shares of ₹5 each are issued at a premium of ₹179 per share on 14 September, 2021 upon conversion of share warrants to Equity shares.

5,32,563 equity shares of ₹5 each issued at a premium of ₹175 per share on 9 November, 2021 upon conversion of partly paid up right equity shares to equity shares by way of Rights issue.

24,051 equity shares of ₹5 each are issued at a premium of ₹179 per share on 15 November, 2021 upon conversion of share warrants to Equity shares.

11,100 equity shares of ₹5 each issued at a premium of ₹175 per share on 4 December, 2021 upon conversion of partly paid up right equity shares to equity shares by way of Rights issue.

14,00,000 equity shares of ₹5 each issued at a premium of ₹735 per share on 17 December, 2021 by way of Qualified institutional placement.

59,039 equity shares of ₹5 each are issued at a premium of ₹179 per share on 22 December, 2021 upon conversion of share warrants to Equity shares.

23,955 equity shares of ₹5 each issued at a premium of ₹268.05 per share on 12 January, 2022 by way of Employee Stock Option Scheme.

13,613 equity shares of ₹5 each issued at a premium of ₹268.05 per share on 12 January, 2022 by way of Employee Stock Option Scheme.

21,250 equity shares of ₹5 each are issued at a premium of ₹179 per share on 17 January, 2022 upon conversion of share warrants to Equity shares.

28,519 equity shares of ₹5 each are issued at a premium of ₹179 per share on 15 February, 2022 upon conversion of share warrants to Equity shares.

9,54,827 equity shares of ₹5 each are issued at a premium of ₹179 per share on 11 March, 2022 upon conversion of share warrants to Equity shares.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Forfeiture of 11,667 equity shares of ₹ 5 each issued at a premium of ₹ 175 per share on 4 December, 2021, partly paid up ₹ 1.25 per share. 10,56,894 equity shares of ₹ 5 each are issued at a premium of ₹179 per share on 19 April, 2022 upon conversion of share warrants to Equity shares.

6,87,290 equity shares of ₹ 5 each are issued at a premium of ₹179 per share on 16 May, 2022 upon conversion of share warrants to Equity shares.

1,23,334 equity shares of ₹ 5 each are issued at a premium of ₹179 per share on 22 June, 2022 upon conversion of share warrants to Equity shares.

44,130 equity shares of ₹5 each issued at a premium of ₹268.05 per share on 09 February, 2023 by way of Employee Stock Option Scheme.

64,145 equity shares of ₹5 each issued at a premium of ₹268.05 per share on 20 February, 2024 by way of Employee Stock Option Scheme.

(a) Movement in equity share capital

Particulars	Number of shares	Amount
Balance at 01 April, 2023	3,31,64,769	16,58,38,429
Movement during the year	64,145	3,20,725
Balance at 31 March, 2024	3,32,28,914	16,61,59,154
Movement during the year	-	-
Balance at 31 March, 2025	3,32,28,914	16,61,59,154

(b) Details of shareholders holding more than 5% shares in the Company

Name of the shareholder	As at 31 March, 2025		As at 31 March, 2024	
	No. of Shares	% holding	No. of Shares	% holding
Lakshmana Rao Janumahanti	30,73,201	9.25	31,23,201	9.40
ICICI Prudential Regular Savings Fund	23,15,001	6.97	19,88,202	5.98
DSP Blackrock Small Cap Fund	21,00,000	6.32	18,93,765	5.70
Subrahmanyam Adivishnu	17,52,964	5.28	17,35,198	5.22

(c) Shareholding of promoters

1. Fully paid up equity shares

Name of the promoter	As at 31 March, 2025			As at 31 March, 2024		
	No.of Shares	% holding	% Change	No.of Shares	% holding	% Change
Lakshmana Rao Janumahanti	30,73,201	9.25	(1.60)	31,23,201	9.40	-
Subrahmanyam Adivishnu	17,52,964	5.28	1.02	17,35,198	5.22	(7.96)
Venkateswara Rao Pattabhi	1,50,126	0.45	(5.07)	1,58,138	0.48	(15.16)
Total	49,76,291	15.00	-0.80	50,16,537	15.10	-3.43

(d) MTPL Employee Stock Option Scheme

The Company has granted 2,02,000 Options to employees on 4 June, 2010 under the Employees Stock Option scheme, in accordance with the guidelines issued by Securities and Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999, at ₹26 per option.

The Company has granted 95,100 Options to employees on 20 July, 2018 under the Employees Stock Option scheme, in accordance with the guidelines issued by Securities and Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999, at ₹208 per option.

(Contd...)

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

The Company has granted 54,900 Options to employees on 20 July, 2018 under the Employees Stock Option scheme, in accordance with the guidelines issued by Securities and Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999, at ₹234 per option.

The Company has granted 95,900 and 54,100 Options to eligible employees aggregating to 1,50,000 options on 23 December, 2020 at ₹245.75 and ₹259.40 respectively under the Employees Stock Option scheme, in accordance with the guidelines issued by Securities and Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999.

Pursuant to the shareholders approval dated 3 Feb 2016, the Company's Equity shares of ₹10 each were split into Equity shares of ₹5 each fully paid up and consequently the above options with face value of ₹10 were converted to face value of ₹5 each.

Particulars	As at 31 March, 2025	As at 31 March, 2024
Options outstanding at the beginning of the year	-	67,162
Add: Granted	-	-
Less: Exercised	-	64,145
Less: Forfeited/Lapsed	-	3,017
Options outstanding at the end of the year	-	-

(e) Terms/Rights attached to equity shares

The Company has only one class of equity shares having a face value of ₹5 each. Each holder of equity share is entitled to one vote per share. The Company declares and pays dividends in Indian Rupees. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting. In the event of liquidation of the Company, the equity shareholders will be entitled to receive remaining assets of the Company, after distribution of all preferential amounts. The distribution will be in proportion to the number of equity shares held by the shareholders.

- (f) Shares allotted as fully paid pursuant to contract without payment being received in cash or as fully paid up bonus shares during the period of five years immediately preceeding 31 March, 2025 - Nil

12. Other equity

Particulars	As at 31 March, 2025	As at 31 March, 2024
Reserves and surplus		
Securities premium	25,037.69	25,037.69
Capital reserve	57.15	57.15
General reserve	1,914.39	1,914.39
Retained earnings	32,505.34	27,489.19
Money received against conversion of share warrants to equity shares	12.09	12.09
Fair value changes in Equity Instruments through Other Comprehensive Income (OCI)	2,601.27	3,266.78
Total	62,127.93	57,777.29

(i) Securities premium

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance	25,037.69	24,865.75
Movement during the year	-	171.94
Closing balance	25,037.69	25,037.69

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

(ii) Capital reserve

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance	57.15	57.15
Movement during the year	-	-
Closing balance	57.15	57.15

(iii) General reserve

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance	1,914.39	1,914.39
Add: Movement during the year	-	-
Closing balance	1,914.39	1,914.39

(iv) Share options outstanding account

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance	-	11.20
Add: On account of Share-based payments to employees	-	2.99
Less: On account of exercise of employee stock options	-	(14.19)
Closing balance	-	-

(v) Retained earnings

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance	27,489.19	22,914.63
Add: Profit for the year	6,055.23	6,658.56
Less: Dividends	(996.87)	(1,989.88)
Less: Remeasurement of defined benefit plan (net of tax) (OCI)	(42.21)	(94.12)
Closing balance	32,505.34	27,489.19

(vi) Equity Instruments through Other Comprehensive Income (OCI)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening balance	3,266.78	4,435.82
Less: Net changes in fair value of financial instruments	(665.51)	(1,169.04)
Closing balance	2,601.27	3,266.78

Nature and purpose of other reserves

(i) Securities premium

Securities premium is used to record the premium on issue of shares. The reserve can be utilised in accordance with the provision of the Companies Act, 2013.

(ii) Capital reserve

Capital reserve arised on account of amalgamation, transfer of forfeited shares amount, state subsidy and others.

(iii) General reserve

General reserve is used for strengthening the financial position and meeting future contingencies and losses.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

(iv) Share options outstanding account

The reserve represents the excess of the fair value of the options on the grant date over the exercise price which is accumulated by the Company in respect of all options that have been granted. The Company transfers the proportionate amounts, outstanding in this account, in relation to options exercised to securities premium account on the date of exercise of such options.

(v) Retained earnings

This Reserve represents the cumulative profits of the Company and effects of remeasurement of defined benefit obligations. This Reserve can be utilised in accordance with the provisions of the Companies Act, 2013.

(vi) Equity Instruments through Other comprehensive income

This reserve represents the cumulative gains/loss (net) arising on fair valuation of Equity Instruments, net of amounts reclassified, if any, to retained earnings when those instruments are disposed off.

13. Borrowings (non-current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
(a) Secured loans		
Term loans		
From banks	6,562.50	4,500.00
(b) Unsecured loans		
SGST deferment Loan	375.30	341.71
Total	6,937.80	4,841.71

a) Secured loans

The following assets of the Company are given as security:

- # First exclusive charge on Plant & Machineries and Equitable Mortgage on factory Land & Building at Plot No. 2A, in Sy.Nos. 25 IP, 255P, 256P, 261P, IC- PUDI, Pudi Village, Rambilli Mandal, Visakhapatnam District, Andhra Pradesh.
- # First exclusive charge on Plant & Machineries at Unit 1 (new Block) at Annaram Vill, Near Air force academy, Medak Dist-502313, Telangana.
- # First exclusive charge on Plant & Machineries and Equitable Mortgage on the factory Land & Buildings situated at Survey no.82/2A, Mahavashi Village, Khandala (Tal), Pune, Satara District, Maharashtra State.
- # First Exclusive Charge on Plant & Machinery and Equitable Mortgage on factory Land & Building at Survey No. 160/A, 161/1, 161/5, Bhimpore Village, Nani Daman, Daman District.
- # First exclusive charge on Plant and Machinery and Equitable Mortgage on the factory Land & Buildings situated at Plot no.94, KIADB- Adakanahally Industrial Area, Chikkaiahnachatra Hobli, Nanjangud Taluk, Mysuru Dist. Karnataka-571301
- # First exclusive charges on Plant & Machinery and Equitable Mortgage on factory Land and Building located at G40/2, G41 & G42/1, at Sultanpur Village, Ameenpur Mandal, Sangareddy Dist, Telangana.
- # First exclusive charge on Plant & Machineries and Equitable Mortgage on factory Land and Building Plot 29, Industrial Estate, Refinery Road, HSIIDC, Panipat, Haryana.
- # First exclusive charge on Plant & Machineries and Equitable Mortgage of Leasehold right of Land and Building located Plot no c-11, SIPCOT, Industrial Park, Cheyyar, Phase II, Cheyyar Dist, Tamilnadu.
- # First exclusive charge on Plant & Machineries at Mahad & EM on Land and Building located at Plot no FS-42, Mahad Five Star Industrial Area, Mahad, admeasuring 8000 SQ Ft.
- # Personal guarantees of J. Lakshmana Rao, A. Subramanyam and P. Venkateswara Rao directors of the Company.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Repayment schedule of term loans:

Bank/Financial institution	Rate of interest	FY 2025-26	FY 2026-27	FY 2027-28	FY 2028-29	FY 2029-30
Citi Bank N.A - TL 1	TBILL 3MONTH+3.12% per annum	125.00	31.25	-	-	-
Citi Bank N.A - TL 2	TBILL 3MONTH+3.08% per annum	375.00	93.75	-	-	-
Citi Bank N.A - TL 3	TBILL 3MONTH+1% per annum	500.00	500.00	500.00	375.00	-
Citi Bank N.A - TL 4	8.50%	250.00	250.00	250.00	250.00	-
Citi Bank N.A - TL 5	8.50%	250.00	250.00	250.00	250.00	-
Citi Bank N.A - TL 6	TBILL 3MONTH+1.7% per annum	375.00	750.00	750.00	750.00	375.00
Citi Bank N.A - TL 7	TBILL 3MONTH +1.82% per annum	62.50	250.00	250.00	250.00	187.50
Total		1,937.50	2,125.00	2,000.00	1,875.00	562.50

b) Unsecured loans

The Govt. of Karnataka had sanctioned interest-free SGST loan of ₹933.81 lakhs in FY2023-24 . The loan is repayable in one (1) installment and repayment will commence with an initial moratorium of 11 years from the date of disbursement. The total SGST loan amount as at 31 March, 2024 stands at ₹933.81 lakhs.

The above SGST loan granted under State Investment Promotion Scheme is presented at fair value and difference between the actual loan disbursed and it's fairvalue is recognised as deferred government grant under note no.16

14. Provisions (non-current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
For employee benefits		
Leave encashment	157.28	140.62
Gratuity	616.21	408.44
Total	773.49	549.06

15. Deferred tax liabilities (net)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Deferred tax assets		
Expenses allowed on payment basis	(293.05)	(234.30)
Deferred tax liabilities		
On WDV of Property, Plant and Equipment	2,765.39	2,245.55
On Fair value changes -Investments	231.06	264.85
Deferred tax liabilities (net)	2,703.40	2,276.10

Movement in deferred tax liabilities (net)

Particulars	On WDV of Property, Plant and Equipment	Expenses allowed on payment basis	On Fair value changes -Investments	Total
As at 01 April, 2024	2,245.55	(234.30)	264.85	2,276.10
(Charged)/Credited				
to statement of profit and loss	519.84	(44.56)	-	475.28
to other comprehensive income	-	(14.19)	(33.79)	(47.98)
As at 31 March, 2025	2,765.39	(293.05)	231.06	2,703.40

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

16. Other non-current liabilities

Particulars	As at 31 March, 2025	As at 31 March, 2024
Deferred Government grant		
- SGST deferment Loan	477.00	531.59
- Reimbursement of land cost and stamp duty	91.14	20.46
Total	568.14	552.05

17.1 Borrowings (Current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Secured loans		
Loans repayable on demand		
Working capital loans from banks	8,693.45	6,937.51
Current maturities of long-term borrowings (refer note 13)	1,937.50	846.69
Total	10,630.95	7,784.20

The Company has availed its fund based working capital requirements from multiple banks viz., ICICI Bank Ltd, Citi Bank N.A, and HSBC Ltd. Cash credit limits utilised as at the year end along with Total working capital limits sanctioned by the participating banks are in the table given below:

Bank	Rate of Interest per annum	Nature of Borrowing	Limits as at 31 March,		Balances as on 31 March,	
			2025	2024	2025	2024
ICICI Bank Ltd	8.56	CC*	1,500.00	1,500.00	591.68	1,129.40
HSBC Ltd	8.60	CC	4,000.00	4,000.00	3,140.51	3,548.41
HSBC Ltd	-	Credit card	50.00	50.00	2.50	10.30
CITI Bank N.A	8.36	CC	5,500.00	4,000.00	4,958.76	2,249.40
Total			11,050.00	9,550.00	8,693.45	6,937.51

*CC-Cash Credit

Working capital facilities from the banks are secured by hypothecation by way of first charge on the following assets of the Company:

- i) First Pari passu charge to the above banks by way of hypothecation of the borrower's entire current assets which inter-alia include stocks of raw material, work in process, finished goods, consumables, stores & spares and such other movables including book debts, outstanding monies, receivables both present and future of such form satisfactory to the bank.
- ii) First Pari passu charge to the above banks by way of hypothecation of the borrower's movable properties of the Company (Except those specifically charged to term loan lenders).
- iii) First Pari passu charge to the above banks by way of equitable mortgage on the following Immovable properties of the Company:-
 - I. First Charge by way of equitable mortgage of land measuring 6.5125 acres and building in Sy.No 54,55/A,70, 71&72 of Annaram Village, Near Air Force Academy, Gummadidala Mandal, Sanga Reddy District, Telangana belonging to the Company.
 - II. First Charge by way of equitable mortgage of land measuring 6413 Sq. Yards and building in Sy.No. 164 part, Dammarapochampally Village, Gandimaisamma Dundigal Mandal, Medchal District, Telangana belonging to the Company.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

- III. First charge by way of equitable mortgage of land measuring 1066.63 Sq. Yards and building in Plot No. D-177 phase III, IDA, Jeedimetla, Qutballapur Mandal, Medchal District. Telangana belonging to the Company.
- IV. First charge by way of equitable mortgage of ground floor, Cellar area of building bearing Municipal No. 8-2-293/82/A/700&700/1 on Plot No. 700 forming part of S.Y. No. 120(New) of Shaikpet Village and S.Y. No 102/1 of Hakim pet Village admeasuring 3653 SFT of the office space presently occupied by the vendee 50% or 930 SFT of reception area of 1860 SFT all in relevance to the ground Floor 400 Sq.Yards out of 1955 Sq.Yards situated within the approved layout of the Jubilee Hills Co-operative House Building Ltd at Road No. 36 Jubilee hills, belonging to the Company.
- V. First charge by way of equitable mortgage of land and building in Shed No. D-17 & D-18, phase III, IDA, Jeedimetla, Qutballapur Mandal, Medchal District. Telangana belonging to the Company.
- VI. Personal guarantees of J. Lakshmana Rao, A. Subramanyam, and P. Venkateswara Rao, directors of the Company.

17.2. Trade payables

Particulars	As at 31 March, 2025	As at 31 March, 2024
Dues to micro enterprises and small enterprises (refer note below)	219.01	137.03
Dues to creditors other than micro enterprises and small enterprises	4,224.20	3,250.85
Total	4,443.21	3,387.88

Disclosures required under Section 22 of the Micro, Small and Medium Enterprises Development Act, 2006

Particulars	As at 31 March, 2025	As at 31 March, 2024
(i) Principal amount and the interest due thereon remaining unpaid to each supplier at the end of each accounting year		
Principal amount due to micro and small enterprises	219.01	137.03
Interest due on above	-	-
ii) Amount of interest paid by the Company under Micro, Small and Medium Enterprises Development Act, 2006, along-with the amounts of the payment made to the supplier beyond the appointed day during the accounting year	-	-
iii) Amount of interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the year) but without adding the interest specified under Micro, Small and Medium Enterprises Act, 2006.	-	-
(iv) Amount of interest accrued and remaining unpaid at the end of accounting year	-	-
v) Amount of further interest remaining due and payable even in the succeeding years, until such date when the interest dues as above are actually paid to the small enterprises for the purpose of disallowance of a deductible expenditure under section 23 of the Micro, Small and Medium Enterprises Development Act, 2006.	-	-

Note: Dues to Micro and Small Enterprises have been determined to the extent such parties have been identified on the basis of information collected by the Company.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Trade payables aging schedule

As at 31 March, 2025

Particulars	Unbilled	Not Due	Outstanding for following periods from due date of payment				Total
			Less than 1 Year	1-2 Years	2-3 Years	More than 3 Years	
i) MSME*	11.93	236.72	48.13	-	-	-	296.78
ii) Others	245.07	2,203.87	1,681.95	24.44	44.31	24.56	4,224.20
iii) Disputed Dues-MSME	-	-	-	-	-	-	-
IV) Disputed Dues-Others	-	-	-	-	-	-	-

* include dues to medium enterprises

As at 31 March, 2024

Particulars	Unbilled	Not Due	Outstanding for following periods from due date of payment				Total
			Less than 1 Year	1-2 Years	2-3 Years	More than 3 Years	
i) MSME*	-	169.95	11.36	-	-	-	181.31
ii) Others	125.91	1,830.13	1,179.60	69.56	14.51	31.14	3,250.85
iii) Disputed Dues-MSME	-	-	-	-	-	-	-
IV) Disputed Dues-Others	-	-	-	-	-	-	-

* include dues to medium enterprises

17.3. Other financial liabilities (current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Interest accrued but not due on borrowings	68.28	42.57
Unpaid dividend	72.05	83.60
Employee benefits payable	648.11	590.04
CSR expenses payable	106.65	119.40
Capital creditors	1,788.17	1,289.15
Security deposits	38.19	55.09
Total	2,721.45	2,179.85

17.4. Lease liabilities (current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
Lease liabilities	-	-
Total	-	-

Movement in lease liabilities

Particulars	As at 31 March, 2025	As at 31 March, 2024
Opening liability	-	9.50
Additions during the year	-	-
Finance cost accrued during the year	-	1.48
Deletions	-	-
Payment of lease liabilities	-	(10.98)
Total	-	-

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Amount recognised in the statement of Profit and loss on account of above lease liabilities

Particulars	As at 31 March, 2025	As at 31 March, 2024
Interest expense	-	1.48
Amortisation of right-of-use asset	-	9.50
Total	-	10.98

The total cash outflow on account of leases for the year is Nil (P.Y ₹10,97,712)

The incremental borrowing rate used for the measurement of lease liability is 7.75% which is the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

The lessee has elected not to apply the requirements of Para 22-49 of Ind AS 116, Leases, classifying the same as short term leases as per the Para 6 of Ind AS 116. Rental expense recorded for short term leases for the year is ₹2,26,47,801 (P.Y. ₹1,93,68,164).

18. Other current liabilities

Particulars	As at 31 March, 2025	As at 31 March, 2024
Advances from customers	343.55	296.23
Capital advances*	302.83	-
SGST deferment Loan	54.59	54.59
Reibursement of land cost	3.45	0.85
Statutory dues payable	259.51	344.32
Total	963.93	695.99

*Advance received against transfer of Right-of-use assets along with building at Sandila Industrial area, Hardoi district, Uttar Pradesh pending approval from Uttar Pradesh State Industrial Development Authority.

19. Provisions (current)

Particulars	As at 31 March, 2025	As at 31 March, 2024
For employee benefits		
Leave encashment	45.28	149.77
Gratuity	113.30	126.75
Total	158.58	276.52

20. Employee benefits

(i) Leave obligations

The leave obligation covers the Company's liability for earned leave which is unfunded.

(ii) Defined contribution plan

The Company has defined contribution plan namely Provident fund. The contributions are made to registered provident fund administered by the Government. The obligation of the Company is limited to the amount contributed and it has no further contractual nor any constructive obligation. The expense recognised during the year towards defined contributions plan is as follows:

Particulars	31 March, 2025	31 March, 2024
Company's contribution to provident fund	170.39	146.95

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

(iii) Post- employment obligations

a) Gratuity

The Company provides for gratuity for employees as per the Payment of Gratuity Act, 1972. The amount of gratuity payable on retirement/termination is the employees last drawn basic salary per month computed proportionately for 15 days salary multiplied for the number of years of service. The Company operates post retirement gratuity plan with LIC of India. The present value of obligation is determined based on actuarial valuation using the Projected Unit Credit Method, which recognises each period of service giving rise to additional unit of employee benefit entitlement and measures each unit separately to build up the final obligation.

The following table sets out the amounts recognised in the financial statements in respect of gratuity plan:

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Change in defined benefit obligations:		
Obligation at the beginning of the year	1,040.70	806.64
Current service cost	102.32	86.17
Interest cost	74.36	60.62
Remeasurement (gains)/losses	56.65	124.87
Past service cost	-	-
Benefits paid	(42.45)	(37.60)
Obligation at the end of the year	1,231.58	1,040.70
Change in plan assets:		
Fair value of plan assets at the beginning of the year	505.51	503.05
Investment income	36.11	37.81
Employer's contributions	2.37	0.83
Benefits paid	(42.45)	(35.28)
Return on plan assets , excluding amount recognised in net interest expense	0.25	(0.90)
Fair value of plan assets at the end of the year	501.79	505.51
Expenses recognised in the statement of profit and loss consists of:		
Employee benefits expense:		
Current service costs	102.32	86.17
Past service cost	-	-
Net interest expenses	38.24	22.82
	140.56	108.99
Other comprehensive income:		
Acturial (gains)/losses	56.65	124.88
Return on plan assets, excluding amount recognised in net interest expense	(0.25)	0.90
Re-measurement (or Actuarial) (gain)/loss arising because of change in effect of asset ceiling	-	-
	56.40	125.78
Expenses recognised in the statement of profit and loss	196.96	234.77

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Amounts recognised in the balance sheet consists of:

Particulars	As at 31 March, 2025	As at 31 March, 2024
Fair value of plan assets at the end of the year	501.79	505.51
Present value of obligation at the end of the year	1,231.58	1,040.70
Recognised as		
Retirement benefit liability - Non-current	616.49	408.44
- current	113.30	126.75

Fair value of plan assets --- 100% with LIC of India

Expected contributions to post- employment benefit plans of gratuity for the year ending 31 March 2026 are ₹113.30 lakhs.

iv) Significant estimates and sensitivity analysis

The sensitivity of the defined benefit obligation to changes in key assumptions is:

Particulars	Key assumptions		Defined benefit obligation					
			Increase in assumption by			Decrease in assumption by		
	31 March, 2025	31 March, 2024	Rate	31 March, 2025	31 March, 2024	Rate	31 March, 2025	31 March, 2024
Discount rate	6.85%	7.15%	1%	1,083.68	918.87	1%	1,410.07	1,187.60
Salary growth rate	9.15%	8.85%	1%	1,371.15	1,156.55	1%	1,105.00	935.83
Attrition rate	1%/2%/3%	1%/2%/3%	0.5%	1,214.54	1,030.71	0.5%	1,250.83	1,051.95
Mortality rate	100% of IALM 2012-14	100% of IALM 2012-14	10%	1,231.10	1,040.45	10%	1,232.06	1,040.96

The above sensitivity analysis is based on a change in each assumption while holding all other assumptions constant. In practice, this is unlikely to occur and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions, the same method (present value of the defined benefit obligation calculated with the projected unit credit method at the end of the reporting period) has been applied as when calculating the defined benefit liability recognised in the balance sheet.

v) Risk exposure

Through its defined benefit plans, the Company is exposed to a number of risks, the most significant of which are detailed below:

Interest rate risk

The defined benefit obligation calculated uses a discount rate based on government bonds. If bond yields fall, the defined benefit obligation will tend to increase.

Salary inflation risk

Higher than expected increases in salary will increase the defined benefit obligation.

Demographic risk

This is the risk of variability of results due to unsystematic nature of decrements that include mortality, withdrawal, disability and retirement. The effect of these decrements on the defined benefit obligation is not straight forward and depends upon the combination of salary increase, discount rate and vesting criteria. It is important not to overstate withdrawals because in the financial analysis the retirement benefit of a short career employee typically costs less per year as compared to a long service employee.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

21. Revenue from operations

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Revenue from contracts with customers		
Sale of products	78,020.08	69,557.95
Other operating revenues		
Export incentives	3.68	12.02
Sales tax incentives	25.64	240.35
Sale of scrap	82.56	54.64
Total	78,131.96	69,864.96

Ind AS 115 - Revenue from contracts with customers

(A) The Company is primarily in the business of manufacture and sales of packaging containers. All sales are made at a point in time and revenue recognised upon satisfaction of the performance obligations which is typically upon dispatch or delivery. The Company has a credit evaluation policy based on which the credit limits for the trade receivables are established, the Company does not give significant credit period resulting in no significant financing component.

(B) Reconciliation of revenue as per contract price and as recognised in statement of profit and loss:

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Revenue from contract with customer as per contract price	78,020.08	69,563.21
Less: Discounts	-	5.26
Revenue from contracts with customers as per the Statement of Profit and Loss	78,020.08	69,557.95

(C) Disaggregation of revenue from contracts with customer:

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
India	77,107.85	69,137.48
Outside India	912.23	420.47
Revenue from contracts with customers as per the Statement of Profit and Loss	78,020.08	69,557.95

22. Other income

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Rental income from Investment property	3.22	3.22
Dividend income	71.98	71.98
Amortisation of deferred government grant	58.04	15.57
Interest income on bank and other deposits at amortised cost	27.28	20.61
Miscellaneous income	6.46	-
Profit on sale of Property, Plant and Equipment	16.10	-
Foreign exchange gain (net)	41.45	18.40
Total	224.53	129.78

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

23. Cost of materials consumed

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Raw materials	36,741.38	33,625.02
Pigments	1,393.19	1,128.87
Handles	1,415.77	1,371.31
Printing materials	4,330.22	3,044.39
Other consumables	873.43	710.47
Total	44,753.99	39,880.06

24. Changes in inventories of finished goods and work-in-progress

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Opening inventories		
Finished goods	1,995.42	1,734.07
Work-in-progress	1,110.53	1,160.73
(A)	3,105.95	2,894.80
Closing inventories		
Finished goods	2,365.04	1,995.42
Work-in-progress	1,469.08	1,110.53
(B)	3,834.12	3,105.95
Total (A-B)	(728.17)	(211.15)

25. Employee benefits expense

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Salaries, wages and bonus	5,412.33	4,355.11
Contribution to provident and other funds	182.08	156.32
Gratuity	140.56	135.40
Leave encashment	73.24	97.94
Staff welfare expense	282.31	280.26
Share-based payments to employees	-	2.99
Total	6,090.52	5,028.02

26. Finance costs

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Interest on borrowings*	1,379.45	729.20
Other borrowing costs	10.75	5.61
Total	1,390.20	734.81

*Includes ₹33.59 lakhs (P.Y. ₹8.80 lakhs) on account of measuring GST deferment loan at amortised cost.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

27. Depreciation and amortization expenses

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Depreciation on Property, Plant and Equipment	4,871.00	3,848.07
Depreciation on Investment property	0.12	0.13
Amortisation of Intangible assets	76.22	71.77
Amortisation of Right-of-use assets	9.02	17.63
Less: Capitalized	(87.86)	(87.86)
Total	4,868.50	3,849.74

28. Other expenses

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Power and fuel	3,075.36	2,732.28
Packing materials	1,199.27	1,072.03
Repairs and maintenance		
Buildings	16.11	44.61
Plant and equipment	564.78	421.97
Moulds	274.02	236.94
Others	343.03	288.13
Insurance	168.75	139.30
Rates & taxes	164.96	118.95
Rent	226.48	193.68
Contract labour and job work charges	3,832.76	3,100.08
Travelling & conveyance	352.19	307.96
Communication expenses	100.80	84.72
Printing & stationery	62.21	51.82
Professional & consultancy charges	259.82	219.91
Freight outwards	2,736.64	2,427.55
Advertisement expenses	10.88	2.61
Sales Promotion expenses	122.48	89.20
Payments to auditors (refer note 28(a) below)	15.72	13.30
Provision for bad and doubtful debts	36.63	31.21
Corporate social responsibility expenditure (refer note 28(b) below)	183.48	169.18
Net Loss on disposal of property, plant and equipment	-	3.14
Bank charges	19.00	15.39
Other administrative expenses	88.93	86.51
Total	13,854.30	11,850.47

28 (a) Payment to auditors

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Statutory auditors		
-Statutory audit fee	12.50	10.00
-For other services (including fee for quarterly reviews)	3.00	3.00
-Certification charges	0.22	0.30
Total	15.72	13.30

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

28 (b) Corporate social responsibility expenditure

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Amount required to be spent by the Company as per Section 135 of the Act during the year	183.48	169.18
Amount spent during the year on :	-	-
Construction/acquisition of any assets	11.66	58.26
On purposes other than (1) above	145.47	40.14
Shortfall at the end of the year*	26.35	70.78
The total of previous years Shortfall amounts*	-	-
*Reason for shortfall	The Company has undertaken certain ongoing projects. The unspent amount has been transferred to a separate bank account ₹26.35 lakhs (P.Y. ₹70.78 lakhs) as per provisions of section 135 of the Companies Act, 2013. Expenses will be incurred based on the progress of the activities.	
Nature of CSR activities	Promoting Education, Health, wellness and water, Disaster relief.	

29. Reconciliation of tax expenses and the accounting profit multiplied by tax rate

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Profit before income tax expense	8,127.15	8,862.79
Tax at the Indian tax rate of 25.168%	2,045.44	2,230.59
Effect of non-deductible expense	46.18	42.58
Effect of allowances for tax purpose	(532.45)	(455.13)
Effect of deferred tax	475.28	363.39
Tax relating to prior years	37.47	22.80
Tax expense	2,071.92	2,204.23

30. Contingent liabilities

The Company has following contingent liabilities as at:

Particulars	31 March, 2025	31 March, 2024
Income tax	72.97	72.97
VAT	1.53	1.53
GST	197.81	-
Total	272.31	74.50

Out of the above, ₹71.07 lakhs (2024- ₹ 62.90 lakhs) paid/adjusted against refunds under protest.

31. Commitments

31.1. Capital commitments

Capital expenditure contracted for at the end of the reporting period but not recognised as liabilities is as follows:

Particulars	31 March, 2025	31 March, 2024
Property, Plant and Equipment	1,800.40	1,613.77
Total	1,800.40	1,613.77

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

32. Related party transactions

Names of related parties and nature of relationships:

Names of the related parties	Nature of relationship
i) Key Management Personnel (KMP):	
J. Lakshmana Rao	Chairman & Managing Director
A. Subramanyam	Deputy Managing Director
P. Venkateswara Rao	Deputy Managing Director
M. Srinivas	Whole-time Director
A. Seshu Kumari	Chief Financial Officer
Subhojeet Bhattacharjee	Company Secretary (up to 13 December, 2024)
Harshita Suresh Chandnani	Company Secretary (w.e.f 11 March, 2025)
Kotagiri Venkata Appa Rao	Director (up to 13 May, 2023)
T.Venkateswara Rao	Director (up to 29 September, 2024)
Immaneni Eswara Rao	Director
Dhanraj Tirumala	Director
Madhuri Venkata Ramani Viswanadham	Director
Ponnuswamy Ramnath	Director
ii) Close member of key management personnel:	
J. Navya Mythri	Finance Controller, Daughter of Chairman & Managing Director
J. Rana Pratap	Senior Vice President - Corporate, Son of Chairman & Managing Director
S. Kavya	Associate Vice President - Marketing, Daughter-in-law of Chairman & Managing Director
A. Durga Sundeep	Senior Vice President - Operations & Projects, Son of Deputy Managing Director
J. Sathya Sravya	Management Trainee - Marketing, Daughter of Chairman & Managing Director
J.Sudha Rani	Spouse of Chairman & Managing Director
P.S.N.Vamsi Prasad	Son-in-law of Chairman & Managing Director
J.Bhujanga Rao	Brother of Chairman & Managing Director
N. Padmavathi	Sister of Chairman & Managing Director
A.Lakshmi Mythri	Daughter of A. Subramanyam
Jandhyala V.S.N. Krishna	Son-in-law of A. Subramanyam
Y.Manasa	Daughter-in-law of A. Subramanyam
P.Sai Lakshmi	Spouse of P. Venkateswara Rao
P.Appa Rao	Brother of P. Venkateswara Rao
M.Hyma	Spouse of M. Srinivas
G.Satyavati	Mother-in-law of Chairman & Managing Director
Vivan Subramanyam	Grandson of A. Subramanyam

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Names of the related parties	Nature of relationship
Vijay Sharan Jandhyala	Grandson of A. Subramanyam
Aanvi Adivishnu	Granddaughter of A. Subramanyam
Som Shourya Jandhyala	Grandson of A. Subramanyam
Virat Laxman Janumahanti	Grandson of Chairman & Managing Director
J.Sarada	Sister-in-law of Chairman & Managing Director
Vihaan Laxman Posemsetty	Grandson of Chairman & Managing Director
N.V.Prasad	Brother-in-law of Chairman & Managing Director
Yuvaan Laxman Janumahanti	Grandson of Chairman & Managing Director
Nihira Rani Posemsetty	Granddaughter of Chairman & Managing Director
K.Srinivasa Vengala Rao	Son of Kotagiri Venkata Appa Rao
T.Vimala	Spouse of T.Venkateswara Rao

iii) Enterprises in which key managerial personnel and/or their close members have control:

Mold-Tek Technologies Limited
Friends Packaging Industries
Capricorn Industries
Dynamic Metal Industries Pvt Ltd
Sri Kanaka Durga Mini Transport

Details of transactions during the year where related party relationship existed:

Particulars	Enterprises in which key managerial personnel and/or their close members have control		Close member of key managerial personnel		Key Management Personnel	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Purchases						
Friends Packaging Industries	507.59	474.27				
Capricon Industries	472.21	442.37				
Dynamic Metal Industries Pvt Ltd	390.95	347.46				
Services received						
Sri Kanaka Durga Mini Transport	122.45	140.18				
Short term employee benefits			305.49	285.92	1,067.85	978.79
Post employment benefits					160.41	44.15
Dividend paid						
Mold-Tek Technologies Limited	5.12	9.94				
J. Lakshmana Rao					93.20	187.39
A. Subramanyam					52.06	113.11

(Contd...)

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Particulars	Enterprises in which key managerial personnel and/or their close members have control		Close member of key managerial personnel		Key Management Personnel	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
P. Venkateswara Rao					4.72	10.62
A. Seshu Kumari					16.03	32.07
M. Srinivas					14.09	28.18
J. Navya Mythri			6.74	13.49		
J. Rana Pratap			9.30	12.64		
S. Kavya			3.27	7.01		
A. Durga Sundeep			6.78	13.56		
J. Sathya Sravya			6.90	13.81		
J.Sudha Rani			47.11	106.88		
P.S.N.Vamsi Prasad			0.56	1.37		
J.Bhujanga Rao			5.56	11.47		
N. Padmavathi			12.33	24.66		
A.Lakshmi Mythri			9.35	9.80		
Jandhyala V.S.N. Krishna			1.07	2.13		
Y.Manasa			2.61	5.21		
P.Sai Lakshmi			4.60	9.36		
P.Appa Rao			0.03	0.35		
M.Hyma			0.95	1.89		
G.Satyavati			6.27	15.81		
Vivan Subramanyam			3.24	6.47		
Vijay Sharan Jandhyala			3.18	6.36		
Aanvi Adivishnu			3.04	6.07		
Som Shourya Jandhyala			3.00	6.00		
Virat Laxman Janumahanti			1.82	3.63		
J.Sarada			1.74	3.56		
Vihaan Laxman Posemsetty			1.71	3.42		
N.V.Prasad			0.20	0.40		
Yuvaan Laxman Janumahanti			2.00	1.00		
Nihira Rani Posemsetty			1.50	1.00		
K.Srinivasa Vengala Rao			0.84	1.68		
T.Vimala			0.26	0.62		
Kotagiri Venkata Appa Rao					0.01	0.01
T.Venkateswara Rao					0.63	1.26
Immaneni Eswara Rao					0.24	0.47

(Contd...)

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

Particulars	Enterprises in which key managerial personnel and/or their close members have control		Close member of key managerial personnel		Key Management Personnel	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Rent						
A. Subramanyam					30.00	30.00
P. Venkateswara Rao					30.00	30.00
M. Srinivas					14.60	13.38
Mold-Tek Technologies Limited	24.00	24.00				
Rent Received						
Friends Packaging Industries	0.00	3.22				
Dividend Received						
Mold-Tek Technologies Limited	71.98	71.98				
Reimbursement of Expenses - Paid/Payable						
Mold-Tek Technologies Limited	41.05	47.16				
Reimbursement of Expenses - Received/Receivable						
Mold-Tek Technologies Limited	2.85	51.77				
Personal Guarantee given to Bank						
J. Lakshmana Rao					26,957.63	26,957.63
A. Subramanyam					16,792.12	16,792.12
P. Venkateswara Rao					1,653.60	1,653.60
Outstanding Payable/(Receivable)						
Trade payables*						
Friends Packaging Industries	84.22	65.03				
Capricon Industries	12.58	26.78				
Dynamic Metal Industries Pvt Ltd	8.61	10.82				
Sri Kanaka Durga Mini Transport	8.64	13.18				
Other financial liabilities (current)*						
Mold-Tek Technologies Limited	7.19	5.62				

* To be settled in cash with a credit period up to 45 days.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

33. Earnings per share (EPS)

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Profit after tax	6,055.23	6,658.56
Weighted average number of equity shares in calculating Basic EPS	3,32,28,914	3,31,71,779
Weighted average number of equity shares in calculating Diluted EPS	3,32,28,914	3,31,71,779
Face value per share (₹)	5.00	5.00
Basic Earnings per Share (BEPS) (₹)	18.22	20.07
Diluted Earnings per Share (DEPS) (₹)	18.22	20.07

Calculation of Weighted average shares

Particulars	Year ended 31 March, 2025	Year ended 31 March, 2024
Number of shares - beginning of the year	3,32,28,914	3,31,64,769
Weighted average number of equity shares under MTPL Employee Stock Option Scheme	-	7,010
Weighted average number of equity shares in calculating Basic EPS	3,32,28,914	3,31,71,779
Weighted average number of equity shares in calculating Diluted EPS	3,32,28,914	3,31,71,779

34. Segment Information

- a) The Company's Chairman & Managing Director and Chief Financial officer examine the Company's performance from a product prospective and have identified one operating segment viz Packaging Containers. Hence segment reporting is not given.

b) **Information about products:**

Revenue from external customers - Sale of Packaging Containers ₹78020.08 lakhs (P.Y ₹69557.95 lakhs).

The Company has made external sales to the following customers meeting the criteria of 10% or more of the entity revenue:

Customer 1 - ₹188.91 lakhs

Customer 2 - ₹78.42 lakhs

35. Share based payments (Ind AS 102)

The Company has granted 7,04,000 options to its eligible employees in various ESOS Schemes, details are as under:

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

(A) Employee Stock Option Scheme:

Particulars	MTPL Employees Stock Option Scheme	MTPL Employees Stock Option Scheme-2016			
		95,100	54,900	94150	55850
Number of options	4,04,000	95,100	54,900	94150	55850
Vesting plan - Category A	Year I - 50%; Year II - 25%; Year III - 25%	Year I - 25%; Year II - 30%; Year III - 45%	Year I - 25%; Year II - 30%; Year III - 45%	Year I - 25%; Year II - 30%; Year III - 45%	Year I - 25%; Year II - 30%; Year III - 45%
Vesting plan - Category B	Year I - 25%; Year II - 35%; Year III - 40%	-	-	-	-
Vesting plan - Category C	Year I - 30%; Year II - 30%; Year III - 40%	-	-	-	-
Vesting period	5 years from date of grant	3 years from date of grant	3 years from date of grant	3 years from date of grant	3 years from date of grant
Grant date	09 February, 2010	20 July, 2018	20 July, 2018	23 December, 2020	23 December, 2020
Exercise price (₹ per share)	13.00	208.00	234.00	245.75	259.40
Fair value on the date of Grant of option (₹ per share)	31.48	259.85	259.85	273.05	273.05
Method of settlement	Equity	Equity	Equity	Equity	Equity

(B) Movement of options granted along with Weighted Average Exercise Price (WAEP):

Particulars	As at 31 March, 2025		As at 31 March, 2024	
	Number	WAEP (₹ in lakhs)	Number	WAEP (₹ in lakhs)
Outstanding at the beginning of the year	-	-	67,162	169
Granted during the year	-	-	-	-
Exercised during the year	-	-	64,145	161
Forfeited during the year	-	-	3,017	8
Expired during the year	-	-	-	-
Outstanding at the end of the year	-	-	-	-
Options exercisable at the end of the year	-	-	-	-

The weighted average share price at the date of exercise for options was ₹901 per share for the year ended 31 March, 2024 . For options outstanding at the end of the year, remaining contractual life is Nil.

(C) Details of the liabilities arising from the share based payments are as follows:

Particulars	As at 31 March, 2025	As at 31 March, 2024
Total carrying amount	-	-

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

36. Financial instruments and risk management

Fair values

- a) The fair value of financial assets and liabilities is included at the amount at which the instrument could be exchanged in a current transaction between willing parties, other than in a forced or liquidation sale.
- b) The fair value of trade receivables, trade payables and other Current financial assets and liabilities is considered to be equal to the carrying amounts of these items due to their short term nature. Where such items are Non-current in nature, the same has been classified as Level 3 and fair value determined using discounted cash flow basis. Similarly, unquoted equity instruments where most recent information to measure fair value is insufficient, or if there is a wide range of possible fair value measurements, cost has been considered as the best estimate of fair value.

Set out below, is a comparison by class of the carrying amounts and fair value of the Company's financial instruments, other than those with carrying amounts that are reasonable approximation of fair values:

(i) Categories of financial instruments

Particulars	Level	31 March 2025		31 March 2024	
		Carrying amount	Fair value*	Carrying amount	Fair value*
Non-current					
Financial Assets Measured at fair value through other comprehensive income					
Investments	1	3,148.65	3,148.65	3,847.95	3,847.95
Financial assets measured at amortised cost					
Other financial assets	3	643.44	643.44	620.00	620.00
Current					
Trade receivables	3	13,525.65	13,525.65	13,610.31	13,610.31
Cash and Cash Equivalents	3	49.26	49.26	30.58	30.58
Other bank balances	3	135.32	135.32	130.33	130.33
Loans	3	116.70	116.70	91.18	91.18
Other financial assets	3	816.34	816.34	732.13	732.13
Total		18,435.36	18,435.36	19,062.48	19,062.48
Financial liabilities					
Measured at amortised cost					
Non-current					
Borrowings	3				
- Banks		6,562.50	6,562.50	4,500.00	4,500.00
- Sales tax deferment loan		375.30	375.30	341.71	341.71
Current					
Borrowings	3	10,630.95	10,630.95	7,784.20	7,784.20
Trade Payables	3	4,443.21	4,443.21	3,387.88	3,387.88
Other Financial Liabilities	3	2,721.45	2,721.45	2,179.85	2,179.85
Total		24,733.41	24,733.41	18,193.64	18,193.64

**Fair value of instruments is classified in various fair value hierarchies based on the following three levels:

Level 1: Level 1 hierarchy includes financial instruments measured using quoted prices.

Level 2: The fair value of financial instruments that are not traded in an active market is determined using valuation techniques, which maximise the use of observable market data and rely as little as possible on entity specific estimates.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

If significant inputs required to fair value an instruments are observable, the instrument is included in Level 2.

Level 3: If one or more of the significant inputs are not based on observable market data, the instruments is included in level 3.

There has been no change in the valuation methodology for Level 3 inputs during the year. The Company has not classified any material financial instruments under Level 3 of the fair value hierarchy. There were no transfers between Level 1 and Level 2 during the year.

Management uses its best judgement in estimating the fair value of its financial instruments. However, there are inherent limitations in any estimation technique. Therefore, for substantially all financial instruments, the fair value estimates presented above are not necessarily indicative of the amounts that the Company could have realized or paid in sale transactions as of respective dates. As such, the fair value of financial instruments subsequent to the reporting dates may be different from the amounts reported at each reporting date. In respect of investments as at the transaction date, the Company has assessed the fair value to be the carrying value of the investments as these companies are in their initial years of operations obtaining necessary regulatory approvals to commence their business.

The fair value of trade receivables, trade payables and other Current financial assets and liabilities is considered to be equal to the carrying amounts of these items due to their short-term nature. Where such items are Non-current in nature, the same has been classified as Level 3 and fair value determined using discounted cash flow basis. Similarly, unquoted equity instruments where most recent information to measure fair value is insufficient, or if there is a wide range of possible fair value measurements, cost has been considered as the best estimate of fair value.

37. Financial risk management

The Company is exposed to market risk (fluctuation in foreign currency exchange rates, price and interest rate), liquidity risk and credit risk, which may adversely impact the fair value of its financial instruments. The Company assesses the unpredictability of the financial environment and seeks to mitigate potential adverse effects on the financial performance of the Company.

(A) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises of currency risk, interest rate risk and price risk. Financial instruments affected by market risk include loans and borrowings, trade receivables and trade payables involving foreign currency exposure. The sensitivity analyses in the following sections relate to the position as at 31 March, 2025 and 31 March, 2024.

The analysis exclude the impact of movements in market variables on the carrying values of financial assets and liabilities.

The sensitivity of the relevant profit or loss item is the effect of the assumed changes in respective market risks. This is based on the financial assets and financial liabilities held at 31 March, 2025 and 31 March, 2024.

(i) Foreign currency exchange rate risk

Foreign currency risk is the risk that the fair value or future cash flows of an exposure will fluctuate because of changes in foreign exchange rates. The Company's exposure to the risk of changes in foreign exchange rates relates primarily to the trade/ other payables, trade/other receivables and derivative assets/liabilities. The risks primarily relate to fluctuations in US Dollar, AUD, EURO, JPY and AED against the functional currencies of the Company. The Company's exposure to foreign currency changes for all other currencies is not material. The Company evaluates the impact of foreign exchange rate fluctuations by assessing its exposure to exchange rate risks.

The following tables demonstrate the sensitivity to a reasonably possible change in US Dollar, AUD, EURO, JPY and AED exchange rates, with all other variables held constant. The impact on the Company's profit before tax is due to changes in the fair value of monetary assets and liabilities.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

(ii) Sensitivity

The sensitivity of profit or loss to changes in the exchange rates arises mainly from foreign currency denominated financial instruments and from foreign forward exchange contracts:

Particulars	Foreign currency exposure			
	As at 31 March, 2025			
	AED	USD	EURO	JPY
Trade receivables	70.51	22.44	-	-
Cash and cash equivalents	31.27	-	-	-
Trade payables	10.90	1,007.03	60.55	175.55
Net exposure to foreign currency risk	90.88	(984.59)	(60.55)	(175.55)

Particulars	As at 31 March, 2024			
	AED	USD	EURO	JPY
	AED	USD	EURO	JPY
Trade receivables	62.56	38.38	-	-
Cash and cash equivalents	6.86	-	-	-
Trade payables	8.19	692.17	-	64.97
Net exposure to foreign currency risk	61.23	(653.79)	-	(64.97)

Particulars	Increase/(decrease) in profit before tax		Increase/(decrease) in other components of equity	
	31 March, 2025	31 March, 2024	31 March, 2025	31 March, 2024
	31 March, 2025	31 March, 2024	31 March, 2025	31 March, 2024
Change in AED				
1% increase	0.91	0.48	0.68	0.36
1% decrease	(0.91)	(0.48)	(0.68)	(0.36)
Change in USD				
1% increase	(9.85)	(6.54)	(7.37)	(4.89)
1% decrease	9.85	6.54	7.37	4.89
Change in EURO				
1% increase	(0.61)	-	(0.46)	-
1% decrease	0.61	-	0.46	-
Change in JPY				
1% increase	(1.76)	(0.65)	(1.32)	(0.49)
1% decrease	1.76	0.65	1.32	0.49

The movement in the pre-tax effect is a result of a change in the fair value of monetary assets and liabilities denominated in US Dollar, AUD, EURO, JPY and AED, where the functional currency of the entity is a currency other than US Dollar, AUD, EURO, JPY and AED.

(iii) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of change in market interest rates. The Company's exposure to the risk of changes in market interest rates relates primarily to the Company's debt obligations with floating interest rates. As the Company has certain debt obligations with floating interest rates, exposure to the risk of changes in market interest rates are dependent of changes in market interest rates. Management monitors the movement in interest rate and, wherever possible, reacts to material movements in such rates by restructuring its financing arrangement.

As the Company has no significant interest bearing assets, the income and operating cash flows are substantially independent of changes in market interest rates.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

The following table demonstrates the sensitivity to a reasonably possible change in interest rates on that portion of loans and borrowings affected. With all other variables held constant, the Company's profit before tax is affected through the impact on floating rate borrowings, as follows:

Particulars	Increase/(decrease) in profit before tax		Increase/(decrease) in other components of equity	
	31 March, 2025	31 March, 2024	31 March, 2025	31 March, 2024
Change in interest rate				
increase by 100 basis points	(137.86)	(73.51)	(103.16)	(55.01)
decrease by 100 basis points	137.86	73.51	103.16	55.01

The assumed increase/decrease in interest rate for sensitivity analysis is based on the currently observable market environment.

(B) Credit Risk

Financial assets of the Company include trade receivables, loans to wholly owned subsidiary, employee advances, security deposits held with government authorities and bank deposits which represents Company's maximum exposure to the credit risk.

With respect to credit exposure from customers, the Company has a procedure in place aiming to minimise collection losses. Credit Control team assesses the credit quality of the customers, their financial position, past experience in payments and other relevant factors. The Company's exposure to credit risk is influenced mainly by the individual characteristics of each customer. However, management also considers the factors that may influence the credit risk of its customer base, including default risk associate with the industry and country in which customers operate. Credit quality of a customer is assessed based on an extensive credit rating scorecard and individual credit limits are defined in accordance with this assessment. With respect to other financial assets viz., loans & advances, deposits with government and banks, the credit risk is insignificant since the loans & advances are given to its wholly owned subsidiary and employees only and deposits are held with government bodies and reputable banks. The credit quality of the financial assets is satisfactory, taking into account the allowance for credit losses.

Credit risk on trade receivables and other financial assets is evaluated as follows:

(i) (a) Expected credit loss for trade receivable under simplified approach:

Particulars	31 March, 2025	31 March, 2024
Gross carrying amount	13,657.70	13,705.74
Expected credit losses (Loss allowance provision)	(132.05)	(95.43)
Carrying amount of trade receivables	13,525.65	13,610.31

(b) Expected credit loss for financial assets where general model is applied:

The financial assets which are exposed to credit are loan to Wholly owned subsidiary company and employee advances.

Particulars	31 March, 2025	31 March, 2024
Asset group	Estimated gross carrying amount at default	Estimated gross carrying amount at default
Gross carrying amount		
Employee advances	116.70	91.18
	116.70	91.18
Expected credit losses	-	-
Net carrying amount		
Employee advances	116.70	91.18
Total	116.70	91.18

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

(ii) Reconciliation of loss allowance provision on trade receivables

Particulars	31 March, 2025	31 March, 2024
loss allowance at the beginning of the year	95.43	72.32
Changes in loss allowance during the year (net)	36.62	23.11
Loss allowance at the end of the year	132.05	95.43

(iii) Significant estimates and judgements

Impairment of financial assets:

The impairment provisions for financial assets disclosed above are based on assumptions about risk of default and expected loss rates. The company uses judgement in making these assumptions and selecting the inputs to the impairment calculation, based on the company's past history, existing market conditions as well as forward looking estimates at the end of each reporting period.

(C) Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and the availability of funding to meet obligations when due and to close out market positions. Company's treasury maintains flexibility in funding by maintaining availability under deposits in banks.

Management monitors cash and cash equivalents on the basis of expected cash flows.

(i) Financing arrangements:

The Company has access to the following undrawn borrowing facilities at the end of the reporting period:

Particulars	As at	
	31 March, 2025	31 March, 2024
Expiring within one year (bank overdraft and other facilities)	2,309.05	2,572.79

(ii) Maturities of Financial liabilities

Contractual maturities of financial liabilities as at:

Particulars	31 March, 2025		31 March, 2024	
	Less than 12 months	More than 12 months	Less than 12 months	More than 12 months
Borrowings	10,630.95	6,937.80	7,784.20	4,841.71
Trade Payables	4,349.90	93.31	3,272.67	115.21
Other Financial Liabilities	2,464.55	256.90	1,933.12	246.73
Total	17,445.40	7,288.01	12,989.99	5,203.65

(iii) Management expects finance costs for the year ending 31 March, 2025 to be ₹1000.87 lakhs (P.Y ₹460.80 lakhs).

38. Capital management

A. Capital management and Gearing Ratio

For the purpose of the Company's capital management, capital includes issued equity capital, share premium and all other equity reserves attributable to the equity holders. The primary objective of the company's capital management is to maximise the shareholder value.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

The Company manages its capital structure and makes adjustments in light of changes in economic conditions and the requirements of the financial covenants. The Company monitors capital using a gearing ratio, which is debt divided by total capital. The Company includes within debt, interest bearing loans and borrowings.

Particulars	31 March, 2025	31 March, 2024
Borrowings		
Current	10,630.95	7,784.20
Non-current	6,562.50	4,500.00
Sales tax deferment loan	906.89	927.89
Total debt	18,100.34	13,212.09
Equity		
Equity share capital	1,661.59	1,661.59
Other equity	62,127.93	57,777.29
Total equity	63,789.52	59,438.88
Gearing ratio in % (Debt/Equity)	28.38%	22.23%

In order to achieve this overall objective, the Company's capital management, amongst other things, aims to ensure that it meets financial covenants attached to the interest-bearing loans and borrowings that define capital structure requirements. Breaches in meeting the financial covenants would permit the bank to immediately call loans and borrowings.

No changes were made in the objectives, policies or processes for managing capital during the years ended 31 March, 2025 and 31 March, 2024.

B. Dividends

Particulars	31 March, 2025	31 March, 2024
Dividends not recognised		
Interim dividend for the year ended 31 March, 2025 of ₹2 (31 March, 2024 of ₹2) per fully paid share	664.58	664.58

39. Additional regulatory information

a. Ratios

Ratio	Numerator/Denominator	31 March, 2025	31 March, 2024	Variance %
(a) Current Ratio	Current Assets/Current Liabilities	1.60	1.91	-16.31%
(b) Debt-Equity Ratio	Total Debt/Total equity	0.28	0.22	27.65%
(c) Debt Service Coverage Ratio	Earnings available for debt service/Debt Service	5.50	5.86	-5.99%
(d) Return on Equity Ratio (in %)	Net Income/Average Shareholder's Equity	9.83	11.55	-14.91%
(e) Inventory turnover Ratio	Sales/Average Inventory	6.72	7.37	-8.80%
(f) Trade Receivables Turnover Ratio	Total Sales/Average Trade receivables	6.79	6.33	7.24%
(g) Trade Payables Turnover Ratio	Total Purchases/Average Trade Payables	16.70	17.25	-3.20%
(h) Net Capital Turnover Ratio	Net Sales/Working Capital	6.90	5.34	29.17%
(i) Net Profit Ratio (in %)	Net Profit/Net Sales	7.76	9.57	-18.92%
(j) Return on Capital Employed (in %)	EBIT/Capital Employed	11.25	12.81	-12.17%
(k) Return on Investment (in %)	Income from investments/Time weighted average investments	22.76	22.76	-

(1) **Debt-Equity ratio** increased due to increase in debt on account of new facilities and expansion of existing units.

(2) **Net Capital Turnover Ratio** increased due to increase in debt on account of new facilities and expansion of existing units.

b. The Company has borrowings from banks on the basis of security of current assets. The quarterly statements of current assets filed by the Company with banks are in agreement with the books of accounts.

NOTES TO THE FINANCIAL STATEMENTS

All amounts in ₹ lakhs, unless otherwise stated

40. The Company has received a letter dated 30 September, 2024, under Section 37 (1) and (3) of the Foreign Exchange Management Act, 1999 read with Section 131(1) of the Income Tax Act, 1961 from the Directorate of Enforcement, Government of India (“ED”) requesting certain information for the purpose of investigation. The Company has responded to the ED letter by providing the information requested for vide replies dated 9 October, 2024, 5 November, 2024, 25 November, 2024 and 15 May, 2025 . The letter has only sought for certain information, which has been complied with, and it is neither a show cause notice nor demand. Hence there is no impact to the financial statements.
41. Code on Social Security: The Indian Parliament has approved the Code on Social Security, 2020 which would impact the contributions by the company towards Provident Fund and Gratuity. The Ministry of Labour and Employment has released draft rules for the Code on Social Security, 2020 on November 13, 2020, and has invited suggestions from stakeholders which are under active consideration by the Ministry. The Company will assess the impact and its evaluation once the subject rules are notified and will give appropriate impact in its financial statements in the period in which, the Code becomes effective and the related rules to determine the financial impact are published.
42. No funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other person(s) or entity(ies), including foreign entities (“Intermediaries”) with the understanding, whether recorded in writing or otherwise, that the Intermediary shall lend or invest in party identified by or on behalf of the Company (Ultimate Beneficiaries). The Company has not received any fund from any party(s) (Funding Party) with the understanding that the Company shall whether, directly or indirectly lend or invest in other persons or entities identified by or on behalf of the Company (“Ultimate Beneficiaries”) or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries.
43. The company has an accounting software for maintaining its books of account having the feature of recording audit trail (edit log) facility and the same has operated throughout the year for all relevant transactions recorded in the software and the same is preserved. Further, the audit trail is not disabled. However, the feature of recording audit trail (edit log) facility at database level is not enabled.

As per our report of even date

For **M.Anandam & Co.,**

Chartered Accountants

(Firm Registration Number: 000125S)

Sd/-

B V Suresh Kumar

Partner

Membership No. 212187

Place : Hyderabad

Date : 19 May, 2025

For and on behalf of Board

Sd/-

J. Lakshmana Rao

Chairman & Managing Director

DIN: 00649702

Sd/-

A. Seshu Kumari

Chief Financial Officer

Sd/-

A. Subramanyam

Deputy Managing Director

DIN: 00654046

Sd/-

Harshita Suresh Chandnani

Company Secretary

M.No.ACS64959

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