POLICY OF CORPORATE SOCIAL RESPONSIBILITY

RICO AUTO INDUSTRIES LIMITED

1. Introduction/Background

The Board of Directors (the “Board”) of Rico Auto Industries Limited (hereinafter referred to as “Rico” or “Company”) has adopted the following policy and procedures with regard to Corporate Social Responsibility. The Board may review and amend this policy from time to time subject to the recommendations of the Corporate Social Responsibility Committee.

Sustainability's guiding principles are closely related to corporate social responsibility. Organisations should base their decisions not just on operational or financial aspects, but also on the social and environmental implications.

2. Scope & Purpose

As per Section 135 of the Companies Act 2013, every company having net worth of rupees five hundred crore or more, or turnover of rupees one thousand crore or more or a net profit of rupees five crore or more during the immediately preceding financial year shall constitute a CSR Committee of the Board and such committee shall formulate and recommend to the Board a CSR Policy, thereby indicating the activities to be undertaken by the Company in the areas as specified in Schedule VII of the Act. Since the Company falls within the aforesaid category, it is required to constitute a CSR Committee and formulate and disclose its CSR Policy in its Annual Report and on its website. Accordingly, this CSR Policy has been reviewed and adopted by the Board of Directors of the Company.

3. Policy Objective & Philosophy

It is pertinent that business enterprises are economic organs of society and draw on societal resources, we at the Company believe that a Company's performance must be measured by its Triple Bottom Line contribution to building economic, social and environmental capital towards enhancing societal sustainability. Rico believes that in the strategic context of business, enterprises possess, beyond mere financial resources, the transformational capacity to create game-changing development models by unleashing their power of entrepreneurial vitality, innovation and creativity. In line with this belief, the Company will continue crafting unique modelsto generate livelihoods and create a better society. Such Corporate Social Responsibility ("CSR") projects are far more replicable, scalable and sustainable, with a significant multiplier impact on sustainable livelihood creation and working fora cause of humanity.

4. Definitions

4.1 **"Board of Directors"** or "Board" means the Board of Directors of the Company, as constituted from time to time.

4.2 **"Company"** means a company incorporated under the Companies Act, 2013 or under any previous company law.

4.3 **"CSR Programmes"** means Programmes, projects and activities carried out in this regard are the subject matter of this Policy.

4.4 **"Corporate Social Responsibility Committee or Committee"** means CSR Committee constituted by the Board of Directors of the Company, from time to time.

4.5 **"Independent Director"** means a Director of the Company, not being a Whole-time Director and who is neither a promoter nor belongs to the promoter group of the Company and who satisfies other criteria for independence under the Companies Act, 2013 and the Listing Agreement entered with the Stock Exchanges.

4.6 **"Policy"** means Corporate Social Responsibility.

Any other term not defined herein shall have the same meaning as defined in the Companies Act, 2013 or any other applicable regulation(s).

5. Policy

To direct Rico's CSR Programmes, inter alia, towards achieving one or more of the following - enhancing environmental and natural capital; supporting rural development; promoting education including skill development; providing preventive healthcare, providing sanitation and drinking water; creating livelihoods for people, especially those from disadvantaged sections of society, in rural and urban India and preserving and promoting sports; slum area development;

a) To develop the required capability and self-reliance of beneficiaries at the grass roots, in the belief that these are prerequisites for social and economic development;

b) To engage in affirmative action/interventions such as skill building and vocational training, to enhance employability and generate livelihoods for persons including from disadvantaged sections of society;

c) To pursue CSR Programmes primarily in areas that falls within the economic vicinity of the Company's operations to enable close supervision and ensure maximum development impact;

d) To carry out CSR Programmes in relevant local areas to fulfil commitments arising from requests by government/regulatory authorities and to earmark amounts of monies and to spend such monies through such administrative bodies of the government and/or directly by way of developmental works in the local areas around which the Company operates;

e) To carry out activities at the time of natural calamity or engage in Disaster Management system;

f) To contribute to the Prime Minister' National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Caste, the Scheduled Tribes, other backward classes, minorities and women;

g) To contribute or provide funds to technology incubators located within academic institutions which are approved by the Central Government;

h) To contribute to any fund setup by the Central Government or State Government(s) including Chief Minister's Relief Fund, which may be recognized as CSR activity;

i) To promote sustainability in partnership with industry associations, like the Confederation of Indian Industry (CII), PHD, FICCI, etc. in order to have a multiplier impact.

6. CSR Budget

The requirements of the Act and the CSR Rules will govern how our CSR funds are handled. The CSR Committee and the Board of Directors must work to ensure that the Company spends at least 2% of the average net profits generated during the most recent three fiscal years. If the Company spends more than 2% of these average net earnings, that amount is to be deemed excess CSR spending and can be written down over the next three fiscal years, provided certain requirements are met as outlined in the Act.

The Annual Action Plan will include projected expenditures for CSR Activities, and the CSR Committee will submit it for consideration and approval of the Board of Directors.

CSR Expenditure

CSR expenditure will include all expenditure as may be permitted under the applicable laws, including contribution to corpus for CSR Programmes approved by the Board on the recommendation of its CSR Committee, but does not include any expenditure on an item not in conformity or not in line with activities which fall within the purview of Schedule VII of the Act.

Any surplus arising from CSR activities shall not be considered as part of the business profit of the Company and shall be ploughed back for CSR activities.

In accordance with the Act and the CSR Rules' requirements, any excess amount that is incurred beyond the minimum amount that must be spent for the year may be carried over and used to future spending in accordance with the CSR Rules.

Any remaining funds, whether related to an "Ongoing Project" or not, will be handled in line with the CSR Rules.

7. Implementation

The Company may implement the Company's CSR Programmes through Company personnel or through external implementing agencies and other Registered Trusts/Society or a Section 8 company that are established or that may be established by the Companyor its holding/subsidiary/associate Company from time to time. In

such cases, the Company will specify the CSR Programmes which may be undertaken by those Trusts/Societies or Section 8 Companies in accordance with their objects and administrative and accounting processes laid down in the respective Trust Deeds/Memorandum and Articles of Association.

A Company may also collaborate with other Companies for undertaking projects or programs or CSR activities in such a manner that the CSR Committees of respective Companies are in a position to report separately on such projects or programs in accordance with applicable provisions of the Companies Act, 2013 read with rules made thereunder.

8. Governance

The Company's CSR Governance structure will be headed by Corporate Social Responsibility Committee of the Board of Directors of the Company.

As per the provisions of Section 135 of the Companies Act, 2013, (hereinafter referred to as 'the Act') the Board of Directors of the Company shall constitute a Corporate Social Responsibility Committee of the Board (hereinafter referred to as "CSR Committee").

Every year, the CSR Committee will place for the Board's approval, a CSR Plan delineating the CSR Programs to be carried out during the financial year and the specified budgets thereof. The Board will consider and approve the CSR Plan with any modification that may be deemed necessary.

The CSR Committee will assign the task of implementation of the CSR Plan within specified budgets and time frames to such persons or bodies as it may deem fit.

The persons/bodies to which the implementation is assigned will carry out such CSR Programmes as determined by the CSR Committee within the specified budgets and timeframes and report back to the CSR Committee on the progress thereon at such frequency as the CSR Committee may direct.

The CSR Committee shall review the implementation of the CSR Programmes periodically and issue necessary directions from time to time to ensure orderly and efficient execution of the CSR Programmes in accordance with this Policy.

The CSR Committee will review periodically and keep the Board apprised of the status of the progress of implementation of the approved CSR Programmes.

Finally at the end of every financial year, the CSR Committee will submit its report to the Board.

9. Reporting

The Board's Report of the Company to include an annual report on CSR containing particulars specified in the annexure to the Companies (Corporate Social Responsibility Policy) Rules, 2014 pertaining to a financial year commencing from April 1, 2014.

10. Non-Compliance

Non-compliance of the relevant provisions of the Act, read together with the Rules will attract the penal provisions as per the Act.

11. General

a) Review

This policy will be reviewed and amended as and when required by the Board.

b) Disclosure of the policy

The contents of the approved CSR Policy shall be disclosed in the Board's Report and displayed on the Company's website.

CSR Plan for 2025-26

Purpose	Project / Activity	Area / Institution	Target Date	Target Budget (Lakhs)	Actual (Lakhs)
Promote Education and increase employability of economically weaker section	Support education of Two children from economically weaker section, through Ramakant Munjal Foundation	Dharuhera, Rewari (HYN)	On Going	**2.50**	
	Support education of one child from institute of Kiki Center for Technology	Manesar	On Going	**1.60**	
Promoting Rural and National Sports	Encouraging rural sports like Wrestling by recognizing and supporting young upcoming sportsmen	Banipur, Rewari (HYN)	On Going	**0.30**	
Contribution for Environment.	2000 Trees plantation and care and maintain to them.	Bhiwadi	On Going	**2.00**	
Women empowerment	Sponsoring female players to participate in National and International Games.	NCR	On Going	**4.00**	
Community Support	Maintenance of School building at Jiwana Village.	Pathredi (RAJ)	Mar-26	**3.00**	
	Healthcare for elderly peoples	Chennai	On Going	**2.50**	
Promote Healthcare including preventive healthcare	Supporting one individual from an economically weaker section of society for medical treatment of severe disease.	Gurugram (HYN)	Feb-26	**1.70**	
	Supporting Rotary Delhi Southwest Foundation	Delhi	Mar-26	**2.50**	
	Supporting one individual from an economically weaker section of society for medical treatment of severe disease.	Delhi	Jun-25	**0.50**	
	RICO Medi Care Clinic in Pathredi is providing free medical facilities to rural communities and access to preventive healthcare.	Pathredi (RAJ)	Mar-26	**50.00**	
	Develop Mobile medical van ; Diagnostic, OPD & IPD Services for remote rural areas.	Bawal / Pathredi	On Going	**13.50**	
	Provide cataract & glaucoma surgery for old age citizens living in remote rural areas.	Pathredi (RAJ)	On Going	**11.50**	
		Total		**95.60**	

Budget	RICO	RFL/RJWL	Total
	60.35	42.41	102.76