POWERICA
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Business ethics and transparency policy

Objective

Powerica Limited ("Powerica" or "the Company") acknowledges the importance of ethics and transparency across the organization. The company operates with a strict Code of Conduct ("The Code") and upholds the highest standards of ethics across operations.

Applicability

This overall Policy and all its components extend to all the Directors, Employees, Officers, Workers of the Company across all functions, departments, units. The coverage of this policy also includes to all our value chain partners including the vendors, transporters, and dealers.

Policy Principles

i. The Company keeps up with the highest standards of values and ethics in all aspects of its business activities. The Board of Directors and Senior Management endeavour to set examples of utmost ethical behaviour. The Executive Management seeks to instil ethical behaviour at all levels across the Company making it a critical element of the work culture so that every employee of the Company conducts himself and takes the lead on behalf of the Company with honesty, integrity, dignity, and professionalism, and conform to high moral and ethical standards.

ii. Apart from the Code of Conduct required as per various laws and regulations at intervals, the Company additionally has in place the Code for all Senior Management and Directors across the organization. The Senior Management and Directors of the Company are required to fully abide with the Code. Any form of violation or breach of the Code shall be strictly dealt leading to disciplinary action.

iii. The Company shall have transparent and clear communication and access to information about its resolutions that will impact the concerned stakeholders. All business decisions and transactions shall be fair, ethical, and transparent and be made available to all the relevant stakeholders. The Company shall maximum all relevant disclosures without putting into danger the strategic interests of the Company.

iv. The Company shall ensure that all disclosures deemed to be created into business files, statutory filings, declarations, advertisements are accurate and complete in all aspects. All disclosures shall be governed by the Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Determination of Materiality Policy and other similar applicable policy as may be prepared by the Company, at regular intervals.

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v. The Company shall not engage in practices that are corrupt, anti-competitive or abusive by implementing the right policies, rules, codes, regulations, and procedures to ensure that the business does not engage in illegal and abusive and ensure fair and timely action in case such incidents are detected.

vi. The Company shall ethically and truthfully discharge its duties on financial and other mandatory disclosures.

vii. The Company shall avoid all forms of involvement any actions by third party that violates any of the principles contained in these Guidelines.

viii. The Company shall ensure incidents and authentic concerns of misconduct/ unlawful conduct are reported timely in a confidential manner through its 'Whistle Blower Policy".

ix. The Company shall ensure the effective implementation of all mechanisms and procedures to address incidents of conflicts of interest involving its members, employees, and business partners.

x. The Company shall contribute to the public finances by timely and regular payment of all applicable taxes in the letter and spirit of the laws and regulations governing all such payments.

POWERICA LTD.

Sd/-

Name: Mr. Jai Ram Oberoi
Designation: Whole Time Director
Date: 21st June, 2025