

### **CSR ACTION PLAN - ORKLA INDIA LIMITED - FY 2025-26**

| Programmes/Activities/Initiatives  | Project Name                | Schedule | Modalities of Execution      | Impact  | Project Completion |
|--|-----------------------------|----------|------------------------------|---|--------------------|
| <b>Community Sustenance</b><br>Water conservation in Karnataka for replenishing 60 million litres of water. Includes renovation of three water tanks in Jigani and Anekal and installing rooftop rainwater harvesting systems across five schools, <b>contributing to sustainable water management and community resilience.</b>   | Namma Nela, Namma Jela      | iv       | In collaboration with an NGO | <p>This initiative will support 2,000–2,500 families with improved access to water while also benefiting the wider community by replenishing groundwater reserves and enhancing the local water table. The conserved water will extend its impact to livestock and agriculture, ensuring greater reliability of resources for daily needs. Beyond direct beneficiaries, the project will create a lasting ripple effect across the region by strengthening water security and resilience for years to come.</p> <p>Alongside this initiative, the company's earlier water conservation projects continue to benefit over 10,000 people, ensuring sustained access to water and reinforcing the long-term impact of its commitment to community well-being and environmental resilience.</p> | November 2025      |
| Providing solution to water scarcity in Anekal Taluk in Karnataka by promoting sustainable and efficient water-use practices in agriculture. Aim is to drive the adoption of water-saving techniques among farmers through <b>targeted training, awareness campaigns, and capacity-building initiatives.</b>   | Namma Nela, Namma Jela - II | iv       | In collaboration with an NGO | <p>The project will work directly with around 555 farmers in Anekal Taluk, Karnataka, equipping them with sustainable water-use practices. Beyond these direct participants, the initiative is expected to influence the wider farming community by demonstrating effective water-saving techniques. The additional water conserved through these efforts will also benefit the broader population in the region, supporting both agricultural resilience and community well-being.</p>   | April 2026         |
| Improvement of health and nutrition of tribal children in Attapadi, Kerala, addressing the critical challenges of malnutrition and anemia. Comprehensive, community-based approach to reduce anemia and enhance child nutrition, resulting in long-term improvements in health, education, and community resilience. It is being implemented in collaboration with local self-governments, Kudumbashree, and other key stakeholders. | Shishu Poshanam             | i        | In collaboration with an NGO | <p>The project aims positively transform the lives of nearly 1,800 tribal children in Attapadi, Kerala. The ripple effects of this project will extend beyond the children to strengthen families and communities, fostering lasting resilience and well-being in the region.</p>   | February 2028      |
| To support sustainable development and rehabilitation efforts in Wayanad following the 2024 landslides by refurbishing 15 Model Anganwadi Centres. This initiative aims to create safe, healthy, and eco-friendly learning environments for young children, <b>contributing to community recovery and resilience.</b>  | One with Wayanad            | xii      | In collaboration with an NGO | <p>The project will directly benefit around 1,000–1,200 people, including 200–300 young children each year who will attend classes at these refurbished Anganwadi centres. By providing safe, healthy, and eco-friendly learning spaces, the initiative will support early childhood development while also contributing to the long-term recovery and resilience of the wider community.</p>   | June 2026          |

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| <b>Sustainable Agriculture</b>   |                                 |          |                              |   |  |
| The company's direct engagement project with farmers focuses on improving soil health by promoting sustainable agricultural practices, optimizing pesticide and nutrient use, and enhancing soil quality to support high-quality chili cultivation. In 2024, the project has supported 725 chili farmers across Bellary (Karnataka) and Kurnool (Andhra Pradesh), covering a total of 2,575 acres, with implementation currently underway.   | Namma Bhoomi, Namma Menasu - I  | iv       | Directly                     | The company works with ~725 farmers in Karnataka and Andhra Pradesh in this project.  | This project runs throughout the year in line with the sowing and harvesting season of chilli. |
| The company is facilitating the establishment of Farmer Producer Organizations (FPOs) to empower women farmers and promote sustainable agricultural practices such as Integrated Pest Management (IPM) for chili cultivation. The project will cover approximately 5,000 farmers across 10 FPOs in Karnataka, with over 50% participation by women, fostering both economic opportunities and women's empowerment.   | Namma Bhoomi, Namma Menasu – II | iv       | In collaboration with an NGO | The project will directly benefit around 5,000 farmers across Karnataka through the formation of 10 Farmer Producer Organizations. With women constituting more than half of the participants, the initiative will not only enhance sustainable chili cultivation practices but also create greater economic stability for farming households, while advancing women's empowerment and leadership in agriculture.   | June 2026  |
| <b>Nutrition and Health</b>  |                                 |          |                              |   |  |
| Orkla India continues its support for the Midday Meal Programme across government schools in Karnataka, aiming to serve ~2.9 million nutritious meals to approximately 12,700 children across four districts in Karnataka and 2 districts in Andhra Pradesh from April 2025 to March 2026. The company has supported this initiative for nearly 10 years, delivering over 10 million meals and reaching around 55,000 children to date.  | Namma Makkalu, Namma MTR        | i        | In collaboration with an NGO | By serving 2.9 million meals in the coming year, the project will ensure that nearly 12,700 children receive daily nutrition that supports better health, school attendance, and learning outcomes. Over the last decade, the continued support has gone beyond numbers—over 10 million meals have helped more than 55,000 children grow healthier, focus better in classrooms, and build a stronger foundation for their future.   | This project runs throughout the entire academic school year.                                  |
| The company aims to leverage its CSR funds to support academic research and studies in the field of Spice Pharmacology, aligned with its broader focus areas and addressing areas of national relevance. Through collaborations with research institutions and universities, this initiative seeks to advance scientific knowledge, foster innovation, and explore the potential health and wellness benefits of spices. By supporting such academic endeavors, the company aspires to contribute to the development of sustainable, health-focused solutions and generate long-term positive impacts for society, public health, and the environment. | Spice Quest                     | ix       | In collaboration with an NGO |   | This is a long duration project that is expected to run for the next 3 years.                  |
| <b>Education and Skill Development</b>   |                                 |          |                              |   |  |
| As part of our CSR efforts, the company is embarking on an Employment Linked Training Program (ELTP) with an NGO partner to skill underserved youth for roles as Salesmen and Merchandisers in Retail and FMCG. The 6-month program combines classroom, practical, and digital training, followed by certification. At least 60% of participants will be placed in entry-level jobs by the project partner, creating real opportunities while empowering women and marginalized groups.  | Project Yuvashakti              | ii       | In collaboration with an NGO | The project will provide training to 600 underserved youth in Year 1. In addition to equipping them with skills for retail and FMCG roles, the program has the potential to uplift their families as well—through the additional income and stability these trainees may secure once placed in jobs. By focusing on women and marginalized groups, the initiative creates a multiplier effect that extends benefits beyond individual participants to their households and communities. | Q2 2026  |

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| Through this project, the company, in collaboration with Mathrubhumi Media, has engaged with more than 3,200 schools across all 14 districts of Kerala in 2024. The initiative educates students on the environmental impact of plastic and promotes safe disposal practices. As part of the program, students bring plastic waste from their homes to schools, where it is collected and sent for recycling at specified intervals. In 2024, the project successfully collected and sent 173 metric tons of plastic waste for recycling. In 2025, the project is proposed to reach out to over 3500 schools during the Academic Year. | Love Plastic      | iv         | Directly                                  | The project will reach out to nearly 0.8 -1 mn students across 3,500 schools in Kerala. Beyond schools, the initiative creates a ripple effect by influencing families as well—since children bring plastic waste collected from their homes to school, where it is gathered and sent for recycling. This not only instills responsible habits in students but also engages entire households in sustainable waste management practices. | This project runs throughout the school Academic Year (June - March) |
| <b>Employee Volunteering Programmes</b>  |                   |            |   |  |  |
| As part of our employee volunteering program, we actively engage our team on Environment Day to collect waste, contributing to cleaner, greener communities. Additionally, employees play a vital role in supporting the Midday Meal Programme for children, helping to provide nutritious meals.  | Community Shapers | i          | Directly and in collaboration with an NGO | Each of our volunteering programmes have atleast 30-40 Orkla India employees who volunteer.  | Multiple times during the year.                                      |
| <b>Disaster Management</b>   |                   |            |   |  |  |
| 1. Contribution to Relief funds (or efforts set up by the Central Government for socio-economic development and relief and welfare of affected communities)<br>2. Disaster Management Including relief, rehabilitation and reconstruction activities   |                   | viii, xiii | Directly                                  |  | As and when required   |
|  |                   |            |   |  |  |