

SJS Enterprises Limited

Q2 FY27 EARNINGS PRESENTATION

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SJS | Q1FY27 Earnings Call Presenters



K A Joseph
Managing Director

- Founded the company in 1987
- ~40 years of experience in aesthetics printing business
- Post Graduate Diploma in Business Administration from the St. Joseph's College of Business Administration, Bangalore; B.Sc from Bangalore University



Sanjay Thapar
Group CEO & Executive Director

- Over 40 years of experience in the automotive industry
- Previously worked with Ashok Minda Group, Minda Valeo Security Systems, Minda HUF Limited, Tata Engineering and Locomotive Company Limited (now known as Tata Motors Limited)
- Bachelor's degree in Science (Mechanical Engineering) from the Delhi College of Engineering



Mahendra Naredi
Group Chief Financial Officer

- 27+ years of experience in financial management, key accounting & financial analysis, FP&A, fundraising, M&As, legal & compliances, and strategy
- Previously worked in Minda Corporation, Wipro & GE
- Bachelor's degree in Law & Commerce from Rajasthan University, Chartered Accountant and Company Secretary from ICAI and ICSI



Devanshi Dhruva
Head – Investor Relations

- 14+ years of experience in Investor Relations and sell side analyst
- Previously worked with Westlife Foodworld Ltd. (McDonald's India), Piramal Enterprises Ltd. and Dolat Capital
- PGDM – Finance from K J Somaiya Institute; M.Com & B.Com (Accounting & Finance) from University of Mumbai

SJS Overview | Premium aesthetics products manufacturer

Strategic Market Position

- Operates in the high value-add aesthetics market across multiple consumer-oriented end industries
- Multi-industry applications enhancing consumer products
- Focused on premium aesthetic products and innovative designs

Products and Technologies

- **Wide product range**: Decals, appliques/dials, overlays, logos/3D lux, aluminium badges, in-mold decoratives (IMD), optical plastics and lens mask covers for diverse applications
- **Innovation-driven:** In-house design and R&D capabilities

Operational Excellence

- Partner, co-creator and supplier of choice to several leading OEMs in the automotive and consumer durables industry
- Supplying globally from its facilities in Bengaluru, 3 in Pune & 1 at Manesar, Gurugram spread across 4,00,000+ sq. ft.



Rs. 9,551 Mn
FY26 Revenue

29.6%
FY26 EBITDA margin

~3,850
Workforce

22
Countries Served

5
Production Facilities

220+
Customer locations

>253 Mn
Parts Supplied (FY26)

17,500 +
FY26 SKUs

Scaling
Scaling operations & driving sustainable future growth

Innovating
Innovating products & shaping a smarter future

Expanding
Expanding capacity & reach to enable endless growth potential

Q2 & H1FY27 Business & Financial Highlights

SJS | Q2FY27 Highlights

SJS delivered a stellar 21.7% YoY growth in automotive business v/s 17.8% YoY growth for automotive (2W + PV) industry



- **SJS's monthly revenue crosses Rs 1,000 mn for the first time in September 2026**
- **Highest ever Quarterly Revenue at Rs. 2,827.3 Mn,** a growth of **16.9% YoY**
- Growth largely driven by **33.4% YoY growth in PV segment**
- Domestic business grew 16.3% YoY, while **export revenue rose 23.1% YoY to Rs 282.5 Mn**

- **Q2 EBITDA grew 23.1% YoY to Rs 896.4 mn; EBITDA margins at 31.0%**
- **Q2 PAT grew 34.8% YoY to Rs 583.3 Mn** with a **PAT margin of 20.6% - Highest profitability since IPO**

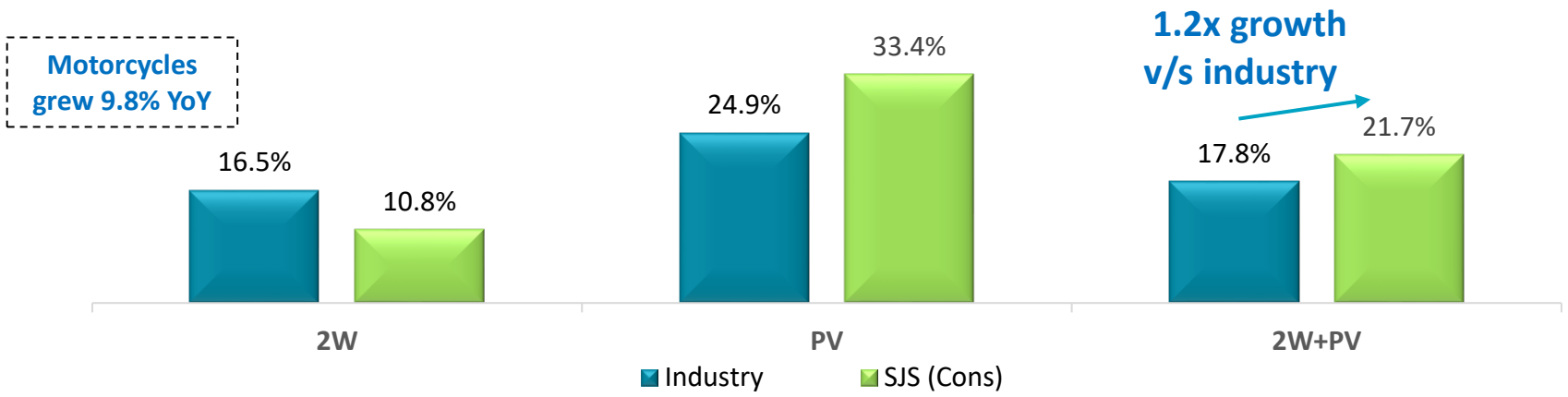
- **FCFF** as on 30th Sep 2026, is **Rs. 1,077.3 Mn**
- Strong cash flow generation; **Net cash at Rs. 3,318.7 Mn**

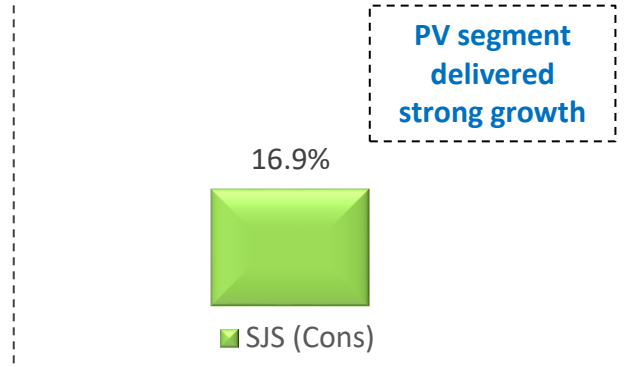
- **Secured new export orders from Stellantis and Whirlpool in North America**
- SDPL new chrome plating facility commenced commercial production
- **SJS Display Electronics Pvt. Ltd. setting up display electronics facility in Pune; to be operational in Q2FY28**
- Acquired the balance 9.9% equity stake in WPI, making it a wholly owned subsidiary of SJS Enterprises

SJS Bangalore capacity expansion completed; commercial production in Q3FY27
SJS adds TADME - Toyota (Middle East) as a new export customer in Oct 2026

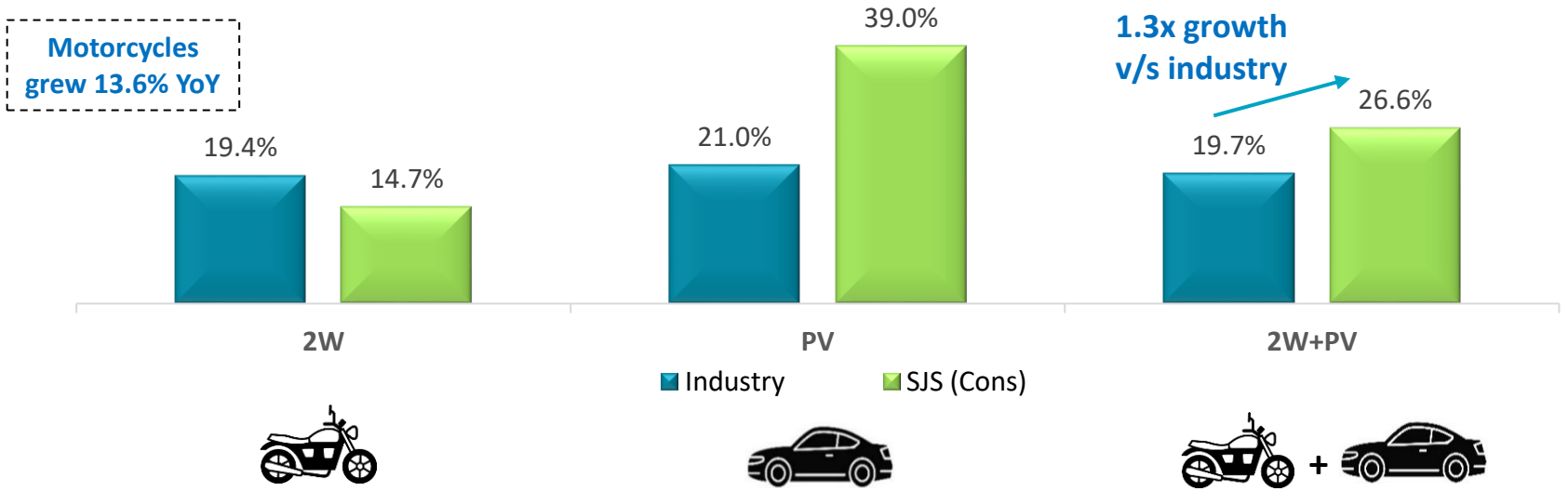
SJS | Steady Growth Momentum

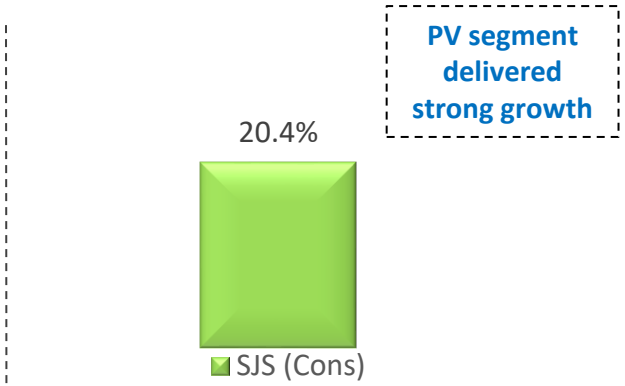
Q2FY27 - Industry Production Volume[1] v/s SJS YoY Sales[2]





H1FY27 - Industry Production Volume[1] v/s SJS YoY Sales[2]





SJS Consol Revenue

Note: 1) Industry Production Volumes are production in India; 2) For SJS YoY Sales it is Consolidated numbers

SJS | Growing Mega Accounts

Key Business Projects Won

TVS, Mahindra, Hero, BAJAJ, STELLANTIS, MARUTI SUZUKI, Whirlpool, ROYAL ENFIELD, Godrej, AUMOVIO, TATA MOTORS, MOBASE

SDPL adds Tata Motors as a chrome plating customer, boosting cross-selling opportunities

New Customer Added

HARMAN A SAMSUNG COMPANY

New Export Orders

STELLANTIS, Whirlpool

Q3FY27

TADME Toyota Accessories Development ME India Pvt. Ltd.

Toyota – Middle East

SJS | Scaling up, expanding horizons, gearing up for the next leap

SDPL - Chrome Plating

1

KEY CAPACITY DETAIL

Existing: 7,940 sq. ft. per day at 97% utilization
Additional: 13,243 sq. ft. per day.

STRATEGIC PURPOSE: To capitalize on strong customer demand and emerging business opportunities

TIMELINE: Aug 2026

SJS - Bengaluru Facility

2

KEY CAPACITY DETAIL

Existing: 2,25,000 sq. ft. built-up area, supporting approx 30 crore parts p.a.
Addition: approximately 20%.

STRATEGIC PURPOSE: Meet growing customer demand and support business growth

TIMELINE: Commercial production expected in Q3 FY27

Walter Pack - Consolidation of Mfg Facility

3

KEY CAPACITY DETAIL

Existing: 64,273 sq. ft. across 3 mfg plants (75% utilization)
Proposed: ~1,27,359 sq. ft. built-up area (net addition of 63,086 sq. ft.)

STRATEGIC PURPOSE: Consolidating three Ranjangaon plants into one for efficiency and growth

TIMELINE: Commercial operations expected by May 2027

SJS Display Electronics Pvt. Ltd.

4

KEY CAPACITY DETAIL

New build-to-suit facility of ~60,000 sq. ft. in Pune, Maharashtra

STRATEGIC PURPOSE: SJS forays into high-growth auto electronic displays with bonding and localization capabilities

TIMELINE: Commercial operations expected by Sep 2027

SJS | Awards & Achievements (1/2)



- Won "L&D Champion of the Year" for best organizational development & transformation initiative at the 24th Future of L&D Summit & Awards 2026 (UBS Forums).
- Won the ESG governance and transparency award from the House of ESG.
- Won 1st Prize in the Cost Category and 2nd Prize in the Safety Category at the ACMA Kaizen Competition.
- Won 11 GOLD Awards in QCFI Quality circle competition for continuous improvement in quality, productivity, and operational excellence.

SJS | Awards & Achievements (2/2)

5



6



7



8



9



- Recognised as a “Top Organisation with Innovative HR Practices” at the Asia Pacific HRM Congress Awards.
- Received a Certificate of Appreciation from Hands On Foundation for contributing to the Guinness World Record–setting “Green Bengaluru” initiative of planting 1.5 million saplings.
- SJS CFO Mahendra Naredi wins “CFO of the Year” at UBS Forums’ Future of Finance Summit and Awards 2026.
- SJS wins “Efficiency Catalyst Team of the Year” at The House of CFO 2026, Bengaluru.
- SJS wins the Beej Award for Voluntary Disclosures at The Institute of Cost Accountants of India Green Awards 2024-25.

SJS | ESG Initiatives

Strong ESG rating of 75.6 (Leadership position) from CareEdge, 71.7 (Good) from SES ESG Research & 74 (B+ and Very Good) from CFC Finlease

Environment

- Started **wind power supply from DB Renews Pvt. Ltd of 2 MW**
- Supply started from **Surya Urja 1 for ~3 MW solar power** at SJS
- **4.65 MW power supply started** for SJS Decoplast & WPI from Amplus
- Planning to implement electric buses for employee commuting to enhance our sustainability efforts
- **Planted 3,850 trees** at NPK Layout and Hoskate in Bangalore

Social

SJS contributed to various social causes:

- **Sponsored para-climber Mr. Manikandan Kumar** at the World Climbing Para Series, Laval 2026.
- **Provided artificial knee prostheses** to 25 underserved individuals.
- **Implemented an FLN Programme in 50 government schools** with Sikshana Foundation.
- **Launched a Women Empowerment Project** at Agara Panchayat with Varchass Seva Trust

Governance

- Established robust risk management framework for mitigating risks
- Board committees ensure effective management and governance
- Achieved ISO 50001 certification for energy management
- SJS is in the process of implementing ISO 27001 for ISMS (Information Security Management System) Certification

17.0%	11.1	7.1%	95.7%	79.1%
Women Workforce	*Average training hours per employee*	*Female Managers*	*SJS standalone renewable energy consumption*	*SJS group renewable energy consumption*

FY26 Data

Joined the UN Global Compact, reinforcing its ESG commitment and contribution to the UN SDGs

SJS Enterprises ESG Profile Link (Click Here)

SJS | CSR & ESG Initiatives

Sports & Culture





Sponsored para-climber Mr. Manikandan Kumar at the World Climbing Para Series, Laval 2026, where he secured 4th place in the Men's RP2 Lead Final.

Healthcare





Partnered with Karnataka Marwari Youth Foundation to support 25 individuals from underserved communities with artificial knee prostheses, helping them regain mobility, independence & dignity.

Education





Partnered with Sikshana Foundation to implement the Foundational Literacy & Numeracy Programme in 50 government schools in Kanakapura Block, benefiting about 3,800 students.

Women Empowerment

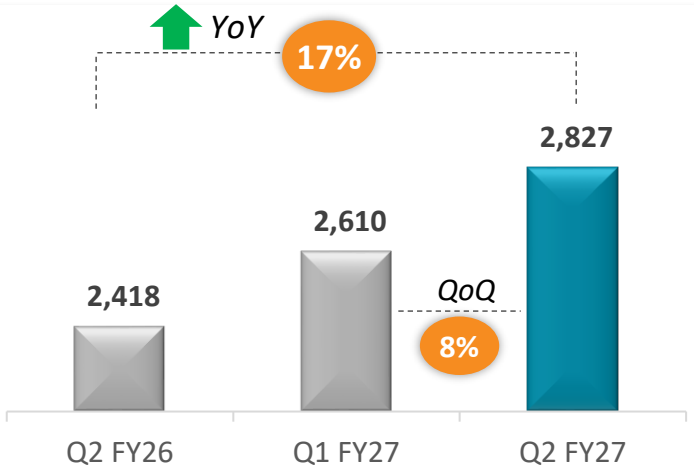


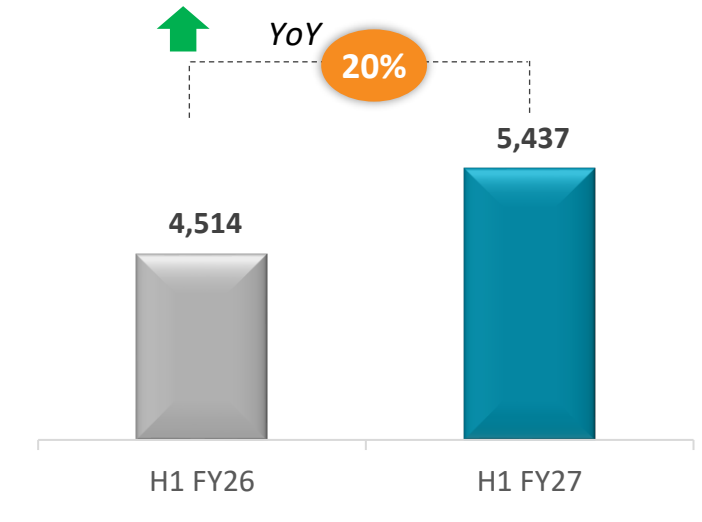


Partnered with Varchass Seva Trust and launched a Women Empowerment Project at Agara Panchayat, Bangalore, training 200 women in tailoring and beautician skills to build sustainable livelihoods.

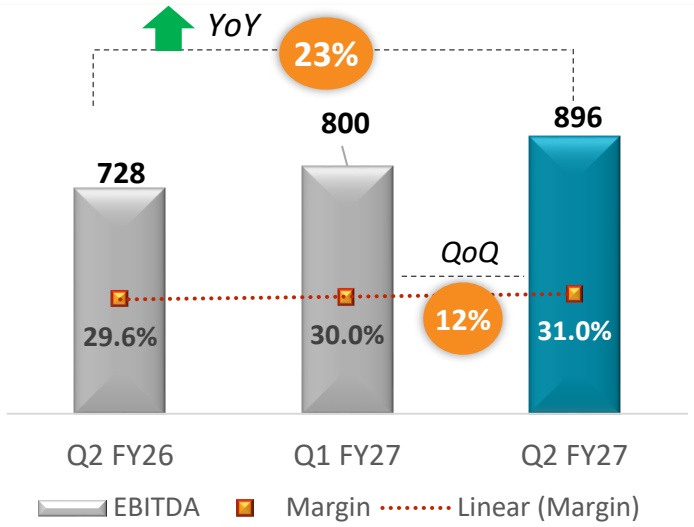
SJS | Q2 & H1FY27 Financial Performance

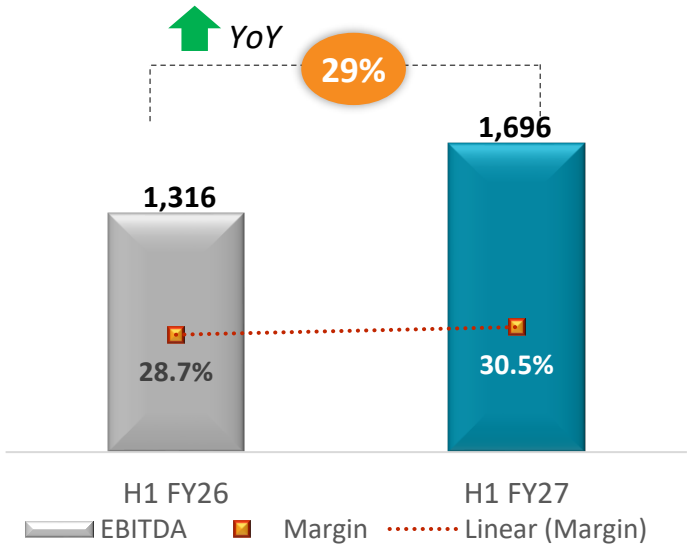
Revenue from Operation



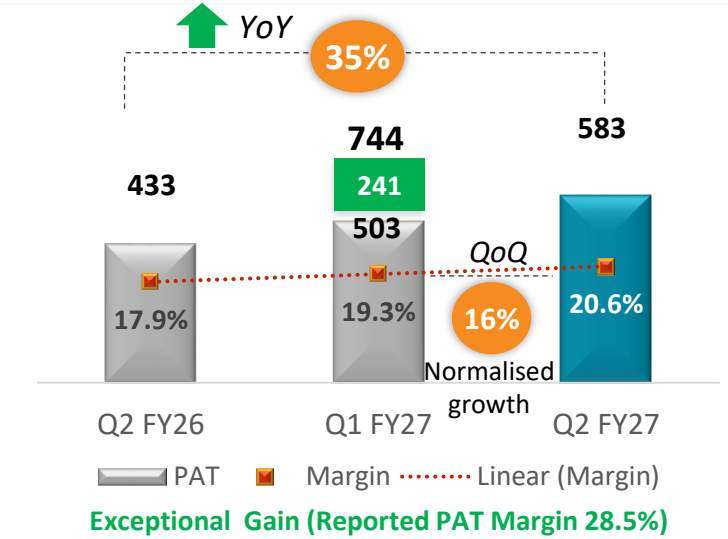


EBITDA and EBITDA Margin (%)

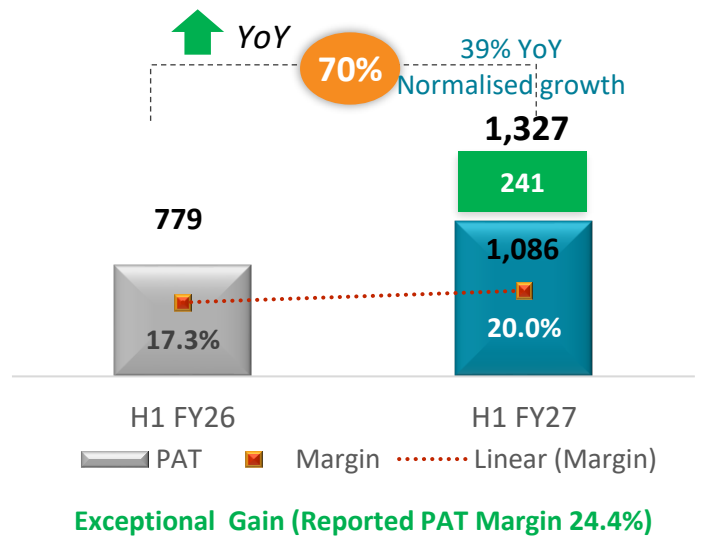




PAT and PAT Margin (%)



Exceptional Gain (Reported PAT Margin 28.5%)



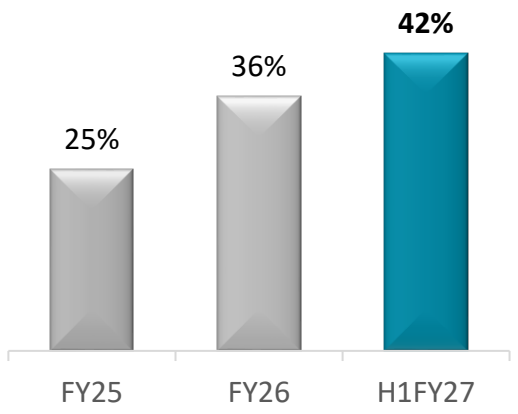
Exceptional Gain (Reported PAT Margin 24.4%)

SJS | H1FY27 Capital Structure and Returns

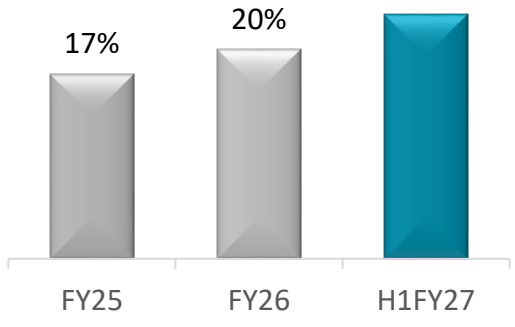
(INR in Mn)	FY25	FY26	H1FY27
Long Term Debt	0	0	0
Short Term Debt	158	77	108
Total Debt	**158**	**77**	**108**
Less: Cash & Cash Equivalents	1,150	2,514	3,427
Net Debt / (Cash)	**(992)**	**(2,437)**	**(3,319)**
Total Equity	6,892	8,810	9,954

- **ICRA upgraded SJS long term funds rating to AA- (Positive)** from AA- (Stable)
- **Strong cash flow** generation to support expansion initiatives
- **Consistently delivering robust ROCE and ROE** performance. **Our ROE and ROCE improved to 22.8% and 41.5%**
- SJS continues to deliver **strong financial performance**, creating **long term shareholder value**

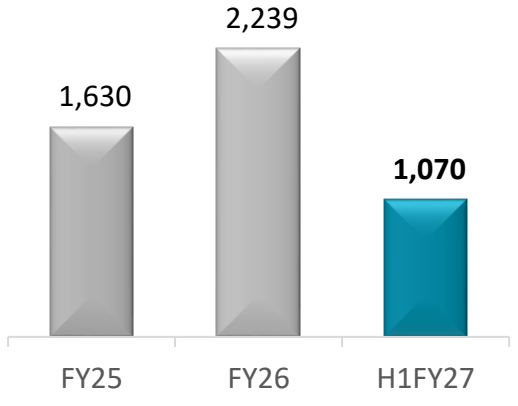
Return on Capital Employed (%)



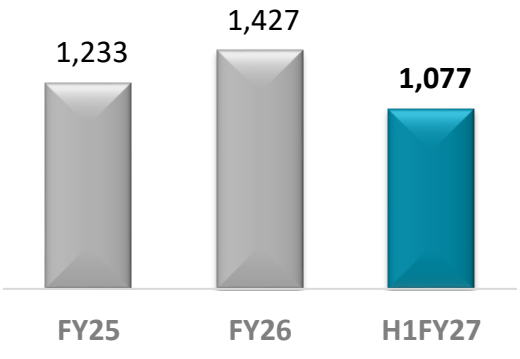
Return on Equity (%)



CFO (Rs. Mn)



FCFF (Rs. Mn)



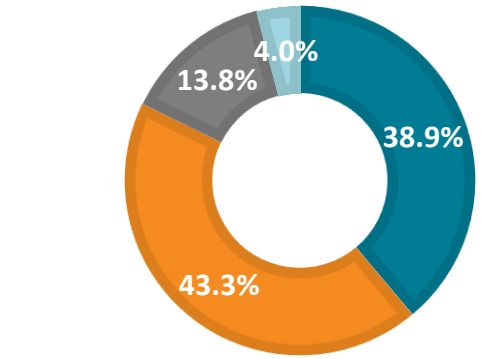
SJS | Consolidated P&L Performance

(INR in Mn)	Q2FY27	Q2FY26	YoY%	Q1FY27	QoQ%	H1FY27	H1FY26	YoY%
Operating Revenue	**2,827.3**	**2,417.6**	*16.9%*	**2,610.0**	*8.3%*	**5,437.3**	**4,514.1**	*20.4%*
EBITDA	**896.4**	**728.4**	*23.1%*	**799.6**	*12.1%*	**1,696.0**	**1,315.7**	*28.9%*
EBITDA Margin %	31.0%	29.6%		30.0%		30.5%	28.7%	
Reported PAT	**583.3**	**432.7**	*34.8%*	**744.2**	*(21.6%)*	**1,327.5**	**778.9**	*70.4%*
Reported PAT Margin %	20.6%	17.9%		28.5%		24.4%	17.3%	
Normalised PAT	**583.3**	**432.7**	*34.8%*	**502.5**	*16.1%*	**1,085.8**	**778.9**	*39.4%*
Normalised PAT Margin %	20.6%	17.9%		19.3%		20.0%	17.3%	
Reported EPS	**18.08**	**13.73**		**23.18**		**41.26**	**24.76**	

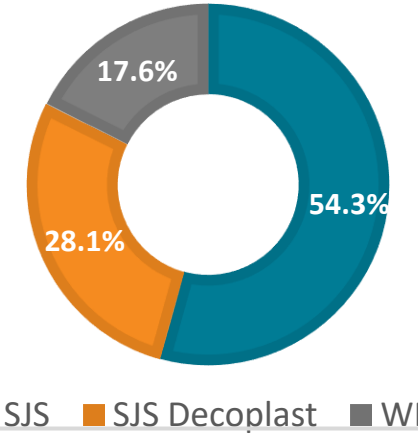
- **Q2FY27 domestic sales** grew by **16.3% YoY to Rs 2,544.8 Mn**; on back of **37.3% YoY** growth in **PV** business
- **Q2FY27 export grew 23.1% YoY to Rs 282.5 Mn, forming 10.0% of consolidated Q2 revenue**
- **Q2FY27 EBITDA grew 23.1% YoY to Rs 896.4 Mn, healthy margins at 31.0%,** margin expansion by 144 bps on back of increasing exports contribution, better product mix and operational efficiency improvement
- H1FY27 PAT includes Rs 241.7 Mn exceptional gain - one time gain (post tax) on sale of Bangalore old facility in Q1FY27, which was not in use since 2019. H1FY27 Normalised PAT grew 39.4% YoY to Rs 1,085.8 Mn; Normalised PAT margin of 20.0%

SJS | Q2 & H1 FY27 Diversified Revenue Portfolio

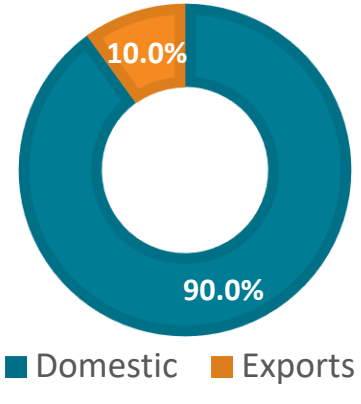
Q2FY27 - Revenue by End Segment



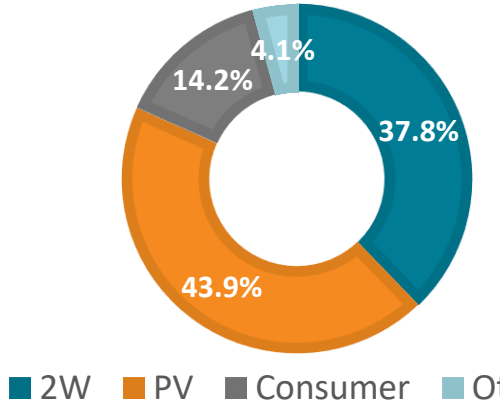
Q2FY27 - Revenue by Business



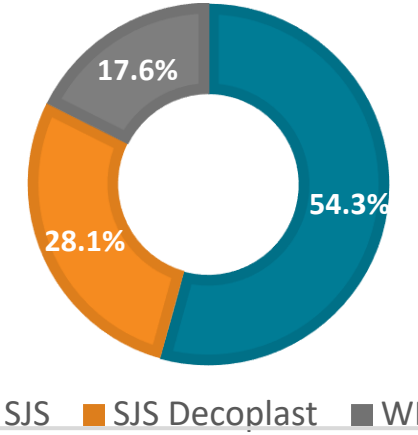
Q2FY27 - Revenue by Geography



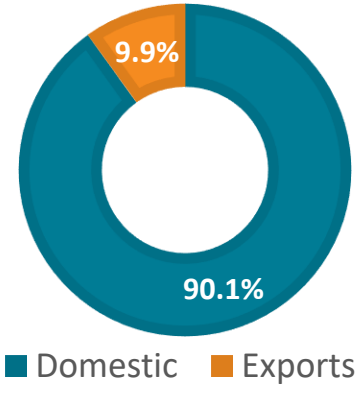
H1FY27 - Revenue by End Segment



H1FY27 - Revenue by Business



H1FY27 - Revenue by Geography



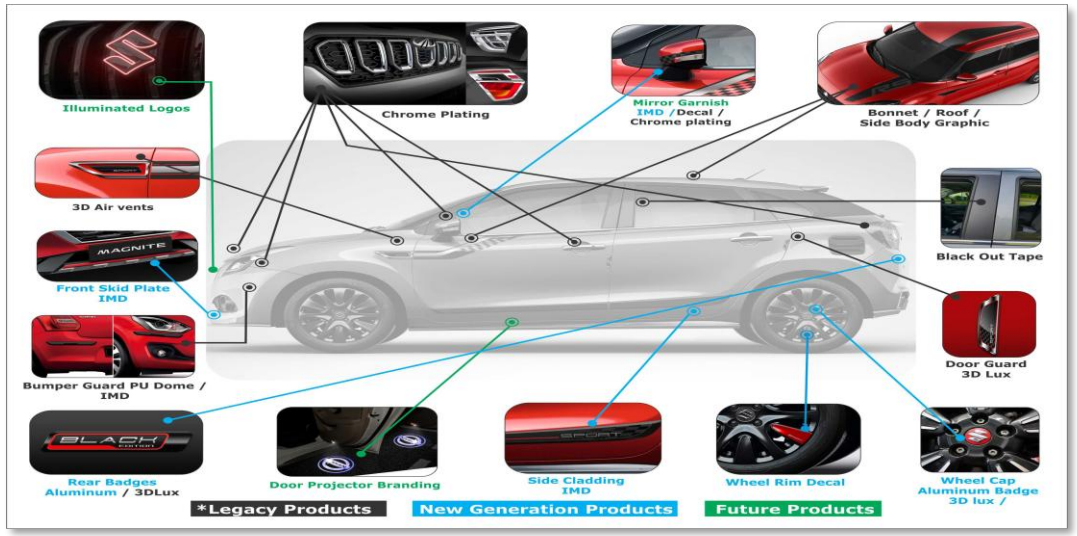
New generation products contributed ~24% of consolidated revenue during H1FY27

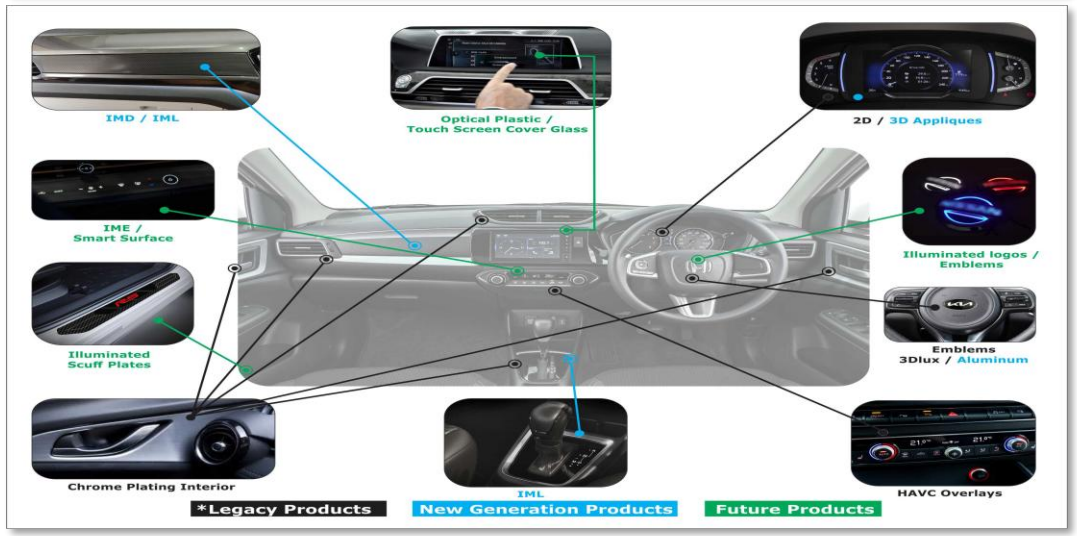
Future Growth Outlook

SJS| Development & Delivery of New Product Pipeline Remains at the Core of SJS (1/2)

Driven by premiumization, new age aesthetic products to drive realization increase across categories

Integrated Product Offerings Across the Vehicle





Legacy Kit Value	Current Kit Value	Future Kit Value
	Post WPI acquisition	
Rs 1,200 - 1,500 Per vehicle	**Rs 3,500 – 5,000** Per vehicle	**5 - 8x growth** Per vehicle

SJS' New Age Products *(PV: Select Examples)*

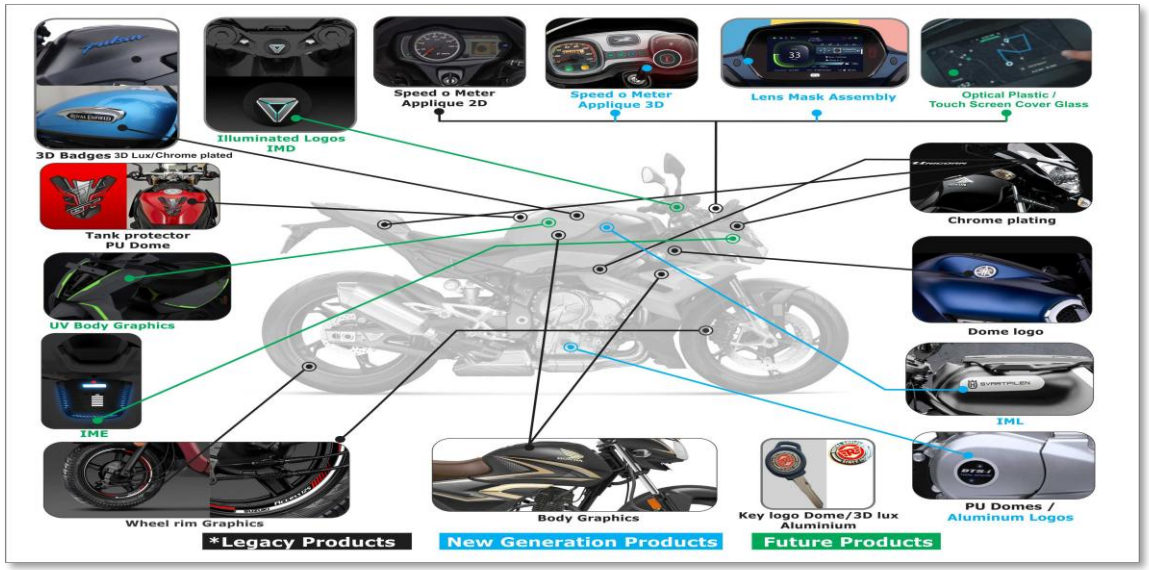
Wheel Cap/ Aluminium Badges	*IML Interiors*	*Optical Plastic/ Cover Glass/ Display Systems*

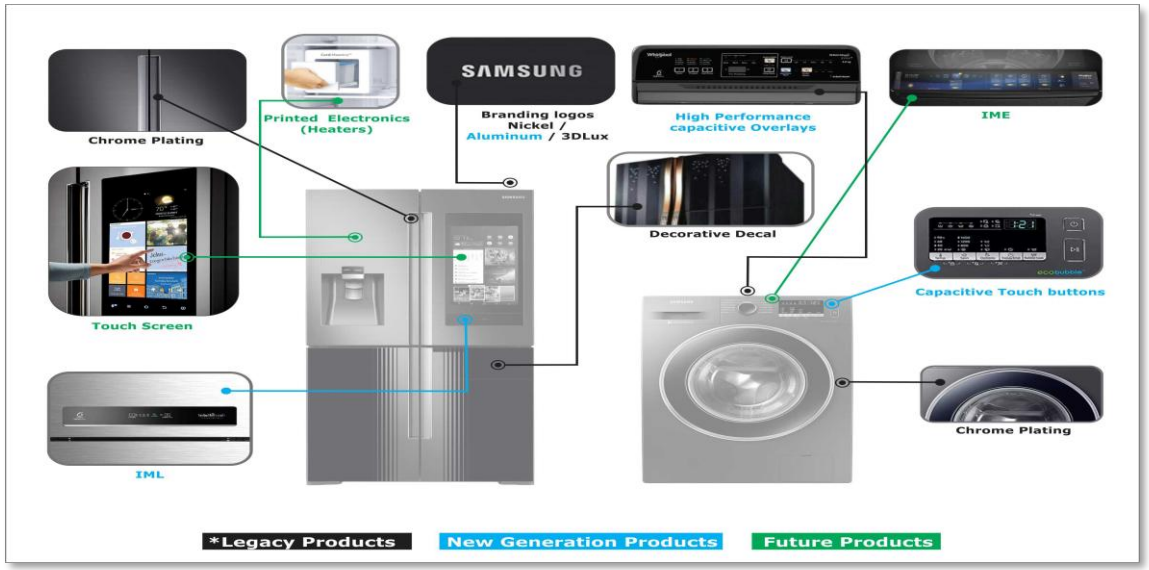


✓ **SJS Decoplast & WPI acquisitions have added chrome parts & IMD/IML/IMF parts - key ingredients in the design of modern PV's**

SJS| Development & Delivery of New Product Pipeline Remains at the Core of SJS (2/2)

Driven by premiumization, new age aesthetic products to drive to realization increase across categories







Legacy Kit Value	Future Kit Value
Rs 300 - 500 Per vehicle	**1.5 - 2x growth** Per vehicle

SJS' New Age Products (2W: Select Examples): Optical plastics/touch screens, aluminium logos, illuminated logos (WPI)



Legacy Kit Value	Future Kit Value
Rs 50 - 150 Per product	**3 - 4x growth** Per product

SJS' New Age Products (CD: Select Examples): Optical glass / touch screens, IMD/IML overlays, printed electronics (WPI)

Strong organic growth with best-in-class margins

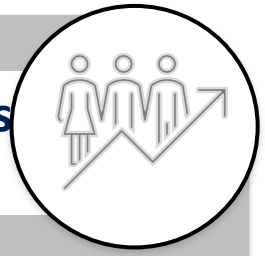
1 Products



Focus on developing New Products & Advanced Technologies

- BOE Varitronix tie up will enable SJS to develop optical cover glass & display systems in India
- Intend to develop & introduce Illuminated logos, In-Moulded Electronic (IME) parts & other new gen technologies
- To build capabilities to innovate & develop new products & increase product application across industries

2 Key Customers



Growing Mega Accounts

- Building mega accounts with existing customers by expanding the array of products
- Increase customer base by marketing existing products to new customers and explore cross selling opportunities

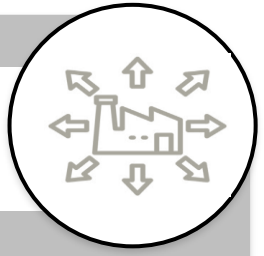
3 Exports



Increasing Global Presence

- Penetrate deeper in existing geographies and enter new geographies
- Strong focus on expanding presence in ASEAN
- Strengthening our sales force in Turkey, Brazil, Argentina, Columbia, South Korea and recently added Germany - exploring similar opportunities in other countries

4 Capacity Expansion

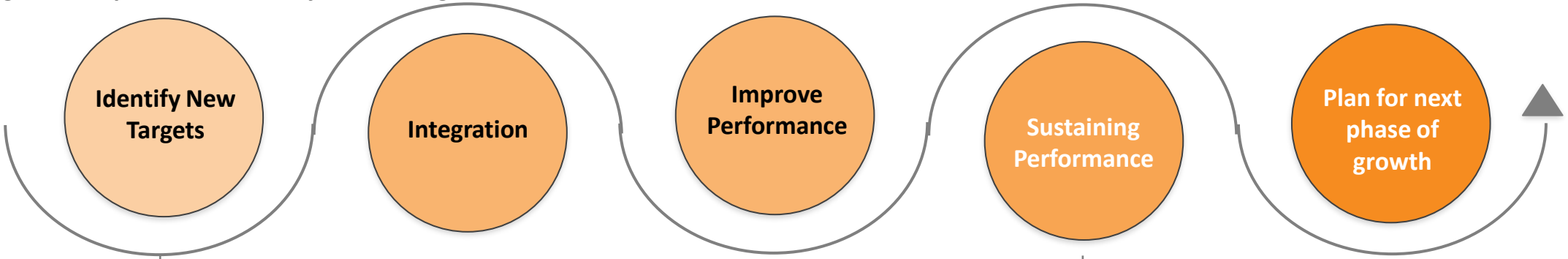


Expanding infrastructure for pursuing Bigger Opportunities

- SDPL new chrome plating facility commenced commercial production
- SJS Bangalore capacity expansion completed; to begin commercial production in Q3FY27
- SJS Display Electronics Pvt. Ltd. setting up display electronics plant in Pune; to be operational Sep 2027
- Consolidating 3 Ranjangaon plants into one for efficiency & growth by May 2027

SJS | Inorganic Growth Expected to Boost Organic Growth Trajectory

Merger & Acquisitions is a Key Pillar for growth



SJS will continue to explore new opportunities for value accretive acquisitions

- **WPI –** Acquired in July'23, a great strategic fit for SJS, is now in the performance improvement phase
- FY26 WPI revenue grew ~1.5x since acquisition

Build capability in adjacent / new aesthetic product categories

Identified key product categories to enter / expand presence which include:

- IMD / IML
- IME (In-Mould Electronics)
- Plastic injection moulding

Expand presence in consumer related industries

Enter new segments and expand presence in other consumer related industries targeting

- Appliance manufacturers
- Consumer electricals

Enter new geographies / OEMs

- Tap large markets in North America / SE Asia
- Expand presence in chrome plating
- Gain entry into new OEM locations to leverage cross selling opportunities

SJS | FY27 Outlook

- **SJS to continue its strong financial performance trajectory**
- **SJS expects to outperform the underlying PV + Motorcycles industry growth by 1.2x – 1.5x** on account of :
  - A balanced mix of premiumisation, deeper engagement with key OEMs and a growing export presence
  - New customer wins and expanding geographic reach, opening up meaningful avenues for growth
    - **Current order book to be executed in FY27 is over 90% of FY27 forecasted revenue**
- **Upgrading EBITDA margin guidance to 29–30% from the earlier 27–28%**

H1FY27 Performance (INR Mn)[1]		*YoY Growth %*
Operating Revenue	**5,437.3**	*20.4%*
EBITDA	**1,696.0**	*28.9%*
EBITDA Margin %	30.5%	
Reported PAT	**1,327.5**	*70.4%*
Rep PAT Margin %	24.4%	
Normalised PAT	**1,085.8**	*39.4%*
Reported PAT Margin %	20.0%	

- **Revising EBITDA margin guidance upward to 29–30% (earlier 27–28%)**
- Cash and Cash Equivalents were at Rs 3,427.0 Mn with **Net Cash at Rs 3,318.7 Mn** as on 30th Sep'26
- **High cash flow generating company. Cash flow from operations is 68.3% of EBITDA**

Note: 1) Q1FY27 PAT includes Rs 241.7 Mn exceptional gain - one time gain (post tax) on sale of Bangalore old facility, which was not in use since 2019

Q2 & H1FY27 Earnings Call Invite

SJS Enterprises Limited (BSE: 543387) announced its results for the quarter and half year ended Sep 30th, 2026, on **Nov 4th, 2026.** Following the announcement, the management team will host a conference call for investors and analysts **on Nov 5th, 2026, at 11.00 AM Noon IST**. The call will commence with a brief discussion on the previous quarter's performance followed by an interactive question and answer session. Call details are below:

Day & Date	**Thursday, 5th Nov 2026**
Time	**11:00 AM IST** | 01:30 PM HONG KONG / SINGAPORE | 05:30 AM UK TIME* | 01:30 AM USA EDT*
Duration	60 minutes
Universal Dial in	**+91 22 6280 1146 | +91 22 7115 8047**
International Toll Free	HK: 800 964 448 | SG: 800 101 2045 | UK: 0 808 101 1573 | USA: 1 866 746 2133
Diamond Pass Link	**Click here**

Note: Please dial in at least 10 minutes prior to the schedule to ensure that you are connected in time. Audio and transcript will be available with in ten working days after the call on Investors page of company website (www.sjsindia.com).

For further information, please contact: Devanshi Dhruva | devanshi@sjsindia.com

IR Advisors: Simran Malhotra/ Soham Arora | sjs@churchgatepartners.com

Appendix

SJS| Longstanding history of design backed manufacturing excellence

Evolution into a leading design and aesthetics focused business

1987

SJS founded by three entrepreneurs

2006

JV with Serigraph, a US based commercial printing player

2015

Everstone Capital acquired a majority stake; exit by Serigraph

2018

New manufacturing facility commissioned with 225,000 sq.ft. area and significant capacity boost

2021

Exotech Plastics Apr'21 - Acquisition completed & added chrome plating & painting to product suite

Nov-21, SJS was listed on stock exchange - only listed company in India in this space

2023

July'23 - Acquired 90.1% stake in WPI. Focused on IMF, IML, IMD & IME technologies for automotive and appliance sectors

Aug'23 – Stake sale of **~30% by PE promoter Everstone Capital**

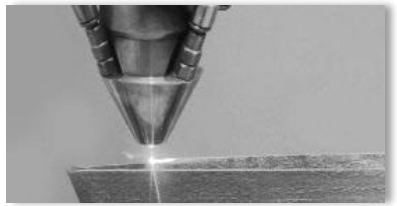
2025

Entered **Technology License cum Supply Agreement with BOE Varitronix Ltd,** HongKong, for the optical bonding and assembly of automotive display systems in India

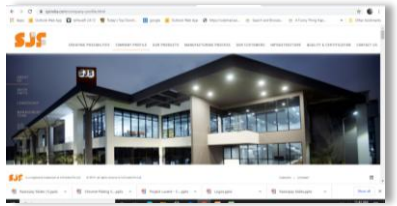
2026

Aug'26 - SDPL new plant for chrome plating commenced production

Oct'26 - SJS Bangalore capacity expansion is completed and ready. Commercial production will commence in Q3FY27







SJS| Diverse Product Portfolio(1/3)

Decals & Body Graphics



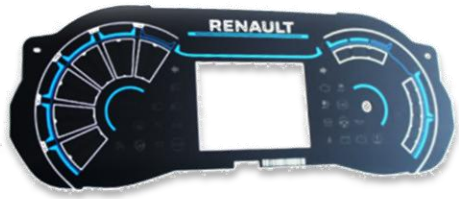






2D Appliques & Dials





3D Appliques & Dials






Overlays







SJS| Diverse Product Portfolio…(2/3)

Aluminium Badges



Domes



3D Lux Badges



Aftermarket – "Transform"



SJS| Diverse Product Portfolio…(3/3)

Lens Mask Assembly

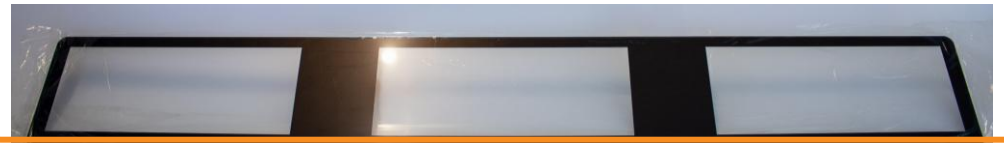




Optical Plastics







Chrome plated parts (SJS Decoplast)









IMLs / IMDs (SJS & Walter Pack India)



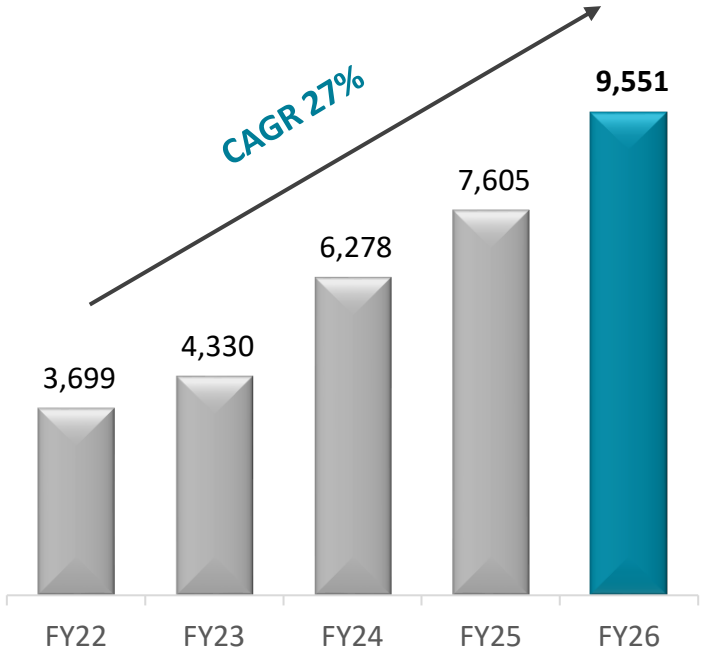




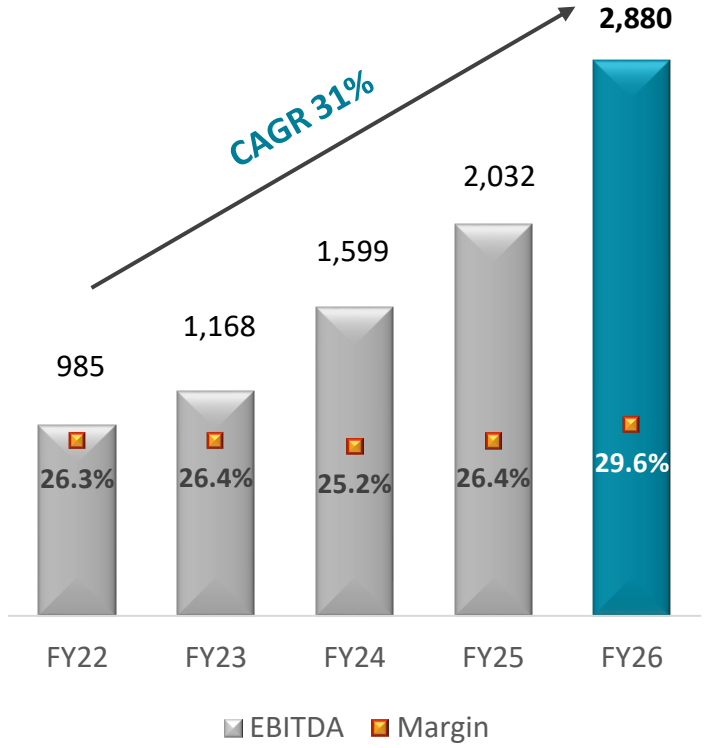

SJS | Superior financial metrics and resilient business model

All figures in Rs. Mn

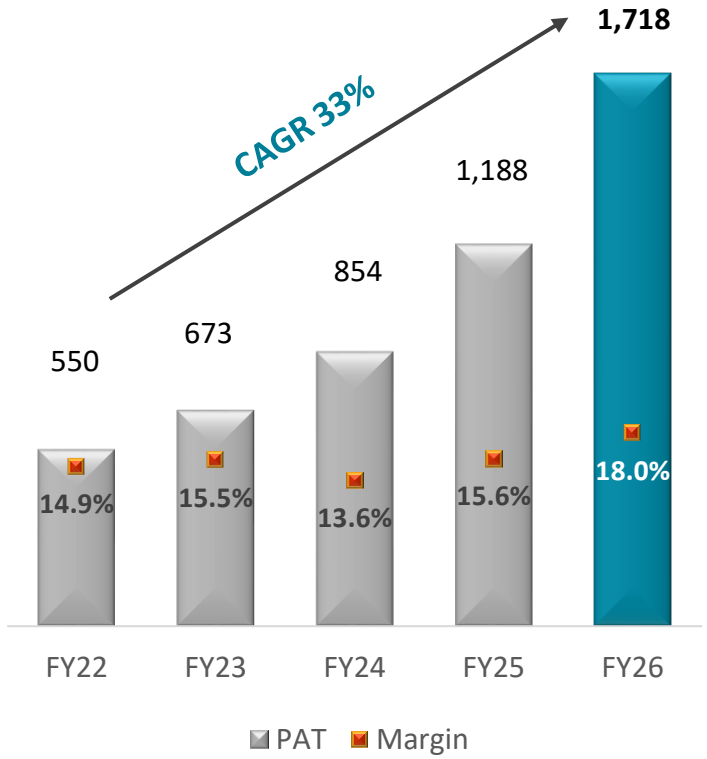
Revenue from Operation



EBITDA and EBITDA Margin (%)



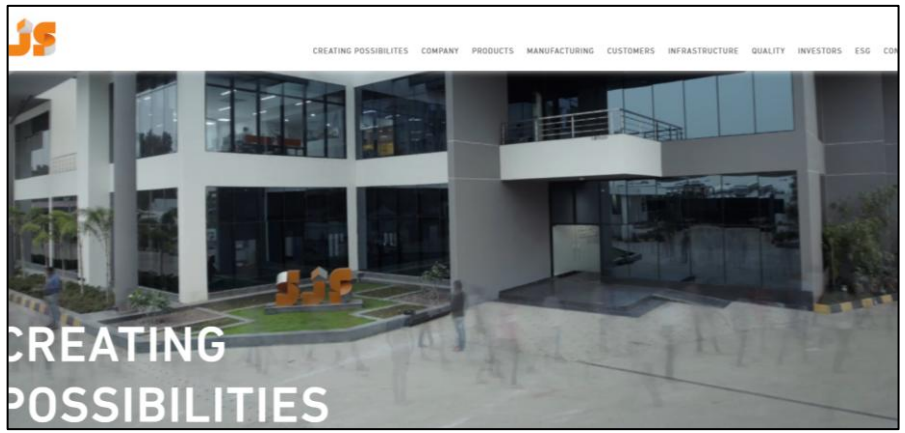
PAT and PAT Margin (%)



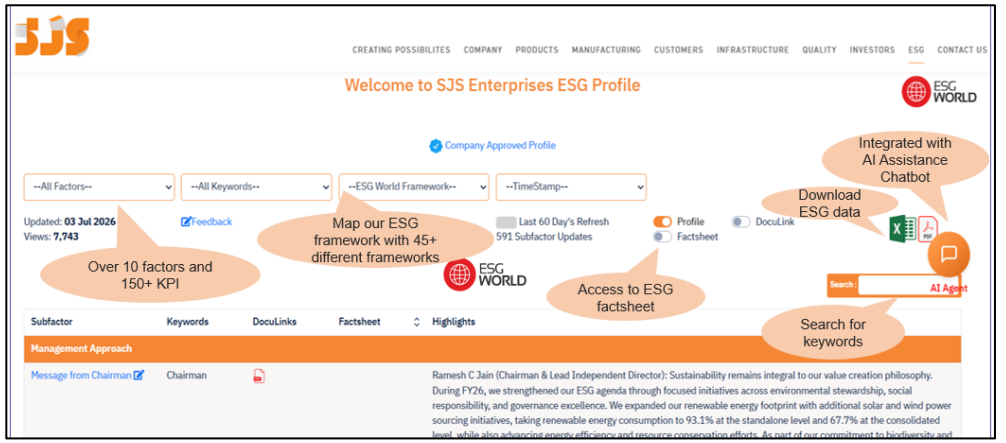
Note: FY22 and FY23 figures consolidated for SJS and SJS Decoplast (Reported financials); FY24 figures are consolidated incl 9 months of WPI acquisition

SJS| AI - ESG Profile: 17 Factors and 591 Subfactors

SJS Website



ESG Disclosure Platform



SJS Enterprises ESG Profile Link (Click Here)

ESG Factors (17)

Management Approach (5)	Company Overview (15)	Board of Directors (7)	Resilience (6)
Environment (77)	Social (106)	Governance (121)	Vérifications and Assurances (6)
Materiality Assessment (11)	Awards and Recognitions (6)	Ratings and Indices (5)	ISO and Certifications (10)
Partnerships (2)	Profile Sources (45)	Corporate Information (17)	Membership (3)
			BRSR (149)

SJS| ESG Quantitative Performance Metrics

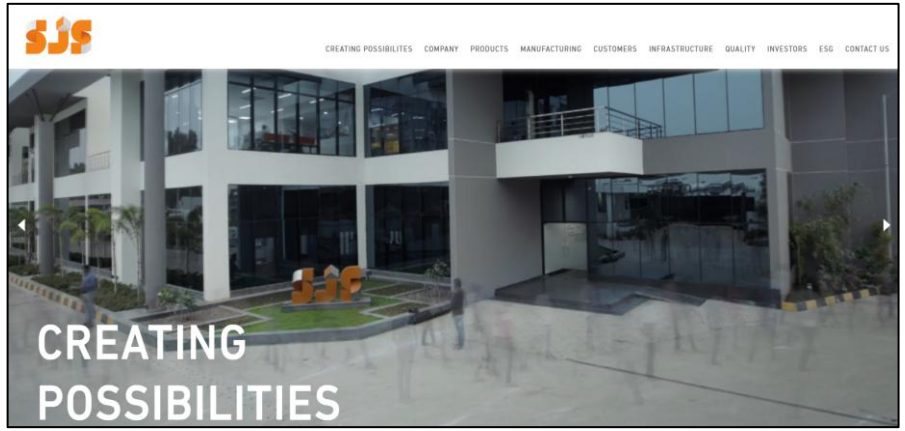
FY2026

Environment (4)	Social (8)		Governance (4)	Others (4)
512.26 MTCO2e Amount of GHG Emissions	**19.95%** Female Gender Composition	**4.62** Employee Turnover Rate	**57.14%** Independent Board of Directors	**ISO 9001:2015** Quality Management System
1.32 MT E-Waste Generated	**100%** Staff Trained Staff on Health and Safety	**15.47** Gross Salary Paid to Female Workforce	**16.7%** Founder Board Members	**ISO 14001:2015** Environmental Management System
37141.16 GJ Renewable Energy Consumed	**2.40%** Amount Spend on Employees Well-being	**38,923** Learning Hours	**Nil** Penalty Disclosures	**IATF 16949.** Automotive Quality Management System
2750 Tree Planted	**Rs. 28 Millions** CSR Activities	**0** Total Recordable Work Injuries	**Nil** Number of Data Breach Incidents	**LEED Gold certified** Bengaluru Facility

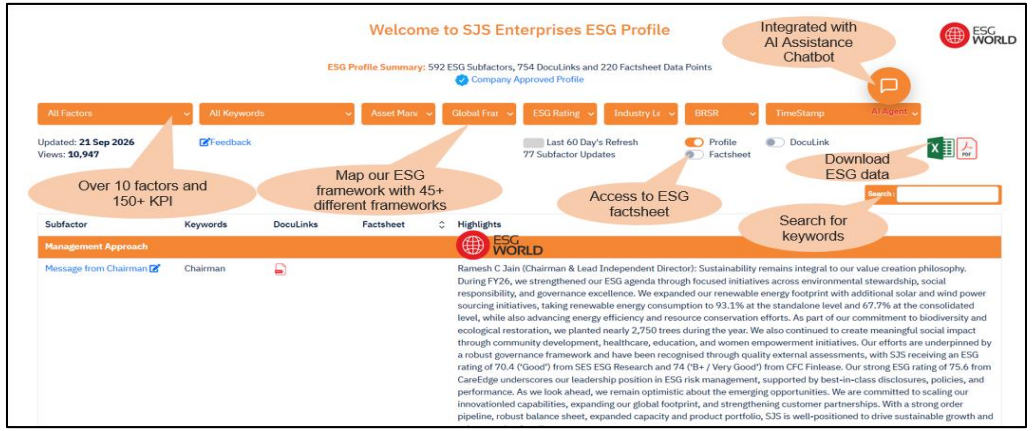
As we look ahead, we remain optimistic about the emerging opportunities. We are committed to scaling our innovation led capabilities, expanding our global footprint, and strengthening customer partnerships. With a strong order pipeline, robust balance sheet, expanded capacity and product portfolio, SJS is well-positioned to drive sustainable growth and value creation for all. Ramesh C Jain, Chairman & Lead Independent Director.

SJS| AI - ESG Profile: 17 Factors and 591 Subfactors

SJS Website



ESG Disclosure Platform



SJS Enterprises ESG Profile Link (Click Here)

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SJS | ESG Quantitative Performance Metrics

FY2027

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SJS| AI - ESG Profile: 591 Disclosure Subfactors (1/3)

Environment (77)

1) Environment Strategy in Place
2) Environmental Reporting
3) Environmental Policy and Commitments
4) Employee Training on Environmental Policy
5) Net Zero / Other Climate Related Commitments
6) Environmental Cost Savings and Avoidance
7) Green Credits
8) Innovation and Product Stewardship
9) Life Cycle Assessment
10) Product Free From Harmful Substances
11) Low Carbon Products
12) Product Packaging
13) Sustainable Packaging Policy
14) Amount of GHG Emissions
15) GHG Emission Scope Breakdown
16) GHG Emission History
17) GHG Emission Baseline
18) GHG Intensity
19) GHG Reduction Initiatives
20) GHG Reduction Target
21) Progress on GHG Emission Target
22) Resource Efficiency Policy
23) Responsible Chemical Management
24) Amount of Water Usage
25) Sources of Water
26) Amount of Water Withdrawn
27) Water Neutrality/Positive Target
28) Water Usage History
29) Water Intensity
30) Water Savings Initiatives
31) Water Recycled
32) Water Efficiency Policy
33) Amount of Water Pollution
34) Waste Water Safe Discharge
35) Non Compliance Incidents on Water Discharge
36) Water Stress
37) Water Risk Management Processes
38) Biodiversity Restoration Steps
39) Operations Around Ecologically Sensitive Areas
40) Protect or Restore Nature and Land
41) Energy Consumption
42) Energy Efficiency History
43) Energy Efficiency Initiatives
44) Energy Intensity
45) Renewable Energy Consumption
46) Purchased Renewable Energy Breakdown
47) Transition to Renewable Energy
48) Renewable Energy Target
49) Self-generated Energy Consumption
50) Self-generated Renewable Energy Breakdown
51) Clean Technology Initiatives
52) Projects under Performance, Achieve and Trade
53) Green Building Design
54) Amount of Air Pollution
55) Air Pollution History
56) Air Pollution Reduction Initiatives
57) Amount of Plastic Pollution
58) Reduction in Plastic Use
59) Amount of Waste Generated
60) Amount of Hazardous Waste Generated
61) Amount of Non-Hazardous Waste Generated
62) Hazardous Substance Management Commitment
63) Progress on Waste Reduction Target
64) Waste Generation History
65) Waste Intensity
66) Waste Reduction Initiatives
67) Reusing Waste
68) Recycling Waste
69) E-Waste Management
70) Other Circular Economy Initiatives
71) Eliminating Landfill Waste
72) Delays on Environmental Regulatory Requirements
73) Noise Emissions
74) Soil Quality
75) Animal Welfare
76) Policy on Responsible Sourcing
77) Fuel Costs

ESG Quantitative Performance Metrics

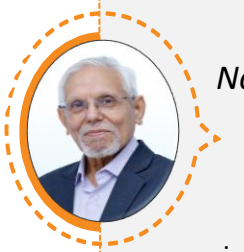
SJS| AI - ESG Profile: 591 Disclosure Subfactors (2/3)

Social (106)

1) Social Strategy in Place
2) Communication of Labour Policy
3) Supplier Responsibility Initiatives
4) Awareness Programs for Supply Chain
5) Statutory Dues Compliance for Value Chain Partners
6) Supply Chain Assessment
7) Suppliers Code of Conduct
8) Environmental Policy for Suppliers
9) Energy Policy for Value Chain
10) Customer Responsibility Initiatives
11) Initiatives to Educate / Inform Customers
12) Information Access Channels
13) Customer Grievance Mechanism
14) Ethical Marketing and Advertising
15) Amount Spent on Promotional Materials
16) Product/Service Safety and Quality Metrics
17) Product Recalls
18) Diversity and Inclusion
19) Diversity Policy
20) Board of Directors Gender Composition
21) Senior Management Gender Composition
22) Workforce Gender Composition
23) Contractors Part of Workforce
24) Part Time Workers
25) Differently Abled Workforce
26) Percentage of Women Attrition
27) Gender and Diversity Targets and Initiatives
28) Diversity Targets Progress
29) Pay Performance Gap Management
30) CEO to Employee Compensation Ratio
31) Median Salary of Employees
32) Wages Related Complaint
33) Gross Salary Paid to Female Workforce
34) Staff Turnover Rate
35) Return to Work and Retention Rates for Parental Leave
36) Gender Pay Differentials Addressed and Monitored
37) Position-wise Gender Composition
38) Health and Safety Policies
39) Health and Safety Initiatives
40) Health and Safety Systems and Processes
41) Incident Management Reporting
42) Lost Time Injuries and Lost Time Frequency Rate
43) Total Recordable Injury Frequency Rate
44) Fatalities Reporting
45) Health and Safety Board Oversight
46) Independent Health and Safety Verification
47) Emergency Procedure Guidelines
48) Complaints Regarding Working Conditions
49) Maternity Leave Policy
50) Accessibility for Differently Abled Employees
51) Labour Management Commitment
52) Commitment to Labor Rights
53) Talent Attraction and Retention
54) Ethical Recruiting
55) Workforce Training
56) Number of Trained Staff
57) Learning Hours
58) Flexible Working Arrangements for Employees
59) Fair Wage, Benefits and Contracts
60) Employee Life Insurance and Compensation
61) Family Rehabilitation and Employment Placements
62) Minimum Wages Paid
63) Location Based Wages Paid for Job Creation
64) Compulsory Employer Pensions
65) Fair Working Hours
66) Fair Working and Living Conditions
67) Employee Well Being Programs
68) Amount Spend on Employees Well-being
69) Employee Engagement Initiatives
70) Formal Employee Feedback
71) Employee Performance Reviews
72) Respecting Employee Rights
73) Human Rights Commitment
74) Human Rights Assessment
75) Preventing Forced and Bonded Labour
76) Preventing Child Labour
77) Collective Bargaining Allowed
78) Freedom of Association Allowed
79) Anti Discrimination Workplace
80) Anti Harassment Workplace and Unconscious Bias Training
81) Anti Harassment Workplace
82) Complaints on Sexual Harassment on Workplace
83) Board of Directors Training
84) Policy Breach Action Taken
85) Broader Education Initiatives
86) Supporting Protected Classes
87) Effective Grievance Mechanisms
88) Discrimination and Harassment Reporting Mechanisms
89) People Policy
90) Health and Safety Parameter in Supply Chain
91) Human Rights and Modern Slavery Risk Management
92) Human Rights Grievance Mechanism
93) Identification of Key Human Rights Issues
94) Human Rights Value Chain Breach Action
95) Human Rights Impacts Remedy
96) Human Rights Commitment to International Standards
97) Management Responsibility on Human Rights
98) Board Oversight on Human Rights
99) Community Support Initiatives
100) Community Investment Policy
101) Wider Stakeholder Initiatives
102) Community Grievances Mechanism
103) Local Employment and Sourcing
104) Impact on Local Communities and Indigenous Peoples
105) Total Donations Made and Philanthropy
106) Social Impact Assessment

ESG Quantitative Performance Metrics

SJS| Experienced & Qualified Board Team



Ramesh Chandra Jain

Non-Exec Chairman & Independent Director

Over 40 years experience in the industry, of which 25 years worked in Eicher & retired as group vice chairman



K A Joseph

Managing Director

~40 years of experience in aesthetics printing business. Leading the manufacturing operations for SJS



Sanjay Thapar

Executive Director and Group CEO

Over 40 years of experience in the auto industry. Previously Group Chief Strategy Officer with Ashok Minda Group; MD of Minda Valeo Security Systems



Kevin K Joseph

Executive Director

10+ years of experience in the industry. Previously worked with Tata Elxsi Limited as a senior design engineer



Veni Thapar

Non-Executive & Independent Director

30+ years of work experience. Independent Director on the boards of Bandhan Bank and Monedo Financial Services Pvt Ltd



Randhir Singh Kalsi

Non-Executive & Independent Director

40+ years of experience in the automotive industry. Previously worked with Tata Motors & Maruti Suzuki. Contributed significantly to ASSOCHAM & IDTR.



Roy Mathew

Executive Director, WPI

25+ years of experience in the industry. Co-founded WPI with Walter Pack Spain in 2006. Expertise in IMF, IMD, injection moulding, & automotive lighting technologies



Anil Sondur

Non-Executive & Independent Director, WPI

40+ years of experience in the industry, possessing immense expertise in business strategy, new business development/ expansion and product design & strategy

SJS | Experienced Management Team



Mahendra Naredi
Group Chief Financial Officer

- 27+ years of experience in financial management, key accounting & financial analysis, FP&A, fundraising, M&As, legal & compliances, and strategy
- Previously worked in Minda Corporation, Wipro & GE
- Bachelor's degree in Law & Commerce from Rajasthan University, Chartered Accountant and Company Secretary from ICAI and ICSI



Ranjit Nambiar
Group Chief Operations Officer

- 30+ years of diversified experience in chemicals, polymers/ plastics, consumer appliances, Automotive interior systems and EV component solutions.
- Previous leadership roles with Spark Minda, Tata Auto EV Components Solutions and IAC - India.
- Holds Post Graduate Dip. in Plastics Technology from Central Institute of Plastics Engg .& Tech.



Mandeep Singh
Group Chief Information Officer

- 28+ years of experience in the field of IT
- Previously worked with Spurthi Meditech and IndSwift Labs Ltd. He was the Founder and CEO of Nanatom Technologies
- Holds a Bachelor's degree in Computer Science & Engineering from Kuvempu University, Karnataka



R. Raju
Chief Marketing Officer

- 28+ years of experience in the field of marketing
- Previously worked with ITW India, ITW Signode India, Minda Corp etc.
- Holds a diploma in mechanical engineering from the Thiagarajar Polytechnic, Salem, and a post graduate diploma in marketing management and a masters degree in business administration

THANK YOU

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Churchgate Partners
sjs@churchgatepartners.com;
+91 73032 11037