

Dear Stakeholders,

We are proud to present the Kusalava International Limited stands as a distinguished manufacturing enterprise dedicated to uncompromising excellence, cutting-edge innovation, and sustainable business practices. Since our inception, we have meticulously cultivated a reputation for delivering premium-quality automotive components, establishing ourselves as a trusted industry leader with an unwavering commitment to exceeding customer expectations and driving technological advancement in the manufacturing sector.

Our Strengths

At Kusalava International Limited, we recognize that our workforce constitutes the cornerstone of our competitive advantage and serves as the fundamental pillar supporting our sustainable business growth trajectory. Our organizational excellence is built upon:

- **Strategic Talent Acquisition:** Implementing sophisticated recruitment processes to identify and onboard exceptional industry professionals who share our vision of customer-centric excellence
- **Comprehensive Safety Protocols:** Maintaining rigorous workplace safety standards that prioritize employee wellbeing through proactive risk management and continuous improvement of operational environments
- **Digital Transformation Initiative:** Pioneering the implementation of advanced digital technologies across all organizational functions to enhance operational efficiency and decision-making capabilities
- **Robotics & Automation Innovation:** Investing in state-of-the-art robotics solutions that simultaneously enhance workplace safety, optimize environmental impact, and streamline human resource allocation
- **Strategic Automation Deployment:** Leveraging targeted automation technologies to significantly boost productivity metrics while fostering elevated employee morale and job satisfaction
- **Multidimensional Training Programs:** Administering comprehensive skill development curricula for all personnel, with specialized multi-competency training modules for new team members prior to operational deployment
- **Customer-Centric Operational Philosophy:** Engaging our workforce in client-focused initiatives designed to deliver exceptional service quality while facilitating continuous organizational learning and performance enhancement

Our collaborative approach has garnered significant recognition from major clients, who consistently acknowledge our team's exceptional commitment to project implementation and continuous improvement initiatives.

Achievements, Awards and Accolades

Kusalava International Limited's unwavering dedication to excellence has been recognized through numerous prestigious industry accolades that validate our commitment to quality, innovation, and customer satisfaction:

- **Customer Performance Recognition** from Cummins, validating our customer-centric operational approach
- **Zero Defect Supplies Award** from Ashok Leyland, acknowledging our flawless product delivery record
- **Best Quality Performance Award** from Kirloskar Oil Engines Limited (KOEL), recognizing our exceptional manufacturing standards
- **Supplier Quality Award** from Kirloskar, highlighting our consistent adherence to premium quality benchmarks
- **Excellence Awards** are presented to our exemplary employees for outstanding performance and contributions



These distinguished recognitions serve as testament to our organization's relentless pursuit of manufacturing excellence and our successful implementation of quality management systems that consistently exceed industry standards.

Corporate Social Responsibility

Kusalava International Limited maintains a profound commitment to Corporate Social Responsibility (CSR), with initiatives strategically designed to catalyze sustainable transformation in the quality of life for village communities through innovative solutions across multiple developmental dimensions. Annual report on CSR for FY 2021-22 activities annexed to this. Our CSR framework, developed in accordance with the provisions of the Companies Act, 2013, focuses on inclusive development and community welfare through the following interventions:

Education Advancement

- Operating a comprehensive educational institution proximate to our manufacturing facilities, providing quality education at minimal cost to community children
- Implementing structured skills development programs designed to enhance community employability and economic self-sufficiency
- Collaborating with educational institutions to provide industrial exposure and practical learning opportunities



Healthcare Initiatives

- Maintaining a full-service medical facility within our organizational premises provides affordable healthcare services to both employees and surrounding village populations
- Conducting regular free health assessment campaigns focusing on preventive healthcare and early intervention



- Implementing advanced eye screening camps utilizing modern diagnostic equipment to identify and address vision-related health concerns
- Promoting community-wide hygiene awareness and implementing infrastructure improvements to support public health objectives



Eye Screening

Rural Development Programs

- Executing a comprehensive village adoption initiative that delivers essential infrastructure including water supply systems, community amenities, and accessible medical facilities.
- Facilitating the construction of sustainable housing infrastructure for economically disadvantaged community members.
- Implementing pond construction and water conservation projects to address agricultural needs and environmental sustainability.



Constructed Pond

Skills Development Excellence

- Strategic collaboration with IIT Engineering college to implement technical training programs aligned with market demands.
- Providing comprehensive automobile laboratory training facilities equipped with industry-standard equipment.



Skill Development Training to the Employees and Rural People

Our CSR policy contents are fully disclosed on our corporate website at www.kusalava.com, with detailed Annual Reports on CSR activities undertaken during each Financial Year available for stakeholder review.

Environmental Stewardship

Kusalava International Limited demonstrates unwavering dedication to environmental conservation through a multifaceted approach:

- **Renewable Energy Implementation:** Spearheading solar energy installation programs that reduce carbon footprint while promoting sustainable energy adoption.
- **Energy Efficiency Initiatives:** Deploying comprehensive energy conservation protocols across manufacturing operations to optimize resource utilization.

- **Sustainable Manufacturing Practices:** Implementing environmentally responsible production methodologies that minimize waste generation and ecological impact.
- **Digital-First Approach:** Leveraging digital solutions to substantially reduce paper consumption and promote electronic documentation.

In adherence with Section 134(3)(m) of the Companies Act, read with the Companies (Accounts) Rules, 2014, comprehensive details regarding our energy conservation initiatives are documented in our Annual Reports and regulatory filings.

Corporate Governance

Annual report of Kusalava International Limited is annexed to this report. At Kusalava International Limited we maintain exemplary standards of corporate governance through unwavering adherence to both the letter and spirit of regulatory frameworks, recognizing that true corporate excellence extends beyond mere compliance to embrace the fundamental principles of transparency, accountability, and ethical stewardship.

Board Composition and Oversight

Our distinguished Board of Directors, comprising seasoned industry experts and independent professionals of the highest caliber, provides strategic guidance while ensuring comprehensive regulatory compliance and ethical business practices. The Board maintains a balanced composition that brings diverse perspectives on governance matters, with Independent Directors providing objective oversight and contributing significantly to organizational decision-making.

Committee Effectiveness

The company has established robust committee structures, including an Audit Committee constituted in full compliance with Section 177 of the Companies Act, 2013. This committee, comprising primarily Independent Directors, diligently oversees financial reporting, internal controls, and compliance frameworks, maintaining vigilant scrutiny of organizational financial health and regulatory adherence.

Structured Board Processes

Our governance framework includes regularly scheduled Board and Committee meetings conducted in strict accordance with statutory requirements. During the financial year, we conduct four meticulously documented Board Meetings with comprehensive agenda items and supporting materials provided to directors well in advance to facilitate informed deliberation and decision-making.

Transparent Reporting and Disclosure

We maintain exhaustive documentation of all corporate activities, with Annual Returns containing various key management factors meticulously compiled and made available for stakeholder review. Our disclosure practices exceed mandated requirements, reflecting our commitment to transparency beyond

statutory obligations. The Annual Return is accessible to all stakeholders on our corporate website at www.kusalava.com, embodying our belief in shareholder right-to-information.

Regulatory Compliance Architecture

Our operations adhere rigorously to all applicable legal frameworks, with particular emphasis on the Companies Act, 2013, and other relevant statutes. We have implemented systematic compliance monitoring mechanisms that track adherence across multiple regulatory dimensions, ensuring that all corporate activities are conducted within established legal parameters. Our compliance philosophy transcends minimal adherence to embrace the underlying legislative intent.

Financial Integrity and Controls

We have instituted robust internal financial control systems, policies, and procedures with reference to financial statements, ensuring accuracy, completeness, and regulatory compliance in all financial reporting. These controls undergo periodic review and refinement to address evolving regulatory landscapes and best practices. Our financial statements are subjected to rigorous statutory audit by reputable independent accounting firms, with unqualified audit opinions validating our commitment to financial transparency.

Stakeholder Engagement

Our governance framework incorporates structured channels for stakeholder engagement, ensuring that the voices of shareholders, employees, customers, and community representatives inform our corporate practices. This inclusive approach reinforces accountability while enriching organizational decision-making with diverse perspectives.

Ethical Business Practices

We have implemented a comprehensive Code of Conduct that applies to all directors, management personnel, and employees, establishing unambiguous ethical standards for all business operations. This code is reinforced through regular training and awareness programs that embed ethical considerations into daily organizational decision-making.

Vigilance Mechanism

In accordance with Section 177 of the Companies Act, 2013, we have established a robust vigilance mechanism (Whistle Blower Policy attached here as annexure to this report) that enables directors and employees to report genuine concerns regarding unethical behavior, actual or suspected fraud, or violations of the Company's Code of Conduct. This mechanism includes safeguards against victimization and provides direct access to the Audit Committee in appropriate cases, ensuring that ethical standards are maintained without fear of reprisal.

Prevention of Sexual Harassment

We maintain strict compliance with the Sexual Harassment of Women at the Workplace (Prevention, Prohibition & Redressal) Act, 2013, having constituted an Internal Complaints Committee (ICC) to address any concerns. Our workplace policies reflect zero tolerance for harassment of any kind, with regular awareness and sensitization programs reinforcing this commitment.

Skill Development Focus

Kusalava International Limited places significant emphasis on skill development as a cornerstone of both organizational excellence and community empowerment:

Internal Capacity Building

- Implementation of multi-tiered training programs for employees across functional domains
- Development of leadership capabilities through structured mentorship and professional development initiatives
- Cross-functional skill enhancement opportunities to create versatile workforce capabilities

Community Skill Enhancement

- Collaboration with NABARD on specialized technical training programs for rural youth
- Establishment of automotive laboratory facilities for practical, hands-on skill development
- Comprehensive excavator operator training programs addressing construction industry requirements
- Professional AC technician certification courses focusing on modern refrigeration technologies
- Strategic partnerships with educational institutions to enhance curriculum relevance and employment readiness

These skill development initiatives serve the dual purpose of strengthening organizational capabilities while simultaneously contributing to community economic empowerment through enhanced employability.

Our Leadership

Under the distinguished guidance of our Chairman, Mr. Rama Krishna Prasad Chukkapalli, and our dedicated Board of Directors, Kusalava International Limited continues to achieve remarkable growth trajectories while maintaining unwavering commitment to quality excellence, technological innovation, and corporate social responsibility. Our leadership team combines extensive industry experience with forward-thinking vision to navigate market complexities and capitalize on emerging opportunities while upholding the highest standards of business ethics and operational integrity.

Our Core Values

- **Uncompromising Quality:** Consistently delivering products and services that exceed industry standards and customer expectations
- **Continuous Innovation:** Proactively pursuing technological advancements and process improvements to maintain competitive advantage
- **Human Capital Development:** Recognizing our workforce as our most valuable asset and investing in their professional growth and wellbeing
- **Customer-Centricity:** Aligning all organizational endeavors to enhance customer satisfaction and build enduring business relationships
- **Corporate Citizenship:** Maintaining an active commitment to positive societal impact through targeted community development initiatives
- **Ethical Business Conduct:** Upholding the highest standards of integrity, transparency, and accountability in all business operations

For detailed inquiries regarding our products, services, or corporate initiatives, please visit our [Contact Us](#) page on our official website. Our dedicated customer service representatives stand ready to provide comprehensive assistance and information tailored to your specific requirements.

Looking Forward

As Kusalava International Limited advances into the future, we remain steadfastly committed to our founding principles while embracing innovation and transformation. Our journey is defined not merely by commercial success, but by the positive impact we create for our customers, employees, communities, and stakeholders.

We invite you to join us in this journey of excellence, where quality craftsmanship meets technological innovation, where corporate responsibility harmonizes with business growth, and where traditional values blend seamlessly with forward-thinking vision. At Kusalava International Limited, we don't just manufacture products—we engineer possibilities, foster relationships, and build legacies.

Together, we look toward a future of sustainable progress, continued excellence, and shared prosperity. This is our commitment. This is the Kusalava promise

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Chakravarthi Chukkapalli
Managing Director
Kusalava International Limited
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