Annexure K

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A General Disclosures

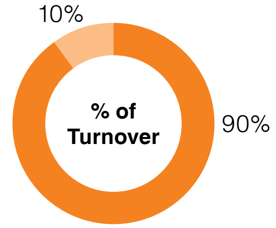
I. Details of the listed entity

S. No	Particulars	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L29110UP1995PLC041834
2.	Name of the Listed Entity	Triveni Turbine Limited
3.	Year of incorporation	1995
4.	Registered office address	401, BPTP Capital City, Sector 94, Noida, Uttar Pradesh – 201301, India
5.	Corporate office address	401, BPTP Capital City, Sector 94, Noida, Uttar Pradesh – 201301, India
6.	E-mail	cs.compliance@triveniturbines.com
7.	Telephone	+91 120 4848000
8.	Website	www.triveniturbines.com
9.	Financial year for which reporting is being done	FY 2025-26
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 317.89 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Vivek Dahake (Vice President – Business Excellence) Telephone – +91 80 22164000 Email – vivek.dahake@triveniturbines.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance provider	SGS India Private Limited
15.	Type of assurance obtained	Reasonable Level of Assurance for BRSR Core Indicators

II. Products/services

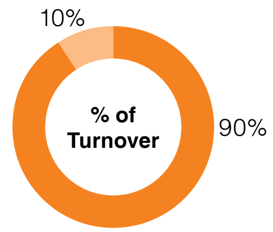
16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Steam Turbines & Accessories and parts thereof	Manufacturing Services	90%
2.	Servicing Operations and Maintenance of Steam turbines	Manufacturing Services	10%



17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Steam Turbines & Accessories and parts thereof	28110	90%
2.	Servicing Operations and Maintenance of Steam turbines	33121	10%



III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	2	8	10**
International*	-	-	-

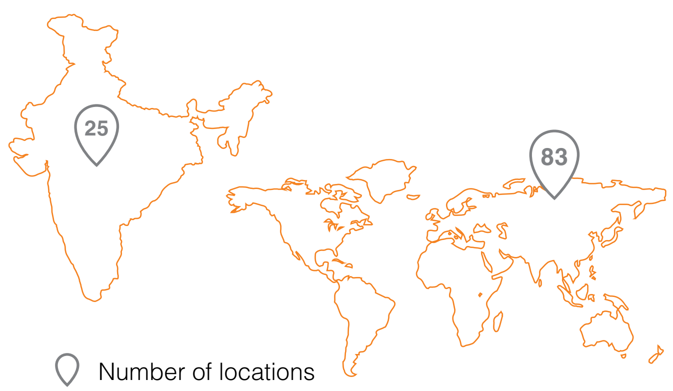
*The Company has two international turbine assembly and repair facilities and three international offices. However, as the BRSR report is prepared on standalone basis, these have not been included in the table above.

**Consolidated two offices into a single location and relocated operations to a new office in Noida.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States/UTs)	25
International (No. of Countries)	83



b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports as a percentage of the total turnover of the entity is 53%.

c. A brief on types of customers

Triveni Turbine Limited serves a diversified domestic and international customer base across multiple industrial sectors with its IPG and API compliant steam turbine solutions. The Company primarily operates in the B2B segment, catering to captive and independent industrial operators, utilities, and project developers. Its customers span industries such as sugar, distillery, food processing, paper, textiles, palm oil, cement, steel, fertilizers, petrochemicals, chemicals, geothermal, waste-to-energy, and other renewable energy applications.

The Company supplies custom engineered steam turbines designed to operate under a wide range of site-specific conditions and fuel sources, including biomass, bagasse, waste heat, and process steam. Beyond new equipment supply, Triveni Turbines supports a large global installed base through comprehensive aftermarket and lifecycle services, including spare parts supply, servicing, overhauling, refurbishment, and performance enhancement. This end-to-end engagement enables customers to improve operational efficiency, reliability, uptime, and asset life, supporting long term value creation and sustainable operations.

IV. Employees

20. Details as at the end of the Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	928	877	94.50%	51	5.50%
2.	Other than Permanent (E)	14	12	85.71%	2	14.29%
3.	Total employees (D + E)	942	889	94.37%	53	5.63%

Note: The Company employs persons on full-time basis on its payroll. It does not employ any person under the category of workmen.

b. Differently abled Employees and Workers

Nil

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22%
Key Management Personnel*	4	0	0%

*Excludes 2 Executive directors who are already included in the above count of Board of Directors.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.13%	17.68%	7.69%	5.78%	13.87%	6.33%	6.64%	18.75%	7.14%

Note: The Company employs persons on full-time basis on its payroll. It does not employ any person under the category of workmen.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Triveni Turbines Europe Private Limited	Subsidiary	100%	No
2.	Triveni Turbines FZCO (formerly known as Triveni Turbines DMCC)	Subsidiary	100%	No
3.	Triveni Turbines Africa Pty Limited	Subsidiary	100%	No
4.	TSE Engineering Pty Limited*	Subsidiary	100%	No
5.	Triveni Energy Solutions Limited	Subsidiary	100%	No
6.	Triveni Turbines Americas Inc.	Subsidiary	100%	No
7.	Triveni Sports Private Limited	Joint Venture	50%	No

*During the year ended March 31, 2026, Triveni Turbines FZCO ('TTFZCO'), a wholly owned step down subsidiary of the Company acquired the remaining 30% equity interest in TSE Engineering Pty. Ltd. ('TSE') for a cash consideration of ₹ 56 Million. Accordingly, TSE became a wholly owned step-down subsidiary of the Company w.e.f. October 30, 2025. However, TSE was merged into Triveni Turbines Africa (Pty) Ltd. ('TTAPL'), a step-down wholly owned subsidiary of the Company, pursuant to approval granted by the Companies and Intellectual Property Commission, South Africa with effect from April 1, 2026. Accordingly, TSE was dissolved and ceased to be a stepdown wholly-owned subsidiary of the Company with effect from the said date.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes/No) – Yes

(ii) Turnover (in ₹) – ₹ 20,096 million

(iii) Net worth (in ₹) – ₹ 12,305 million

VII. Transparency and Disclosures Compliance

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom the complaint is received	Grievance redressal mechanism in place (Yes/No) (If Yes, then provide weblink for grievance redress policy)	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	None	0	0	None
Investors (other than shareholders)	Yes	0	0	None	0	0	None
Shareholders	Yes	1	0	None	0	0	None
Employees and workers*	Yes	0	0	None	0	0	None
Customers**	Yes	52	2	None	72	0	None
Value Chain Partners	Yes	0	0	None	0	0	None
Others (Please specify)	Yes	0	0	None	0	0	None

*Employee concerns and grievances are addressed in line with the Company's established grievance redressal policy.

**Customer related concerns raised during the year were addressed promptly through a structured process involving detailed investigation, root cause analysis, and appropriate corrective actions to ensure customer satisfaction. Each concern is treated as an opportunity for improvement, with actions taken during the year including deeper root cause analysis, faster resolution timelines, and the implementation of preventive measures, reinforcing the Company's commitment to continuous enhancement of customer experience.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk, along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Efficiency	Opportunity	The global energy transition is driving a shift towards cleaner, low carbon and energy-efficient power systems, shaped by growing decarbonisation commitments.	Customized steam turbines are deployed across diverse industrial segments, enabling the use of renewable fuels like bagasse, waste heat, biomass, and municipal solid waste.	Positive
2	Health & Safety	Risk	Health and Safety remains a critical operational risk as unsafe behaviours, if unaddressed, can lead to injuries, productivity loss and reputational impact. Recognising that human behaviour plays a key role in workplace safety, the Company has strengthened its focus on proactive risk identification and prevention by embedding a culture of safe behaviours across all levels.	The Company has implemented a Behavior Based Safety (BBS) commitment to proactively identify and address unsafe acts and conditions. This is supported by structured safety observations, employee engagement, regular training, leadership involvement and corrective action tracking. In addition, comprehensive health coverage, periodic medical check-ups, safety audits and continuous awareness programmes are implemented to reinforce a zero harm culture across all locations.	Negative
3	Skill Development	Risk	Triveni Turbines sustained growth, innovation, and operational excellence are driven by a highly skilled, future-ready, and engaged workforce. In a rapidly evolving industrial and technological landscape, inadequate capability development, skill obsolescence, talent attrition, or insufficient leadership pipeline strength may impact productivity, quality, project execution, customer satisfaction, and long-term competitiveness.	Triveni Turbines places strong emphasis on building in-house capabilities through a structured learning and development ecosystem. This ecosystem integrates virtual learning modules, curated learning journeys, leadership development, and mentorship programs to ensure sustained capability building and talent readiness. Key Learning Journeys include **Technical Excellence Journeys:** Role-based learning pathways covering turbine technology, design engineering, manufacturing excellence, quality systems, and project management, aligned with functional and career requirements. **Future Skills & Digital Enablement:** Targeted learning journeys focused on industry best practice, adoption of digital tools, data analytics, automation, and cybersecurity awareness relevant to engineering and operational excellence.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				Safety & Compliance Learning Journeys: Curated modules covering Health & Safety, Behaviour-Based Safety (BBS), statutory compliance, and risk awareness to strengthen a proactive safety culture. **Graduate Onboarding Paths:** Structured induction and capability building programs for new hires and graduate engineers, designed to accelerate productivity and enable faster cultural integration.	
4	Innovation	Opportunity	Continuous innovation in turbine design, engineering and manufacturing technologies enables Triveni Turbines to deliver cleaner, more efficient and cost competitive solutions. This supports evolving customer requirements, decarbonisation goals and long-term business competitiveness.	Sustained investments in R&D, product engineering and digital simulation capabilities to enhance turbine efficiency, reliability and lifecycle performance. Focus areas include energy efficient designs, material optimization, and environmentally responsible solutions. **Product Innovation:** Triveni Turbines is championing energy transition efforts through the development of sCO_2-based power blocks. sCO_2 technology offers itself as a higher efficiency & compact replacement to steam. Size reduction by a factor of five (5) can be expected with the sCO_2 power blocks. In association with a renowned university (IISc), the Company has built a prototype of the sCO_2 power block, the successful validation of which will allow the technology to progress to TRL 9 (TRL – Technology Readiness Level). **tCO_2 Heat Pump & Cooling Skid:** Current heating & cooling needs invariably rely on refrigerants that have the Global Warming Potential significantly higher than that of CO_2. CO_2 also offers itself as an environment-friendly & economical alternative to synthetic refrigerants. With these advantages in focus, the Company has built the tCO_2 (Transcritical CO_2) Heat Pump & Cooling Skids & successfully commercialized the technology.	Positive
5	Supply Chain Management	Risk / Opportunity	Supply chain disruptions arising from geopolitical uncertainties, capacity constraints or logistics challenges may impact cost, quality and delivery timelines. At the same time, strengthening supply chain resilience presents an opportunity to improve reliability, localization and long-term cost efficiency.	Supplier diversification, development of long-term strategic partnerships, increased focus on local sourcing, vendor capability building and proactive risk monitoring mechanisms to enhance supply chain resilience and flexibility. Supplier development and training program for the topic like ZED (Zero effect Zero defect), Problem solving method etc.	Negative/ Positive

Section B Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Whistle Blower Policy Code of Conduct for Directors and Senior Management BRSR Policy	BRSR Policy	Code of Conduct for Employees	CSR Policy BRSR Policy	Human Rights Policy HSE Policy BRSR Policy	BRSR Policy	BRSR Policy	BRSR Policy	Information Security Policy BRSR Policy
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.		Environmental Management System (ISO 14001:2015) Quality Management System (AS 9100D) API, SPEC Q1, (10^{th} Edition)		Occupational Health & Safety Management System (ISO 45001: 2018)	Occupational Health & Safety Management System (ISO 45001: 2018) Quality Management System (AS 9100D, API SPEC Q1, (10^{th} Edition)	Environmental Management System (ISO 14001: 2015) Indian Green Building Council			

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	• 20% of energy consumption from renewable sources by 2035. • Achieve Zero Waste to Landfill status by 2035 across manufacturing operations through effective waste reduction, segregation, recycling, and recovery practices. • Sustain Zero Liquid Discharge (ZLD) status at the manufacturing facilities located at Peenya and Sompura. • Promote biodiversity preservation by minimizing ecological impact, supporting green cover development, and integrating biodiversity-friendly practices within and around operational locations. • Positively impact at least 10,000 beneficiaries annually through various CSR initiatives. • Ensure zero data breaches by maintaining robust cybersecurity and information governance frameworks. • Maintain a zero-fatality record across all manufacturing operations.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	• Achieved 7.3% of total energy consumption from renewable sources in the current year, making steady progress toward the long-term target of 20% by 2035 through phased adoption of sustainable energy solutions. • Strengthened waste management practices across manufacturing operations, with significant progress made in waste segregation, recycling, and recovery initiatives, moving closer toward achieving Zero Waste to Landfill status by 2035. • Successfully maintained Zero Liquid Discharge (ZLD) status at the Peenya and Sompura manufacturing facilities through consistent monitoring, efficient water treatment systems, and sustainable water reuse practices. • Enhanced biodiversity initiatives by minimizing ecological impact, increasing green cover, and integrating biodiversity-friendly practices within and around operational areas, contributing positively to the local ecosystem. • Positively impacted over 77,000 beneficiaries annually through targeted CSR programs in education, technology and innovation, promoting sports and healthcare, reinforcing commitment to community development and social responsibility. • Successfully maintained zero data breaches through robust cybersecurity measures, continuous monitoring, and strengthened information governance frameworks. • Sustained a zero-fatality record across all manufacturing operations, demonstrating a strong safety culture and effective implementation of health and safety management systems.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Our purpose is anchored in delivering long-term value to our customers, stakeholders, and the communities in which we operate. We continue to focus on meeting customer requirements through rigorous technical evaluation and the delivery of fit for purpose solutions. Our consistent emphasis on quality, service excellence, and innovation has reinforced our position as a trusted global provider of steam turbine solutions across a wide range of industrial applications. The Board recognizes that sustainability is integral to resilient and responsible business performance. Over recent years, the Company has strengthened its Environmental, Social, and Governance (ESG) framework through clearly defined policies, robust systems, and structured oversight mechanisms. These initiatives are designed to ensure effective governance, accountability, and the seamless integration of ESG priorities into our operations and strategic decision-making. We continue to place strong emphasis on innovation, stakeholder engagement, responsible business practices, and continuous process improvement. These enablers support our commitment to ethical conduct, transparency, risk management, and value creation over the long term. The Board provides oversight to ensure that sustainability considerations are embedded across the value chain and aligned with the Company's business objectives. Triveni Turbine Limited remains committed to designing and delivering energy efficient, reliable, and high-performance products and services that address evolving customer needs. By supporting industrial energy efficiency and contributing to the broader transition towards more sustainable energy systems, we believe the Company is well positioned to create enduring value while fulfilling its responsibility to society and the environment. The Board reaffirms its commitment to strong ESG governance and sustainable growth and will continue to guide the organization in balancing economic performance with environmental stewardship and social responsibility.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies.	Mr. Nikhil Sawhney – Vice Chairman and Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, the BRSR initiatives are led by Mr. Nikhil Sawhney, Vice Chairman and Managing Director in consultation with the Board of Directors.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies and follow-up action	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Annually								

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

Yes. The BRSR policy is evaluated and reviewed internally for all principles.

The Company has also undergone independent third-party assessments through external certification bodies for Environmental Management System (ISO 14001:2015), Occupational Health & Safety Management System (ISO 45001:2018), and Quality Management Systems (AS 9100D and API Spec Q1 – 10th Edition), as well as Indian Green Building Council (IGBC) certification.

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Not Applicable

Section C Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	3	• Presentation on Industry Standards on "Minimum information to be provided to the Audit Committee and Shareholders for approval of Related Party Transactions" • Visit to Manufacturing facility in Sompura, Bengaluru • Training and awareness session on Regulatory updates and its implications on the Company	100%
Key Managerial Personnel (KMPs)	4	• Presentation on Industry Standards on "Minimum information to be provided to the Audit Committee and Shareholders for approval of Related Party Transactions" • Visit to Manufacturing facility in Sompura, Bengaluru • Training and awareness session on Regulatory updates and its implications on the Company • Compliance training has been conducted	100%
Employees other than BoD and KMPs	5	Code of Conduct	71%
		Business Ethics	79%
		ESG Awareness	83%
		Insider Trading	36%**
		POSH	55%*

*POSH training coverage remains on a strong track, with 98% completion in the previous cycle and 55.5% achieved within the first seven months of the current cycle, reflecting sustained commitment to compliance and awareness.

**The Company continues to promote a strong compliance culture, achieving 96% completion in previous year cycle of Insider Trading training. In current training cycle, already attained 36% completion and progressing as planned.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes.

Web Link	TTL-Anti-Bribery-Policy.pdf
Details	Triveni Turbine Limited upholds the highest standards of ethical business conduct and maintains strict adherence to anti-corruption and anti-bribery regulations. The Company's policy unequivocally prohibits all forms of bribery or corruption, both direct and indirect. This policy mandates compliance with all relevant legal requirements and includes ongoing monitoring and enforcement measures to ensure continued adherence. The Company also promotes integrity throughout its value chain by encouraging suppliers and business partners to implement comparable anti-bribery practices.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

Designation	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2026 Current financial Year		FY 2025 Previous financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Number of days of accounts payables	138	93

Note: Significant purchase made at the end of the year for the planned production in FY 26.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	6.62%	6.42%
	b. Sales (Sales to related parties / Total Sales)	4.76%*	7.87%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	22.21%**	13.38%

*Sales to related parties decreased compared to the previous year due to lower sales from the Company to its subsidiaries.

**Investment in related parties has increased due to an investment of ₹ 26.61 crores by the Company in Triveni Turbines America Inc. by acquiring 30 lakh equity shares.

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
20	Occupational health and safety, Pollution control, Wages related and discrimination, prevention of child labors, POSH, Zero defect – Quality performances and root cause analysis.	70%

Note: As per the Company's Sustainable Sourcing Policy, suppliers accounting for 80% of the business volume have been considered.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes.

Triveni Turbine Limited has devised a Related Party Transaction Policy aligned with the relevant provisions of the Companies Act, 2013 read with Rules framed thereunder ("Act") and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015 ("Listing Regulations"), as amended from time to time which keeps a check on transactions that would present an improper conflict of interest for any director/member of the board. Policy can be accessed at: **Related_Party_Transaction_Poicy.pdf**

Additionally, the Company has Code of Conduct for Board of Directors and Senior Management ("Code") which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company and annual declaration on adherence to the Code is taken from the Board of Directors and Senior Management. The Code is available on the Company's website as **TTL-Code-of-Conduct-for-Employees.pdf**

The Company receives an annual declaration and changes, if any, from time to time, from its Board of Directors and Senior Management Personnel on their concern and interest in other entities, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with such entities. Further, the Directors abstain from participating in agenda items at the Board/Committee meetings in which they are interested or deemed to be interested.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year	Details of improvements in environmental and social impacts
R&D	1.74%	1.8%	Investment towards development of advanced platform products and energy transition products which will help in emission reductions and journey towards the renewable products.
Capex	29.05%	7.7%	This investment includes expenses towards the boiler, piping, test rigs, instrumentation, hardware, software for establishing Triveni in-house testing infrastructure. This is for efficiency enhancement and validation of turbines which contributes to the environmental goals.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes.

The Company has established and implemented a comprehensive sustainable sourcing framework to promote responsible practices across its supply chain. As part of this framework, the Company prioritizes engagement with vendors who demonstrate strong environmental, social, and governance (ESG) performance and requires key suppliers to possess relevant certifications such as ISO (Quality Management Systems), Environmental Management Systems (EMS – ISO 14001), and Occupational Health & Safety Management Systems (ISO 45001/OHSAS), as applicable.

Approximately 70% of the Company's total material procurement is sourced from vendors that qualify as sustainable vendors, based on defined ESG criteria. Sustainability and ESG compliance are embedded into contractual obligations, ensuring that suppliers adhere to applicable environmental laws, health and safety norms, ethical business conduct, and regulatory requirements.

All new suppliers are subject to an ESG-based onboarding and evaluation process, which includes assessment against criteria such as:

- Environmental impact and resource efficiency
- Occupational health and workplace safety standards
- Fair labour practices and adherence to human rights principles
- Compliance with applicable statutory and regulatory requirements

The Company has also established a Supplier/Vendor Code of Conduct ("COC"), which forms an integral part of supplier contracts. This COC outlines expectations relating to environmental stewardship, health and safety (EHS), ethical conduct, labour standards, and human rights, and all value chain partners are required to formally acknowledge and comply with these commitments by signing the COC. Through these measures, the Company seeks to strengthen ESG compliance across its value chain, mitigate supplychain related risks, and promote long-term sustainability by working collaboratively with suppliers and business partners.

b. If yes, what percentage of inputs were sourced sustainably?

70%

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	During FY 2025–26, Triveni Turbine Limited used plastics primarily for protective packaging and handling of turbine components. The Company aims to minimise plastic usage through optimised packaging design and the use of reusable materials wherever feasible. Plastic waste is segregated at source and disposed of through authorised recyclers in compliance with applicable Plastic Waste Management Rules, supporting responsible waste management and sustainability practices.
b. E-Waste	E-waste generated primarily includes obsolete electrical and electronic equipment such as computers, peripherals, control panels, instrumentation components, and communication devices. The Company ensures that all E-waste is segregated at source, safely stored, and transferred only to authorised recyclers and dismantlers approved by the relevant statutory authorities. Disposal is carried out in accordance with the E-Waste (Management) Rules, with traceability maintained through appropriate documentation.
c. Hazardous Waste	Hazardous waste generated during operations includes used oils, oil contaminated waste, chemical residues, paint cans, and process related waste. Triveni Turbines follows stringent procedures for identification, segregation, labelling, safe storage, and handling of hazardous waste. Such waste is disposed of through authorised Treatment, Storage, and Disposal Facilities (TSDFs) or approved co-processing agencies, in compliance with applicable hazardous waste management regulations. The Company emphasizes waste minimization, material substitution where feasible, and responsible handling practices, supported by employee awareness and periodic compliance monitoring. These measures ensure safe disposal, prevent environmental contamination, and align with Triveni Turbine's commitment to sustainable operations and responsible resource management.
d. Other Waste	During FY 2025–26, Triveni Turbine Limited generated other non-hazardous waste such as scrap metal, wood, paper, packaging residues, and general waste from manufacturing and office operations. Such waste is segregated at source and, wherever feasible, reused or sent for recycling through authorised vendors. Residual waste is disposed-off in compliance with applicable environmental regulations, supporting responsible waste management practices.

Note: At Triveni Turbine Limited, the turbines and components are designed for durability, with an average lifespan of approximately 20 years. To maximize product life, the Company actively facilitates refurbishment by replacing critical parts and components whenever feasible, thereby reducing waste and resource consumption. Additionally, Triveni Turbines is committed to responsible end-of-life management. Its Operation & Maintenance (O&M) Manual provides detailed guidelines on the safe disposal, reclamation, and recycling of turbine components. All disposal and recycling activities are conducted in strict compliance with environmental regulations, ensuring minimal ecological impact. By prioritizing sustainable lifecycle management, the Company contributes to a circular economy while maintaining our commitment to environmental stewardship.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to the Pollution Control Boards? If not, provide steps taken to address the same.

Yes.

Triveni Turbine Limited complies with applicable Extended Producer Responsibility (EPR) requirements and is registered on the Pollution Control Board's EPR portal. The Company has established controls for responsible waste management and plastic usage in line with Pollution Control Board guidelines, reinforcing its commitment to regulatory compliance and environmental responsibility.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following format?

NIC Code	Name of Product /Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	If yes, provide the web link
28110	Steam Turbine & Accessories	90%	From Raw Material to Equipment Retirement (End of Life)	No	No	NA
33121	Servicing operations and maintenance of steam turbines	10%	From Raw Material to Equipment Retirement (End of Life)	No	No	NA

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Steam Turbine and Accessories and parts thereof	No significant risk	Covered in BRSR–Life Cycle Management Process
Servicing operations and maintenance of steam turbines	No significant risk	Covered in BRSR–Life Cycle Management Process

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Steel Castings and Forgings and Blade raw material (Manufacturer uses recycled/ reused input raw material for production of steel castings, forgings, and blade raw material)	90.5%	90%

Note: Triveni Turbine Limited demonstrates its commitment to sustainable sourcing by engaging with verified suppliers involved in the manufacture of castings, forgings, and blade raw materials. These suppliers adopt environmentally responsible practices, including the remelting of steel scrap to produce recycled and repurposed steel. The use of such materials in turbine manufacturing helps reduce dependence on virgin raw materials and supports efficient resource utilisation and environmental conservation. In addition, the Company encourages the reuse of packaging materials across its operations. Plastic packaging materials are re-purposed for the safe handling, internal movement, and storage of components. This initiative helps minimise waste generation and reflects Triveni Turbine Limited's commitment to circular economy principles and reduction of its environmental footprint.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of, as per the following format:

Triveni Turbine Limited designs and manufactures turbines with a long operational lifespan of approximately 20 years, ensuring durability and sustainability. While this extended lifespan makes it challenging to track the end-of-life (EOL) stage of each turbine, TTL remains committed to responsible disposal and recycling practices. The Company provides clear guidelines in its Operation & Maintenance (O&M) Manual, outlining proper disposal procedures for used oil, old batteries, and packaging materials in compliance with environmental laws. TTL also encourages customers to follow best practices for the safe reclamation, reuse, and recycling of turbine components wherever feasible. The Company continues to explore ways to enhance circularity in its products by promoting sustainable material management and responsible end-of-life disposal.

	FY 2025-2026 Current financial Year			FY 2024-2025 Previous financial Year		
	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)	Re-Used (MT)	Recycled (MT)	Safely Disposed (MT)
Plastics (including packaging)	-	7	9	-	4	4
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Note: E-waste Management: 0.77 metric tonnes of e-waste were generated in FY 2025–26, as against 1.76 metric tonnes in FY 2024–25. e-waste is safely segregated and disposed-of through authorised recyclers, in compliance with applicable regulations. These practices contribute to responsible waste management and support the circular economy by enabling material recovery and recycling.

Hazardous Waste Management: During FY 2025–26, Triveni Turbine Limited generated 43.30 metric tonnes of hazardous waste, compared to 45.09 metric tonnes in FY 2024–25. All hazardous waste was handled, stored, and disposed-of in a safe and environmentally sound manner through authorised Treatment, Storage, and Disposal Facilities (TSDFs), in compliance with applicable regulatory requirements, ensuring protection of human health and the environment.

5. **Reclaimed products and their packaging materials (as a percentage of products sold) for each product category.**

Triveni Turbine Limited primarily serves industrial customers by supplying high-value turbine systems engineered for long-term operation, with an expected service life of over fifteen years. Given the diverse domestic and international locations of its customers, the packaging materials accompanying the products remain at the customer's premises, making the retrieval of packaging or equipment at the end of its lifecycle impractical. To promote environmentally responsible practices and regulatory compliance, the Company provides comprehensive guidance in its Operation & Maintenance manuals on the proper handling, recycling, and disposal of consumables and waste materials, including lubricating oils, batteries, packaging materials, and other associated wastes, in accordance with applicable environmental laws and regulations.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. **Details of measures for the well-being of employees.**

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	877	877	100	877	100	-	-	0	0	0	0
Female	51	51	100	51	100	51	100	-	-	0	0
Total	928	928	100	928	100	51	5.5	0	0	0	0
Other than Permanent employees											
Male	12	12	100	12	100	-	-	0	0	0	0
Female	2	2	100	2	100	2	100	-	-	0	0
Total	14	14	100	14	100	2	14.29	0	0	0	0

b. **Details of measures for the well-being of workers:** Not applicable

c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.35%	0.35%

Note: All expenditures related to staff welfare including Employee Insurance, Benefits, Rewards, and other staff related expenditures excluding salary/wages.

2. **Details of retirement benefits:**

Benefits	FY 2025-2026 Current financial Year			FY 2024-2025 Previous financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI*	0%	NA	NA	0.74%	NA	Y
Other (Super-annuation)	2.44%	NA	Y	3.39%	NA	Y

*ESI contribution is declared as 0% for the year, as no employees fall under the applicable wage threshold for ESI coverage.

3. **Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, Triveni Turbine Limited is committed to fostering an inclusive workplace. Accessibility for persons with disabilities is proactively addressed at the Company's manufacturing units and offices through the provision of facilities such as wheelchair ramps and wheelchairs, ensuring a safe, dignified, and accessible work environment for all employees and visitors.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? (Yes/No). If so, provide a web-link to the policy.**

Yes.

Weblink: Equal-Opportunity-Policy

5. **Return to work and Retention rates of permanent employees and workers that took parental leave.**

Permanent employees		
Gender	**Return to work rate**	**Retention rate**
Male	NA	NA
Female	100%	100%
Total	100%	100%

Note: The return to work and retention rates reflect continued support and effective re-integration practices following maternity leave.

6. **Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.**

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable	Not Applicable
Other than Permanent Workers	Not Applicable	Not Applicable
Permanent Employees	Yes	ICC Committee, HR Help Desk, Grievance Redressal E-mail ID is available at offices for reporting POSH and strong whistle blower mechanism is in place to address complaints or issues raised.
Other than Permanent Employees	Yes	Same mechanism as Permanent Employees

7. **Membership of employees and workers in association(s) or Unions recognised by the listed entity:**

Category	FY 2025-2026 Current financial Year			FY 2024-2025 Previous financial Year		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	928	0	0	928	0	0
Male	877	0	0	881	0	0
Female	51	0	0	47	0	0
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

Note: Triveni Turbines does not have any worker's Union and Staff Association recognized by the Company.

8. **Details of training given to employees and workers:**

Category	FY 2025-2026 Current financial Year					FY 2024-2025 Previous financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Employees					
Male	889	661	74%	871	98%	881	308	35%	740	84%
Female	53	35	66%	50	94%	47	11	23%	47	100%
Total	**942**	**696**	**74%**	**921**	**98%**	**928**	**319**	**34%**	**787**	**85%**

9. **Details of performance and career development reviews of employees and workers:**

Category	FY 2025-2026 Current financial Year			FY 2024-2025 Previous financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
			Permanent Employees			
Male	877	789	90%	881	762	87%
Female	51	41	80%	47	34	72%
Total	**928**	**830**	**89%**	**928**	**796**	**86%**

10. **Health and safety management system:**

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?**

Yes, the Company ensures implementation of occupational health and safety management system with adoption of ISO 45001:2018 certification by third party audit.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

At Triveni Turbine Limited, work-related hazards are systematically identified and assessed for both routine and non-routine operations. Routine hazard identification involves regular visual inspections to detect unsafe conditions, equipment faults, and improper work practices. Employees are encouraged to report potential hazards and near-miss incidents, drawing on their operational expertise. Safety data including incident reports, near-miss records, and audit findings are periodically analyzed to identify trends and emerging risks. A structured Hazard Identification and Risk Assessment (HIRA) process is employed to evaluate risks and implement appropriate control measures. For non-routine situations, comprehensive incident investigations are conducted to determine root causes and address deficiencies in safety protocols. Emergency scenarios are managed through predefined procedures designed to mitigate risks. Prior to introducing new equipment, processes, or tasks, a thorough HIRA is undertaken to ensure compliance with safety regulations. These proactive initiatives underscore Triveni Turbine Limited's commitment to fostering a safe and risk-aware workplace.

c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks (Yes/No).**

Yes, the Company has processes in place for its employees to report on work-related hazards and remove themselves from risks.

d. **Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes

11. **Details of safety-related incidents, in the following format:**

Safety Incident/Number	Category	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	1.33
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	3
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

Note – The sites have zero lost time injuries during the reporting period.

12. **Describe the measures taken by the entity to ensure a safe and healthy workplace.**

Triveni Turbine Limited (TTL) is committed to providing a safe, healthy, and secure working environment for all employees through a comprehensive Occupational Health and Safety (OHS) framework. During the year, the Company strengthened its safety culture by combining robust systems, continuous training, hazard control measures, and the introduction of Behaviour-Based Safety (BBS) initiatives.

Safety Training and Awareness: TTL conducts regular and role specific safety training programs to sensitise employees to workplace hazards and safe work practices. Training covers machine safety, working at height, electrical safety, material handling, and safe operating procedures. Periodic emergency preparedness drills, including fire evacuation, first aid, and emergency response simulations, are conducted to ensure employee readiness. During the year, behaviour-based safety awareness sessions were introduced to encourage safe behaviours and proactive identification of unsafe acts and conditions.

Hazard Identification and Risk Control: The Company carries out systematic hazard identification and risk assessments across its manufacturing units and offices. Identified risks are mitigated through engineering and administrative controls such as improved ventilation, enhanced lighting, safer machinery, and controlled work processes. Employees are provided with appropriate Personal Protective Equipment (PPE) and trained on its correct usage. Continuous monitoring and corrective actions help prevent incidents and maintain safe working conditions.

HSE Digital Journey: TTL developed digital road map for HSE program, introduced QR- code system for reporting HSE Leading and Lagging indicators. Internet HSE Website introduced to easy access of HSE document information for the organization.

Behaviour Based Safety (BBS): In FY26, TTL strengthened its focus on Behaviour Based Safety to enhance employee engagement in safety management. The initiative encourages observation, reporting, and correction of unsafe behaviours through positive reinforcement, peer feedback, and leadership involvement. This approach promotes personal accountability, strengthens safety ownership, and supports the development of a proactive safety culture. Safety Champion program is introduced in the organization. The Company went through the robust selection process of champions across department through the self-nomination mechanism. These champions are trained and empowered with adequate knowledge on the HSE and elevated them as internal auditors.

Compliance and Management Systems: TTL strictly adheres to statutory occupational health and safety requirements and aligns its practices with ISO 45001 – Occupational Health and Safety Management Systems. Ongoing safety audits, awareness programs, and safe-working-practice campaigns reinforce compliance and continuous improvement.

These integrated measures reflect TTL's strong commitment to maintaining a safe, healthy, and risk-free workplace, while fostering a culture where safety is embedded in everyday behaviour and decision-making.

13. Number of complaints on the following made by employees and workers

Assessment Type	FY 2025-2026 Current financial Year			FY 2024-2025 Previous financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	10	0	-	-	-	-
Health & Safety	11	0	-	-	-	-

Note: Employees actively contribute improvement observations as leading indicators. To enhance participation, the Company has implemented a simple, digital QR-based reporting system, enabling easy and wider employee engagement.

14. Assessments for the year

Assessment Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

The Company has taken necessary corrective actions for minor safety issues and there are no risks and concerns regarding the same.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

a. Employees (Yes/No): Yes

b. Workers (Yes/No): Not Applicable

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Compliance with applicable statutory requirements, including the payment and deduction of statutory dues, is embedded within the contractual agreements executed with the Company's value-chain partners. Triveni Turbine Limited ensures that all clauses related to statutory compliance are duly reviewed, validated, and adhered to by both parties. Contractors are required to submit relevant documentary evidence, such as Provident Fund (PF) and Employees' State Insurance (ESIC) challans, along with their invoices. In addition, vendor compliance with Goods and Services Tax (GST) payments is monitored as part of the payment release process to ensure adherence to statutory obligations.

3. Provide the number of employees/workers having suffered high-consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Employees	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? *(Yes/ No)*

No

5. Details on assessment of value chain partners:

Assessment type	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	72%
Working conditions	72%

Note: As per the Company's Sustainable Sourcing Policy, suppliers accounting for 80% of the business volume have been considered.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Nil

PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company recognises all individuals, groups, and organisations associated with its business activities as stakeholders. This inclusive approach ensures that anyone who can impact, or be impacted by, the Company's decisions, activities, or outcomes is considered in stakeholder identification.

Stakeholders are further classified based on their interest, engagement, and influence on the Company's operations. Those stakeholders who possess significant influence on business matters are regarded as key stakeholders. The Company's identified stakeholders include customers, suppliers, sub-contractors, employees, regulatory bodies, shareholders, investors, and the community. These groups are acknowledged for their varying degrees of influence and engagement with the Company's business activities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Business interactions, client satisfaction, Personal visits, mass media	Ongoing	Customer constitutes the most primary stakeholder of the Company for sustainable growth & development
Suppliers & sub-contractors	No	Regular supplier and dealer meets, supplier & vendor meets, workshops & trainings, policies	Continuous training is provided as well as supplier meets are conducted recently, and ongoing meetings are carried on as per requirement offline and online basis	Need and expectation, schedule, supply chain issue, need for awareness and other training, their regulatory compliance, EHS performance etc. Suppliers meet to discuss vision and mission, business plan, supplier awards
Regulatory Bodies	No	Press Releases, Quarterly Results, Annual Reports, Sustainability/ Integrated Reports, Stock Exchange filings, Newspaper, Website, Email	As and when required as per Statutory requirements	Reporting requirement, statutory compliance, support from authority and resolution of issues
Employee & Workforce	No	• Onboarding induction and internal training • Performance review & feedback • Interactions for celebrating days of individual, organizational, and national significance	Regular & Need based	• Upholding and safeguarding human rights • Ensuring a safe and healthy workplace • Supporting career growth and progression opportunities • Continuous learning, training, and skill development • Recognizing and rewarding employee contributions
Communities	Yes	Direct engagement, Implementing agencies and through the Company's CSR projects	As and when required	TTL's CSR program designs and implements community initiatives that measurably improve quality of life. The Company partners with local stakeholders to deliver sustainable projects in health, education, livelihoods, and technology innovation, monitor outcomes, and scale successful models to create long-term social impact.
Shareholders	Yes, Minority and Individual Shareholders	Press Releases, Info desk – an online service, dedicated email ID for Investor Grievances, Quarterly Results, and Annual Reports, AGM (Shareholders interaction), Quarterly investor presentation, Investors' meets, Stock Exchange filings and Corporate website	Continuous and as per Statutory requirements	To identify, evaluate, and address stakeholders' needs and expectations that are material to the Company's operations and long-term value creation. This includes assessing the significance and potential impact of stakeholder concerns, prioritising issues that affect governance, compliance, and financial stability, and integrating findings into strategic planning and disclosure. Key topics are the Company's financial performance, dividend related matters, notices of meetings, e-voting etc.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Regular Communication with Principal Stakeholders

Leadership at Triveni Turbine Limited maintains regular and proactive communication with its principal partners: shareholders, clients, vendors, and its workforce.

Board Updates and Expert Consultation

Systematically informing the governing board of the Company's developments and actively seeking their expert advice on a regular basis. The Board receives thorough briefings on an array of subjects at routine intervals; these include insights into market dynamics, customer relations enhancements, supply chain management, advances in technology, community engagement efforts, financial status, and strategic direction.

Regulatory Updates and Policy Implementation

Furthermore, the Company ensures that its directors are well-informed about the latest regulatory conditions, highlighting key legislative changes, updates from advisories, and modifications introduced by authorities like the Securities and Exchange Board of India and the Ministry of Corporate Affairs. The Company has also implemented a BRSR Policy in the organization, that guides in delivering its various responsibilities to its stakeholders and the society.

Feedback Mechanisms and Governance

Regular feedback is taken and it is ensured that they are reviewed at appropriate levels and incorporated as a part of the Company's commitment to fostering a collaborative atmosphere and maintaining governance.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes/No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes

Materiality Assessment and Core Stakeholder Concerns

Triveni Turbine Limited adopts a structured and participative approach to identify and prioritise sustainability related issues through periodic materiality assessments. These assessments enable the Company to identify key economic, environmental, and social topics that have a significant impact on its business operations and are of importance to its stakeholders. The process ensures that sustainability efforts are aligned with stakeholder expectations while supporting long-term value creation.

Influence of Investor and Analyst Engagement

Ongoing engagement with investors and analysts plays a critical role in shaping the Company's sustainability framework. Inputs received through earnings calls, investor meetings, and analyst interactions provide valuable insights into emerging expectations related to environmental performance, occupational health and safety, human capital development, and governance practices. These engagements help Triveni Turbines refine its sustainability priorities and integrate them with business strategy and risk management.

Prioritisation Through the Materiality Matrix

The outcomes of stakeholder engagement and internal assessments are consolidated into a materiality matrix, which serves as a key decision-making tool. The matrix evaluates sustainability topics based on their importance to stakeholders and their potential impact on the Company's long-term performance. This prioritisation enables focused allocation of resources and ensures that material topics receive appropriate management attention and strategic action.

Feedback Integration and Agenda Refinement

Feedback obtained from both internal stakeholders (employees, leadership, functional teams) and external stakeholders (customers, suppliers, investors, and regulators) is systematically reviewed to refine the Company's environmental, social, and governance agendas. This iterative process allows Triveni Turbines to respond to changing stakeholder expectations, regulatory developments, and emerging sustainability risks and opportunities.

Stakeholder Dialogue, Consultation, and Grievance Mechanisms

Regular dialogues, consultations, and structured grievance redressal mechanisms form an integral part of Triveni Turbine's stakeholder engagement framework. These platforms promote transparency, accountability, and trust, enabling stakeholders to voice concerns and provide feedback. Effective grievance mechanisms and continuous engagement strengthen the Company's ability to address socio-environmental challenges proactively and foster long-term, mutually beneficial relationships with stakeholders.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Triveni Turbines has identified Community Relations as one of its key material topics and actively engages with vulnerable and marginalised stakeholder groups through its Corporate Social Responsibility (CSR) initiatives. Based on a comprehensive assessment of community needs, the Company undertakes programmes across its key CSR focus areas including education, skill development and vocational training, healthcare including improvement in hospital infrastructure, technology and innovation, water conservation, and promotion of rural sports. These initiatives reflect the Company's commitment to addressing the needs of vulnerable and marginalised communities while fostering inclusive and sustainable development. For further details, please refer to the CSR section under the Management Discussion and Analysis Report forming part of this Annual Report.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	928	917	99%	928	760	82%
Other than permanent	14	4	28%	15	0	0
Total Employees	**942**	**921**	**98%**	**943**	**760**	**81%**

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**928**	**0**	**0**	**928**	**100%**	**928**	**0**	**0**	**928**	**100%**
Male	877	0	0	877	100%	881	0	0	881	100%
Female	51	0	0	51	100%	47	0	0	47	100%
Other than Permanent	**14**	**0**	**0**	**14**	**100%**	**15**	**0**	**0**	**15**	**100%**
Male	12	0	0	12	100%	14	0	0	14	100%
Female	2	0	0	2	100%	1	0	0	1	100%

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	7	29,45,000	2	32,72,500
Key Managerial Personnel*	4	1,70,27,000	0	-
Employees other than BoD and KMP**	809	12,03,000	41	10,79,000
Workers	NA	NA	NA	NA

*Excludes remuneration paid to Executive Directors

** Does not include trainees

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Gross wages paid to females as % of total wages	3.62%	3.38%

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**

Triveni Turbine Limited has established a robust and comprehensive grievance redressal mechanism aligned with its Human Rights Policy to ensure fair, transparent, and timely resolution of human rights related concerns. The mechanism is designed to provide employees and relevant stakeholders with a structured and accessible platform to report grievances without fear of retaliation.

The grievance redressal process clearly defines the roles and responsibilities of designated authorities, enabling systematic receipt, documentation, examination, and resolution of complaints. All grievances are acknowledged promptly and are subjected to a thorough and impartial review process to ensure that concerns are addressed in a fair and objective manner.

The Head of Administration serves as the designated custodian for all human rights related grievances and oversees the effective implementation of the grievance mechanism. This role includes ensuring confidentiality, monitoring resolution timelines, facilitating corrective actions where required, and maintaining records for transparency and governance purposes.

The policy reinforces the principles of accountability, transparency, and ethical conduct, and is supported by internal controls and periodic reviews to ensure its continued effectiveness. Through this structured approach, Triveni Turbine Limited underscores its commitment to respecting human rights, fostering trust, and maintaining a responsible and inclusive workplace culture. Grievance redressal process is detailed in the Human Rights Policy available at: TTL-Human-Rights-Policy.pdf

6. **Number of Complaints on the following made by employees and workers:**

	FY 2025-2026 Current financial Year			FY 2024-2025 Previous financial Year		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

Triveni Turbine Limited follows a transparent and structured approach to address employee grievances in a timely manner. All concerns raised by employees are examined and resolved promptly through established internal processes. The Company has implemented a robust Policy on Prevention of Sexual Harassment, which clearly outlines procedures for grievance redressal, confidentiality, and disciplinary action, in accordance with applicable laws. During the reporting year as well as the previous financial year, no complaints were reported relating to sexual harassment, human rights violations, workplace discrimination, child or forced labour, or wage related issues.

7. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

Triveni Turbine Limited maintains a strong and transparent framework to protect individuals who raise concerns related to discrimination or harassment. The Company follows a zero-tolerance approach to retaliation and ensures that complainants are safeguarded against any adverse consequences throughout and after the grievance redressal process.

Strict confidentiality protocols are enforced at every stage of complaint handling. All information relating to conciliation, inquiry proceedings, findings, recommendations, and corrective actions is securely documented and shared only on a need-to-know basis. Such information is not disclosed to the public, media, or any unauthorised individuals.

Grievance submissions, investigation records, and meeting minutes are maintained with the highest level of discretion to protect the privacy, dignity, and rights of all parties involved. These practices reinforce a culture of trust, encourage responsible reporting, and reflect the Company's strong governance standards and commitment to ethical conduct. The approach during the current reporting year remains consistent with previous years, demonstrating Triveni Turbine Limited's sustained focus on integrity, fairness, and responsible workplace practices.

9. **Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes

10. **Assessments for the year**

Assessment type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

During the period under review, no non-compliances or violations were identified in the assessments conducted by the relevant authorities. Accordingly, no corrective or remedial actions have been recommended or are currently in progress.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

None

2. Details of the scope and coverage of any Human rights due diligence conducted.

Triveni Turbine Limited is committed to upholding human rights through a comprehensive Human Rights Policy. The Company's due diligence covers fair labour practices, prevention of child and forced labour, timely wage payments, and a safe, inclusive work environment free from discrimination and harassment. Compliance is monitored through periodic internal assessments and an established grievance redressal mechanism across all operational locations.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Manufacturing facilities and permanent office premises of Triveni Turbine Limited are equipped with essential accessibility features, including wheelchair ramps, lifts, and wheelchair availability, to ensure ease of access for persons with disabilities. The Company periodically reviews its infrastructure to identify opportunities for enhancing accessibility and providing appropriate support, reinforcing its commitment to an inclusive and barrier free environment.

4. Details on assessment of value chain partners:

Assessment type	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	72%
Discrimination at workplace	72%
Child labour	72%
Forced/involuntary labour	72%
Wages	72%
Others – please specify	-

Note: As per the Company's Sustainable Sourcing Policy, suppliers accounting for 80% of the business volume have been considered.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

None

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
From renewable sources		
Total electricity consumption (A) (GJ)	6,098.93	6,238.84
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	**6,098.93**	**6,238.84**
From non-renewable sources		
Total electricity consumption (D) (GJ)	9,969.98	10,367.78
Total fuel consumption (E) (GJ)	67,257.20	53,847.69
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	**77,227.18**	**64,215.47**
Total energy consumed (A+B+C+D+E+F) (GJ)	**83,326.11**	**70,454.31**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	**0.0000041**	**0.0000039**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	**0.0000843**	**0.0000812**
Energy intensity in terms of physical output	**570.7**	**330.8**
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: During FY 2025–26, the Company strengthened its energy management framework through enhanced governance, robust data controls, and independent reasonable assurance over key energy parameters, reinforcing transparency and reliability of disclosures. Total energy consumption for the year was 83,326.11 GJ, reflecting scale up in operations, while focused initiatives ensured disciplined monitoring of both renewable and non-renewable energy sources. Energy from renewable sources stood at 6,098.93 GJ, forming a stable component of the Company's energy mix, while non-renewable energy consumption amounted to 77,227.18 GJ. The reasonable assurance process provided comfort on the accuracy, completeness, and consistency of reported energy data, thereby strengthening stakeholder confidence in the Company's sustainability performance. Energy intensity continues to be tracked against physical output metrics to drive operational efficiency and cost competitiveness. With assured data integrity and a structured approach to energy optimization, the Company remains well positioned to manage energy related risks, improve efficiency outcomes, and progressively enhance its renewable energy footprint in line with long term value creation objectives.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, **M/s. SGS India Private Limited** has conducted a Reasonable level of Assurance for the BRSR core indicators.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water (Rainwater ponds)	0	0
(ii) Groundwater	81,340.3	84,062
(iii) Third party water (Municipal water & bottled water)	4,084.94	4,600.28
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	186.3	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**85,611.54**	**88,662.28**
Total volume of water consumption (in kilolitres)	**85,611.54**	**88,662.28**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	**0.000004**	**0.000005**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	**0.000087**	**0.000102**
Water intensity in terms of physical output	**586**	**416**
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes, **M/s. SGS India Private Limited** has conducted a Reasonable level of Assurance for the BRSR core indicators.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**0**	**0**

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes, TTL has adopted a Zero Liquid Discharge (ZLD) system for sustainable water management. Both of its manufacturing sites in Bengaluru operate as ZLD facilities, treating, recycling, and reusing all wastewater on-site so that no liquid waste leaves the premises. The Company also conserves water by harvesting rainwater via special ponds and soak pits. TTL continually seeks to reduce water use through operational controls and improved efficiency, demonstrating its dedication to environmental sustainability. Water discharge at office sites cannot be tracked and is therefore excluded from the ZLD mechanism.

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
NOx	Tonne	0.04	0.02
SOx	Tonne	0.01	0.01
Particulate matter (PM)	Tonne	0.07	0.03
Persistent organic pollutants (POP)	Tonne	0	0
Volatile organic compounds (VOC)	Tonne	0	0
Hazardous air pollutants (HAP)	Tonne	0	0
Others – please specify	Tonne	-	-

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO_2 equivalent	5,177.03	4,142.84
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO_2 equivalent	3,169.15	3,353.61
Total Scope 1 and Scope 2 emissions	Metric tons of CO_2 equivalent	**8346.18**	**7,496.45**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO_2 equivalent/₹	**0.0000004**	**0.0000004**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tons of CO_2 equivalent/₹	**0.0000084**	**0.0000086**
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tons of CO_2 equivalent/₹	**57.17**	**35.19**
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, **M/s. SGS India Private Limited** has conducted a Reasonable level of Assurance for the BRSR core indicators.

8. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes, TTL implemented targeted energy efficiency and operational optimization initiatives across its Peenya and Sompura plants, achieving an estimated **CO_2 avoidance of ~1,138 metric tons in FY 2025–26.**

Key initiatives included:

- Transition to energy-efficient LED lighting
- Optimization of CNC machining parameters and tool paths
- Strengthening maintenance and operational practices
- Continued contribution from on-site rooftop solar in reducing reliance on carbon-intensive energy

TTL also maintains its Green Building Certification, reinforcing resource efficiency across the building lifecycle while driving energy and cost optimization. Additionally, the Company advances product stewardship by improving the energy efficiency of steam turbines, particularly for thermal renewable fuel applications. These initiatives, covered under a reasonable assurance framework, reflect TTL's commitment to emissions reduction, energy management, and sustainable value creation.

9. **Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Total Waste generated (in metric tons)		
Plastic waste (A)	0.35	0.27
E-waste (B)	0.77	1.76
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (used oil) (G)	43.3	45.09
Other non-hazardous waste generated (H)	477.91	328.5
Total (A+B+C+D+E+F+G+H)	**522.33**	**375.62**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.000000026**	**0.000000021**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.00000053**	**0.00000043**
Waste intensity in terms of physical output	**3.58**	**1.76**
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	498.73	1.76
(ii) Re-used	4.66	-
(iii) Other recovery operations	-	-
Total	**503.39**	**1.76**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	14.74	-
(ii) Landfilling	0	-
(iii) Other disposal operations	2.83	373.86
Total	**17.57**	**373.86**

Note: The increase in reported waste reflects improved tracking systems, enhanced processes, and expanded coverage across all office locations, resulting in greater transparency and visibility. At the same time, the Company is actively implementing waste reduction initiatives through process optimization, awareness programs, and continuous improvement efforts.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, **M/s. SGS India Private Limited** has conducted a Reasonable level of Assurance for the BRSR core indicators.

10. **Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

Triveni Turbine Limited implements a disciplined and accountable approach to waste management, ensuring full compliance with Pollution Control Board (PCB) regulations. The Company has instituted effective systems for recycling both products and waste, thereby reducing environmental impact. Lubricating oil is recovered through an advanced centrifuge filtration process that removes suspended solids and impurities, facilitating the reuse of approximately 85% of the oil. Additionally, steel scrap generated during manufacturing is directed for recycling, resulting in almost complete material recovery and minimal steel waste disposal. To further its sustainability objectives, TTL continually identifies alternatives to hazardous and toxic chemicals in its products and operations, prioritising safer solutions and process optimisation. Through these sustained initiatives, TTL demonstrates its ongoing commitment to sustainable waste management, resource efficiency, and minimisation of its environmental footprint.

11. **If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil			

12. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder? (Y/N). If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, all compliance with applicable laws/regulations/guidelines is maintained				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area:
Sompura, Peenya, Hyderabad, Noida, Ahmedabad

(ii) Nature of operations:
Manufacturing plants and offices

(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025-2026 Current financial Year	FY 2024-2025 Previous financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	81,340.3	84,062
(iii) Third party water	2,286.74	3,255.44
(iv) Seawater / desalinated water	-	-
(v) Others	121.5	-
Total volume of water withdrawal (in kilolitres)	**83,748.54**	**87,317.44**
Total volume of water consumption (in kilolitres)	**83,748.54**	**87,317.44**
Water intensity per rupee of turnover (Water consumed / turnover)	**0.000004**	**0.000005**
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**0**	**0**

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency (Yes/No) If yes, name of the external agency.

Yes, **M/s. SGS India Private Limited** has conducted a Reasonable level of Assurance for the BRSR core indicators.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Scope 3 has not been calculated for the current reporting year.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Emission Reduction	Implemented targeted energy efficiency and operational optimization initiatives across Peenya and Sompura plants, resulting in measurable reduction in carbon emissions. Carbon reduction was driven by initiatives such as: • Replacement of conventional lighting with energy-efficient LED systems • Optimization of CNC machining parameters • Adoption of efficient CNC programming and tool-path strategies • Implementation of enhanced maintenance and operational best practices	Achieved total CO_2 avoidance of approximately 1,138 metric tons during FY 2025–26 through a combination of efficiency improvements and clean energy adoption.
2.	Water Consumption Optimization	• Zero Liquid Discharge (ZLD) implemented at the Sompura plant as a core water stewardship initiative, ensuring that wastewater is fully treated and reused within operations, thereby eliminating liquid effluent discharge. • Rainwater Soak Wells installed to enhance groundwater recharge and reduce dependence on external water sources, supporting long-term water security and ecosystem sustainability.	• Achieved a ~4.09% reduction in total water withdrawal in FY 2025–26 compared to the previous year. • Reduction driven by Zero Liquid Discharge (ZLD) implementation, enhanced rainwater recharge through soak wells, and improved water management practices at the Sompura plant. • Demonstrates strengthened water stewardship, reduced stress on groundwater resources, and alignment with sustainability and conservation objectives.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Triveni Turbine Limited hosts key applications, including SAP, Salesforce, Primavera, and enterprise email, on secure cloud platforms to ensure scalability and reliability. SAP is locally hosted with a dedicated Disaster Recovery (DR) site. Critical data across functions is regularly backed up using Veeam. The Company conducts structured Business Impact Assessments (BIA) and has established recovery plans for disruption scenarios. Robust data protection and recovery mechanisms safeguard sensitive information and ensure service continuity. During the year, a DR drill was successfully conducted, validating system resilience. These measures reinforce TTL's commitment to operational continuity, data security, and stakeholder trust.

6. **Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

Nil

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

70%

8. **How many Green Credits have been generated or procured:**

a. **By Triveni Turbine Limited**

Nil

b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

Nil

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1.a. Number of affiliations with trade and industry chambers/ associations: 10 (Ten)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	Federation of Indian Chambers of Commerce & Industries (FICCI)	National
3	The Sugar Technologies Association of India (STAI)	National
4	International Society of Sugarcane Technologists (ISSCT)	International
5	Peenya Industry Association (PIA)	State
6	Bangalore Chambers of Industries & Commerce (BCIC)	State
7	Bangalore Management Association	State
8	Indian Sugar Mills Association	National
9	All India Management Association (AIMA)	National
10	Pinion Association For Industrial And Co	International

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
	NIL	

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Triveni Turbine Limited is at the forefront of championing the adoption of co-generation and power generation with Refuse Derived Fuel (RDF), emphasizing the benefits of energy efficiency and sustainability. The Company's commitment to industry advocacy is evident through its active involvement in associations like AIMA and CII, promoting development and the positive contribution of human resources. Furthermore, Triveni Turbines strongly advocates for industry-academia cooperation in the development of new and eco-friendly technologies, as demonstrated by its ongoing support for a leading research institute in Bengaluru focusing on emerging energy technologies.					CII -Triveni Water Institute AIMA

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
			Nil		

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
				Nil		

3. **Describe the mechanisms to receive and redress grievances of the community.**

Triveni Turbine Limited has established dedicated contact points across all its operational locations to facilitate the receipt and resolution of community grievances. These contact points ensure that members of the community have accessible avenues to voice their concerns or provide feedback regarding the Company's activities. At manufacturing locations, as well as assembly and repair facilities, factory managers are designated as the primary contacts for grievance matters. They serve as the first point of interaction for community members seeking support or clarification. Similarly, at project sites, the site in-charge or project manager is responsible for addressing any issues raised by the community. These representatives are equipped to receive feedback and concerns directly from local residents or stakeholders. Once a grievance or concern is submitted, the designated representative escalates the matter to the relevant management team. This process ensures that all issues are handled efficiently and are resolved in a timely manner, maintaining clear communication with the community throughout. Through this structured mechanism, Triveni Turbine Limited strives to promote transparency and accountability in its interactions with the communities where it operates.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directly sourced from MSMEs/ small producers	54.83%	61.08%
Directly from within India	88.1%	91.48%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

Location	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Rural	0.32%	-
Semi-urban	25.69%	10.33%
Urban	10.08%	10.10%
Metropolitan	63.91%	79.57%

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
NIL	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

State	Aspirational District	Amount Spent (In ₹)
NIL		

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)**

No

(b) **From which marginalized/vulnerable groups do you procure?**

Not Applicable

(c) **What percentage of total procurement (by value) does it constitute?**

Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
No IP applications were made pertaining to traditional knowledge, nor were any IP rights acquired on traditional knowledge				

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Projects	No. of persons benefited from CSR Projects 2025-2026	% of beneficiaries from vulnerable and marginalized groups
1	Promoting education, including vocational training, skill development and special education	11,749	100
2	Access to quality healthcare through developmental therapy programmes for children and infrastructure improvements at charitable and government hospitals	64,884	100
3	Promoted football amongst youth in rural areas	600	100

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Customer complaints are initially received by the Company's frontline employees who interact directly with customers. Each complaint is systematically recorded and monitored for effective and timely resolution using the Salesforce-based Customer Complaint Resolution System (CCRS). Complaints can be registered at any stage of the product lifecycle, beginning from installation and continuing through to end-of-life support. Customer feedback is proactively solicited during all business transactions, right from the sales phase to aftermarket services. This feedback is analysed across multiple parameters and closely monitored through the Customer Satisfaction (C-SAT) score, ensuring that customer perspectives are integrated into ongoing improvements. Additionally, on an annual basis, customer feedback is obtained through independent agencies, and the Net Promoter Score (NPS) is measured for different business segments and markets. Based on insights from both C-SAT and NPS, targeted improvement actions are identified, systematically planned, executed, and their effectiveness tracked to enhance overall customer experience.

2. **Turnover of products and/services as a percentage of turnover from all products/services carry information about:**

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 2025-2026 Current Financial Year		Remarks	FY 2024-2025 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others*	52	2		72	0	

*These are customers' issues, which were reported by the customers and were addressed through a systematic approach, including thorough investigation, root cause analysis, and the implementation of appropriate actions to ensure customer satisfaction.

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/ No) If available, provide a web-link of the policy.

Policy available (Yes/No): Yes

Web Link: TTL-Information-Security-Policy.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches – Nil

b. Percentage of data breaches involving personally identifiable information of customers – Nil

c. Impact, if any, of the data breaches – Nil

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Channels/Platforms available (Yes/No): Yes

Web Link https://www.triveniturbines.com/products/
Steam Turbine Parts & Components I Triveni Turbines
Steam Turbine Maintenance & Repairs I Triveni Turbines

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Triveni Turbine Limited ensures that customers are adequately informed about the safe and responsible use of its products through comprehensive guidelines documented in the Operation & Maintenance (O&M) Manual. The manual details critical safety requirements, including mandatory training for personnel, use of appropriate personal protective equipment (PPE), and strict adherence to prescribed safety procedures by authorized individuals only. It also requires the installation of warning signage and safety instructions at identified critical locations. In addition, during the Erection and Commissioning phase, TTL's engineering teams conduct detailed safety briefings for customers to reinforce safe operating practices and ensure a clear understanding of all safety measures.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable

4. Does the entity display product information on the product over & above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief? Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Product Information Over and Above: Yes

Triveni Turbines provides comprehensive product information through technical documentation, operating manuals, safety guidelines, installation and commissioning support, and after-sales service communications, ensuring customers have a clear understanding of product specifications, performance, operation, and maintenance requirements. In addition to complying with applicable regulatory requirements, the Company maintains regular engagement with customers to enhance product reliability and user experience.

The Company also conducts periodic customer satisfaction surveys across its major business segments and locations through both internal feedback mechanisms and independent external assessments. Survey outcomes are reviewed by management and leveraged to drive continuous improvement in products, services, and customer support. TTL has improved its customer satisfaction scores compare to the previous years, demonstrating its strong commitment to customer-centricity and service excellence. TTL regularly tracks customer satisfaction by monitoring its Net Promoter Score (NPS).

INDEPENDENT REASONABLE ASSURANCE STATEMENT

Independent Assurance Statement to Triveni Turbine Limited on its BRSR Core Report for FY 2025-26

The Board of Directors,
Triveni Turbine Limited,
401, BPTP Capital City, Sector 94,
Noida, Uttar Pradesh – 201 301

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Triveni Turbine Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared following:

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026), dated 30 January 2026 circular

2. Greenhouse Gas Protocol standard

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Triveni Turbine Limited internal and external Stakeholders.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, including all essential indicators as specified under BRSR standards and amendments made as on date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information).

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000 (revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from Triveni Turbine Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators, including all KPI's within the report for the period April 1, 2025, to March 31, 2026.

The scope of verification covers the following aspects:
The reporting boundary includes 2 plants and 8 offices, and this is aligned with the GHG inventory consolidation approach.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core and essential indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

S.No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	≈ Total scope 1 emissions ≈ Total scope 2 emissions ≈ GHG emission intensity (scope 1 +2)
2	Water footprint	≈ Total water consumption ≈ Water consumption intensity ≈ Water discharge by destination and levels of treatment
3	Energy footprint	≈ Total energy consumed ≈ % of energy consumed from renewable sources ≈ Energy intensity
4	Embracing circularity	≈ Plastic waste ≈ E-waste ≈ Bio medical waste ≈ Construction and demolition waste ≈ Battery waste ≈ Radioactive waste ≈ Other hazardous waste ≈ Other non-hazardous waste ≈ Total waste generated ≈ Waste intensity ≈ Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. ≈ For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	≈ Spending on measures towards the well-being of employees as a % of the total revenue of the Company ≈ Details of safety-related incidents for employees
6	Enabling gender diversity in business	≈ Gross wages paid to females as % of wages paid. ≈ Complaints on POSH
7	Enabling inclusive development	≈ Input material sourced from MSMES/ small producers as % of total purchases. ≈ Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	≈ Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. ≈ Number of days of accounts payable
9	Openness of business	≈ Concentration of purchases & sales done with trading houses, dealers, and related parties ≈ Loans and advances & investments with related parties

For and on behalf of SGS India Private Limited

Kalpesh Thombare
Technical Reviewer and National Manager – ESG & Sustainability Services, SGS India

Anisha Udaykumar
Lead Verifier – ESG & Sustainability Services, SGS India

Date: May 18, 2026