

सेवा में / To,
नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लि.
National Stock Exchange of India Ltd.
एक्सचेंज प्लाज़ा, सी-1, ब्लॉक जी,
Exchange Plaza, C-1, Block G,
बांद्रा-कुर्ला कॉम्पलेक्स, बांद्रा पूर्व
Bandra Kurla Complex Bandra, East,
मुंबई, महाराष्ट्र - 400051
Mumbai, Maharashtra- 400051
प्रतीक / Symbol: BEL
सं.No. 17565/6/SE/NSEC/SEC

सेवा में / To,
बी.एस.ई. लिमिटेड BSE Limited
पी.जे. टॉवर्स, दलाल स्ट्रीट
P J Towers, Dalal Street,
मुंबई- 400001, महाराष्ट्र
Mumbai- 400001, Maharashtra.
स्क्रिप कोड/Scrip Code: 500049
सं .No. 17565/4/SE/MUMC/SEC

दिनांक / **Date: 05.08.2026**

महोदय / महोदया,
Dear Sir/Madam,

विषय- वित्त वर्ष 2025-26 के लिए कारोबारी दायित्व एवं निर्वहनीयता रिपोर्ट।

Sub: Business Responsibility & Sustainability Report for the FY 2025-26.

सेबी (एलओडीआर) विनियम, 2015 के विनियम 34 के तारतम्य में, वित्त वर्ष 2025-26 की कारोबारी उत्तरदायित्व एवं संधारणीयता रिपोर्ट एतद्वारा संलग्न पाएं।

Pursuant to Regulation 34 of the SEBI (LODR) Regulations, 2015, please find enclosed herewith Business Responsibility & Sustainability Report for the FY 2025-26.

सूचना व अभिलेख हेतु।

This is for your information and record.

सधन्यवाद / Thanking you,

भवदीय/Yours faithfully,

कृते भारत इलेक्ट्रॉनिक्स लिमिटेड

For Bharat Electronics Limited

एस श्रीनिवास / **S Sreenivas**

कंपनी सचिव / **Company Secretary**

संलग्न - यथा उपरोक्त।

Encls: As stated above.



भारत इलेक्ट्रॉनिक्स लिमिटेड

(भारत सरकार का उद्यम, रक्षा मंत्रालय)

पंजीकृत कार्यालय :

आउटर रिंग रोड, नागवारा, बेंगलूर - 560 045, भारत

Bharat Electronics Limited

(Govt. of India Enterprise, Ministry of Defence)

Registered Office : Outer Ring Road,
Nagavara, Bangalore - 560 045, INDIA.

CIN : L32309KA1954GOI000787

टेलीफैक्स/Telefax : +91 (80) 25039266

ई-मेल/E-mail : secretary@bel.co.in

वेब/Web : www.bel-india.in

Annexure-6

Business Responsibility & Sustainability Report

Section A: General Disclosures

I. Details of the listed entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L32309KA1954GOI000787
2. Name of the Listed Entity	Bharat Electronics Limited
3. Year of Incorporation	1954
4. Registered office address	Outer Ring Road, Nagavara, Bengaluru -560045.
5. Corporate address	Outer Ring Road, Nagavara, Bengaluru -560045.
6. E-mail	secretary@bel.co.in
7. Telephone	+91 080-25039300
8. Website	www.bel-india.in
9. Financial year for which reporting is being done	2025-26
10. Name of the Stock Exchange(s) of where shares are listed	1. BSE Limited 2. National Stock Exchange India Limited
11. Paid-up Capital	₹7,30,97,78,829
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 S Sreenivas Company Secretary Bharat Electronics Limited Regd. & Corp. Office, Outer Ring Road, Nagavara, Bengaluru – 560045 Telephone No.: +91 080-25039266 E-mail: secretary@bel.co.in
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 basis
14. Name of assessment or assurance provider	Sustainability Actions Private Limited
15. Type of assessment or assurance obtained	Reasonable assurance

II. Products/services:

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Designing & development, engineering, manufacturing and sale of wide range of strategic electronic products and systems	90%
2	Services	Installation & commissioning repairs and maintenance, AMC, product upgrade contracts for products/ systems delivered by the Company	10%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Communication Systems/C4I	2630	30
2	Radar & Fire Control System	2651	17
3	Electronic Warfare Systems	2008	23
4	Weapon Systems	2927	20

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	09	38	47
International	0	3	3

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	13

*28 States and 8 Union Territories. Our product reach covers the entire Indian Territory through our Defence Forces / Non-Defence Customers.

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

4.99%

c. A brief on types of customers

The Company's customer base comprises the Indian Armed Forces (Army, Navy and Air Force), Paramilitary, Coast Guard, Government agencies, Public Sector Undertakings (PSUs), private sector entities, Original Equipment Manufacturers (OEMs), foreign governments and the Ministry of Defence of the friendly foreign countries.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
Employees						
1.	Permanent (D)	7,074	5,610	79.30%	1,464	20.70%
2.	Other than Permanent (E)	5,370	4,031	75.07%	1,339	24.93%
3.	Total employees (D + E)	12,444	9,641	77.48%	2,803	22.52%
Workers						
4.	Permanent (F)	2,346	1,784	76.04%	562	23.96%
5.	Other than Permanent (G)	6,761	5,502	81.38%	1,259	18.62%
6.	Total workers (F + G)	9,107	7,286	80.00%	1,821	20.00%

Note: During FY 2024-25, count of Non-Executives & Contract workmen were considered under "Employees" in addition to being indicated under "Workers". However, for FY 2025-26, in order to avoid double counting, the count of non-executives and contract workmen have been excluded from the count in "Employees" category and indicated only under the "Workers" category. The same logic has been used across the BRSR data provided.

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No.(C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	130	115	88.46%	15	11.54%
2.	Other than Permanent (E)	32	27	84.38%	5	15.63%
3.	Total differently abled employees (D+E)	162	142	87.65%	20	12.35%
Differently abled Workers						
4.	Permanent (F)	78	57	73.08%	21	26.92%
5.	Other than Permanent (G)	55	45	81.82%	10	18.18%
6.	Total differently abled workers (F+G)	133	102	76.69%	31	23.31%

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	Nil	0.00
Key Management Personnel	1*	Nil	0.00

*KMP (CS) excluding Chairman & Managing Director and Director (Finance) & CFO who are part of Board.

22. Turnover rate for permanent employees and workers:

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.57	4.28	5.30	2.00	0.48	2.48	1.54	0.49	2.03
Permanent Workers	5.34	9.56	6.39	1.36	0.04	1.40	0.97	0.23	1.20

Note: Exits (Resignation, Retirement, Death & Termination) for the FY 2025-2026 is considered. Turnover of Employees is calculated on the basis of employees in the beginning of the year and employee at the end of the year (average number of employees)

V. Holding, Subsidiary and Associate Companies (including joint ventures):
23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sl. 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	BEL Optronic Devices Limited	Subsidiary	100	No
2	BEL-THALES Systems Limited	Subsidiary	74	No
3	GE BE Private Limited	Associate	26	No
4	Defence Innovation Organisation	Associate	50	No
5	BEL IAI Aerosystems Private Limited	Associate	40	No
6	Electronic Warfare (Defence) Testing Foundation	Associate	40	No
7	Communication (Defence) Testing Foundation	Associate	40	No
8	UAS Testing Foundation	Associate	20	No

VI. CSR Details:
24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): ₹ 2,66,79,57,52,240.

(iii) Net worth (in ₹): ₹ 2,36,97,55,56,827.

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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. Centralized Public Grievance Redress and Monitoring System(CPGRAMS) under the Ministry of Personnel, Public Grievances & Pensions, the department of Administrative Reforms & Public Grievance. (Web-link: www.pgportal.gov.in)	118	Nil	Nil	117	Nil	Nil
Investors (other than shareholders)	NA	Nil	Nil	-	Nil	Nil	-
Shareholders (SEBI Scores)	Yes. scores.sebi.gov.in (Web-link: scores.sebi.gov.in)	13	Nil	-	2	Nil	-
Employees and workers	Yes (Web-link: http://belportal.iscodom.com:50000/irj/portal)	77	10	In progress	235	32	All pending complaints have been closed during 2025-26
Customers	Yes**	18,344	3,602	***	15,278	4,182	***
Value Chain Partners	Yes, through CPGRAMS Portal (Web-link: www.pgportal.gov.in)	Nil	Nil	-	9	1	-
Other (please specify)	-	-	-	-	-	-	-

**BEL has a grievance redressal mechanism in place where customer can call on Toll Free number 1800 425 0433 and register their complaints on a product / system being used by them and which has been supplied by BEL. There are also informal channels available wherein customer can register their complaints through fax/email to the concerned department handling that product category and the same is uploaded on the centralised CRM system (https://hpcrm2.iscodom.com/sap/crm_logon?sap-clent=710).

***Some of the complaints remain unresolved at the end of the year due to non-availability of spare part/sub system from the original supplier, delay in supply due to supply-chain issues or obsolescence of electronic items for which BEL has to find an equivalent alternative/design a form fit equivalent which may take time.

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

Sl. 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	Carbon Footprint	Opportunity	With growing concern for Green House Gas (GHG) emissions, BEL is shifting towards tapping "Clean & Renewable" Energy sources for meeting the power requirements.	Not applicable	Positive: Achieving "Net Zero Carbon Emission Status" through renewable energy resources, energy conservation measures and emission reduction
2	Environmental Footprint- Water management	Risk	Water scarcity can impair the company's operations and disrupt business	Employee awareness on water management, more efficient use of water in campuses, Rain water harvesting & recycling of wastewater resulting in reduction of wastewater generation	Negative
3	Environmental Pollution	Risk	Failure to provide a safe working environment exposes BEL to suboptimal productivity, loss of business reputation and other costs	1. All the necessary pollution control norms for air, noise etc. are followed. 2. Disposal of hazardous waste is monitored within permissible limits	Negative: Incidents impact business reputation leading to negative financial implication
4	Health, safety and environment	Risk	1. Non-compliance with safety measures by employees. 2. Non-awareness of hazardous nature of material	1. Strict adherence to BBS (behaviour-based safety system). 2. Focus on reducing the generation of effluent and arresting at the source and following MSDS for hazardous material handling. 3. Medical check-up, vaccination drive as per Govt. Regulations	Negative: Incidents impact employee morale and business reputation leading to negative financial implication

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.

Principle P1: Transparency & Accountability - Code of Business Conduct and Ethics for Board Members, KMPs and Senior Management - Code for Regulating, Monitoring and Reporting of Trading by Insiders and Fair Disclosure of UPSI - Whistle Blower Policy - Related Party Transactions Policy - Risk Management Policy - Dividend Distribution Policy	Principle P2: Product Responsibility - Sustainable Development Policy - Business Responsibility Policy - Risk Management Policy	Principle P3: Employee Development - Code of Business Conduct and Ethics for Board Members, KMPs and Senior Management - BEL's Policy for Training of Directors - Business Responsibility Policy - Whistle Blower Policy
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Principle P4: Stakeholder Engagement - Business Responsibility Policy - CSR Policy - Policy on Determination of Materiality of Event or Information - Whistle Blower Policy - Risk Management Policy	Principle P5: Human Rights - Code of Business Conduct and Ethics for Board Members, KMPs and Senior Management - Whistle Blower Policy	Principle P6: Environment - Sustainable Development Policy - Business Responsibility Policy - Risk Management Policy
Principle P7: Policy Advocacy - Policy on Determination of Materiality of Event or Information - Business Responsibility Policy	Principle P8: Inclusive Growth - CSR Policy - Business Responsibility Policy - Sustainable Development Policy	Principle P9: Customer Value - Business Responsibility Policy - Sustainable Development Policy

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://bel-india.in/codes-policies/								
2. Whether the entity has translated the policy into procedures.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	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) adopted by your entity and mapped to each principle.	20 Units/SBUs are certified with QMS AS 9100D, and 8 SBUs/Divisions are certified with QMS ISO 9001, all 9 Units are certified with EMS ISO 14001, and all 9 Units are certified with EnMS ISO 50001, and 8 Units are certified with OHSMS ISO 45001, 14 Units/Divisions are certified with ISMS ISO 27001, EM SBU is Certified with MDQMS ISO 13485, 13 Labs across the Organization are certified for ISO 17025. CRL Ghaziabad, Software SBU and Hyderabad are certified for CMMi level 5. NCS, DCCS, Radar SBUs of Ghaziabad, and Chennai Unit are certified for CMMi Level 3. Software SBU is certified for ITSMS ISO 20000-1 and BCMS ISO 22301. BAE and BEEI are certified for EOMS ISO 21001.								
AS 9100D	✓	✓	✓	✓		✓	✓		✓
ISO 9001	✓	✓	✓	✓		✓	✓	✓	✓
ISO 14001			✓			✓			
ISO 50001			✓		✓	✓			
ISO 45001			✓		✓	✓	✓		
ISO 27001	✓		✓		✓		✓		✓
ISO 13485		✓							✓
ISO 17025		✓				✓		✓	✓
CMMI Level 5 and Level 3	✓	✓	✓			✓		✓	
ISO 20000	✓			✓					✓
ISO 22301	✓		✓	✓	✓	✓			✓
ISO 21001			✓	✓				✓	
AFQMS certification	✓	✓	✓						✓

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	- BEL has set a target to achieve Net Zero Carbon Emissions by 2035, considering the GHG emissions in the FY 2024-25 as baseline, in line with Principle 6. The target is applicable to all Units of BEL, covering all three Scopes of emissions. - In June 2024, BEL had taken the target to achieve RE 100 status by March 2025.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	- BEL continues to progress towards its Net Zero 2035 target. The early achievement of RE100 has eliminated Scope 2 emissions from manufacturing operations, representing a significant milestone towards the overall Net Zero goal. - BEL achieved RE100 status in January 2025, ahead of its March 2025 target. During FY 2025-26, all the manufacturing operations were carried out using renewable energy.								

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)
- At Bharat Electronics Limited, our responsibility extends beyond delivering advanced defence and strategic electronics. As a trusted partner in India's journey towards self-reliance, we recognise that sustainable business practices are essential to building an organisation that is resilient, responsible and future-ready.
- This Business Responsibility and Sustainability Report present our approach to integrating environmental, social and governance considerations into our business while creating long-term value for our stakeholders. It reflects the progress we have made in strengthening our operations, enhancing resource efficiency, fostering an inclusive workplace and upholding the highest standards of ethics and governance.
- As global security priorities evolve and technological advancements reshape the defence landscape, we remain committed to driving innovation responsibly. During FY 2025-26, BEL achieved a significant milestone by carrying out all manufacturing operations using renewable electricity, reinforcing our progress towards our Net Zero 2035 aspiration. Alongside this, we continue to strengthen resource efficiency, reduce our environmental footprint and embed sustainability across our operations.
- Our employees remain the cornerstone of our success, and we continue to invest in their safety, well-being and professional development while creating meaningful social impact through initiatives in healthcare, education and skill development. Guided by integrity, accountability and excellence, BEL remains committed to creating sustainable value for its stakeholders while contributing to India's defence preparedness and long-term sustainable development.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Damodar Bhattad S
Director (Human Resources) – Additional Charge.
DIN: 09780732
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. Risk Management and ESG Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The Board oversees the compliance and implementation of the policies through its various Committees									As and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?
- | | | | | | | | | |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| No | | | | | | | | |

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task									
It is planned to be done in the next financial year									
Any other reason (please specify)									

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	Workshop on Roles and Responsibilities of Board of Directors, Sustainability and ESG, Leadership Excellence-Influence, Integrity & Impact, Understanding White Collar Crimes & Preventive mechanisms.	100%
Key Managerial Personnel	1	Training module on Conduct Rules, Health, Safety & Well-being, RTI, Vigilance, Anti-Corruption and Anti-Bribery, POSH & Gender Sensitization, Cyber Security & Data Privacy, 5s principles, ESG Principles, Industrial Security, Fire Safety, Risk Management and other compliance topics.	100%
Employees other than BoD and KMPs	87	Awareness Sessions/Training Programs on Conduct Rules, Health, Safety & Well-being, RTI, Vigilance, Anti-Corruption and Anti-Bribery, POSH & Gender Sensitization, Cyber Security & Data Privacy, 5s principles, ESG Principles, Industrial Security, Fire Safety, Risk Management and other compliance topics These programs create awareness among employees on key topics/issues.	99.80%
Workers	81	Awareness sessions / Training Programs on Conduct Rules, Health, Safety & Well-being, RTI, Vigilance, Anti-Corruption and Anti-Bribery, POSH & Gender Sensitization, Cyber Security & Data Privacy, 5s principles, ESG Principles, Industrial Security, Fire Safety, Risk Management and other compliance topics. These programs create awareness among employees on key topics/issues.	98.89%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	Not Applicable

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. We have a Corruption risk management policy. Corruption is a special category of risk, The Corruption Risk Management Policy of BEL, determines the key principles and requirement aimed at preventing corruption and compliance of anti-corruption laws of India. BEL, believes in integrity, transparency and Accountability in all sphere of activities of Recruitment, Promotions, Marketing, Finance and Public Procurement processes, and has zero tolerance towards any form of corruption. BEL incorporates these Values into its Systems, Processes and procedures, which are well equipped to combat Corruption. web-link to the policy: <http://172.192.10.101/viewerJS/#.../Documents/Corruption%20Risk%20Management%20Policy%20-%20202014.pdf>

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

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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 2025-26	FY 2024-25
Number of days of accounts payables	83	83

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25%	15%
	b. Number of trading houses where purchases are made from	3125	450
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	16%	50%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers /distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.89%	1.42%
	b. Sales (Sales to related parties / Total Sales)	0.06%	0.11%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	0.00%	25.69%

Leadership Indicators

1. Awareness programmes 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
16	1. MSME vendor Development	10 %
	2. SC/ST-Women MSME vendor Development	
	3. MSME conclaves for indenisation	

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. The Company has well defined Code of Conduct for Board members, Key Managerial Personnel (KMP) and Senior Management, which stipulates guidelines for avoiding and disclosing potential conflict of interest with the company. The Directors abstain from participating in the Board/ Committee meetings on matters in which they are 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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	2.91%	2.18%	Kavach is an Automatic Train Protection (ATP). It prevents train collisions and Signal Passing at Danger to achieve zero accidents. Common rail Direct Injection (CRDI) is an advanced fuel system. It improves fuel atomization, resulting in better efficiency, more power, Lower emissions and reduced noise Air Traffic Management (ATM) aims at ensuring the safe and efficient flow of air traffic i-CBTC Program is to Develop an indigenous CBTC signalling system to ensure fail safe (SIL4) and efficient operations, minimizing human errors and utilizing capital intensive infra optimally for Metro train operations.
Capex**	0.11%	0.06%	The investments in CAPEX in compliance to environmental regulations and guidelines and aimed to be beneficial to the societies in which the CAPEX projects are setup.

Note: *The previous year's R&D investment amount has been disclosed here to provide comparative information. This metric was not disclosed in the previous year's BRSR and has been determined based on a subsequent reassessment of the underlying data.

**The disclosure under Capex has been revised based on a reassessment of the reporting requirements and the intended interpretation of the question. During the current reporting year, the Company has aligned its methodology with the prescribed disclosure requirements and accordingly reported the figures based on the correct interpretation. Consequently, the comparative figures for the previous financial year have also been revised to ensure consistency and comparability across the reporting periods.

2.
 - a. Does the entity have procedures in place for sustainable sourcing?

No.
 - b. If yes, what percentage of inputs were sourced sustainably?

Not Applicable.
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.

The company does not recycle products because most of the products are used for strategic/national security applications. Products delivered to customers are not returned to the company. In few cases products itself comes back for upgradation which will be upgraded and made reusable product. For such product which does not come back to us, guidelines have been provided to customers for handling and disposal of their End of life products. However, services have been provided to customers who are willing to return products for scientific disposal. End-of-life products are scientifically processed and recycled through agency approved by the Pollution Control Board. The company has a structured mechanism to deliver waste from the manufacturing process of its products/equipment through authorised recyclers approved by the Pollution Control Board. Metal waste, waste oil, solvents and copper containing rejects are sent (100%) to authorised recyclers for recycling and recovery. Paper and plastic are handed over to recyclers. In addition, the food waste is used for biogas generation in the Bio-Methanation plant, which in turn is used for light cooking purposes or organic matter are converted to manure in organic waste converter.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes. BEL has already obtained the registration under the EPR framework under Importer and Brand Owner categories of Plastic Waste Management Rules. Registrations under Producer category under E-waste rules is in progress.

BEL complies with the EPR framework in accordance with the EPR plan submitted to the Pollution Control Boards. As part of this mechanism, BEL fulfills its statutory EPR obligations by procuring recycling and End of Life (EoL) credits from CPCB-registered authorized recyclers, thereby ensuring environmentally sound recycling and end-of-life management of waste materials.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for 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.
-	-	-	-	-	-

Product specific Life Cycle Assessment has not been carried out. However, raw materials to finished product are handled scientifically. Waste materials generated in the value-added process are disposed off scientifically for recycling. Products supplied are provided with disposal guidelines for disposing the product after the End of Use of product.

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
Not Applicable.	Not Applicable.	Not Applicable.

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 2025-26	FY 2024-25
-	-	-

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	-

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	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	5610	5610	100%	5610	100%	NA	NA	5610	100%	*	*
Female	1464	1464	100%	1464	100%	1464	100%	NA	NA	1464	100%
Total	7074	7074	100%	7074	100%	1464	20.70%	5610	79.30%	1464	20.70%
Other than Permanent employees											
Male	4031	4031	100%	4031	100%	NA	NA	-	-	NA	NA
Female	1339	1339	100%	1339	100%	1339	100%	NA	NA	-	-
Total	5370	5370	100%	5370	100%	1339	24.93 %	-	-	-	-

*Refer notes

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	1,784	1,784	100	1,784	100	NA	NA	1,784	100	*	*
Female	562	562	100	562	100	562	100	NA	NA	562	100
Total	2,346	2,346	100	2,346	100	562	23.96	1,784	76.04	562	23.96
Other than Permanent workers											
Male	5,502	5,502	100	5,502	100	NA	NA	-	-	NA	NA
Female	1,259	1,259	100	1,259	100	1,259	100	NA	NA	-	-
Total	6,761	6,761	100	6,761	100	1,259	18.62	-	-	-	-

*Refer notes

Notes:

- The above manpower data is as on 31.03.2026. The Company has a Medical scheme to address the medical needs of Employees/workers and their dependants. Each Unit of BEL has an Occupational Health Centre/ Medical Centre to address the medical needs of employees. In case of specialized treatment, employees/workers can avail treatment in empanelled hospitals.
- In case of Other than Permanent Employees/workers i.e. Trainee/Project Engineers, Health Insurance premium is borne by the Management. In case of contract workmen, they are covered under ESI & Medical Insurance. However, in case of emergency treatment, they can avail medical facilities in Medical Centre of the Unit.
- Day care facilities are extended to women employees in accordance with the Factories Act, 1948. Further, male employees who are single parents are also extended day care facility.

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company*	1.23%	1.24%

Note:

- (1) Cost incurred on wellbeing measures includes welfare expenses and contribution to BERECHS
 (2) Total revenue of the company includes revenue from operation.

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2025-26			FY 2024-25		
	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	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	NA	NA	NA	NA	NA	NA
Others - a) Post-Retirement Medical Benefit	100%	100%	NA	100%	100%	NA
Others - b) Superannuation Pension Scheme	100%	100%	NA	100%	100%	NA

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. BEL has implemented the provisions of the Rights of Persons with Disabilities Act, 2016. In alignment with these provisions, BEL works towards creating a disabled friendly work environment to ensure accessible infrastructure (ramps, elevators, accessible restrooms, etc.) along with flexibility in work timings and providing amenities such as free transport, etc.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

BEL is committed to fostering a diverse and inclusive workplace that upholds the principles of equality, dignity and respect for all employees. Our commitment ensures that recruitment, training, promotion and all other employment practices are free from discrimination in any form. Further, BEL ensures compliance to Rights of Persons with Disabilities Act, 2016. Relaxations and concessions are extended to PwBDs in recruitment as per the Government directives.

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

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

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes. BEL has Employee Grievance Redressal and Monitoring System (e-GRAMS) for redressal of grievances and covers all workers. The system is easily accessible to all workmen on the intranet portal of the Company and enables employees to register their grievances online. Grievance pertaining to payment of salary, leave, transfer, promotions, seniority, work assignment, designation, non-extension of any welfare amenities provided under law or benefit due under the rules etc. affecting an individual employee can be raised on e-GRAMS portal. Timelines have been clearly defined at each level for prompt redressal of grievances. The system ensures transparency and accountability by allowing regular monitoring of the status of the grievance.
Other than Permanent Workers	Yes. The HR department is the nodal point for temporary workmen to redress their grievances related to work, working conditions, payment of wages, complaints related to contractor, etc., The HR department takes up the grievance with the concerned stakeholders namely, departmental heads, Unit / SBU Heads, contractors, etc., to ensure speedy redressal and closure.
Permanent Employees	Yes. BEL has Employee Grievance Redressal and Monitoring System (e-GRAMS) for redressal of grievances and covers all Employees. The system is easily accessible to all employees on the intranet portal of the Company and enables employees to register their grievances online. Grievance pertaining to payment of salary, leave, transfer, promotions, seniority, work assignment, designation, non-extension of any welfare amenities provided under law or benefit due under the rules etc. affecting an individual employee can be raised on e-GRAMS portal. Timelines have been clearly defined at each level for prompt redressal of grievances. The system ensures transparency and accountability by allowing regular monitoring of the status of the grievance.
Other than Permanent Employees	Yes. The HR department is the nodal point for temporary employees to redress their grievances related to work, working conditions, remuneration, etc. The HR department takes up the grievance with the concerned stakeholders namely, departmental heads, Unit / SBU Heads, etc., to ensure speedy redressal and closure.

Note: The well-structured grievance redressal system provides employees ample opportunity to address and resolve the grievances. The system consists of a multi-level escalation matrix to ensure that employee concerns are heard, addressed fairly and resolved in a timely manner.

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

Category	FY 2025-26			FY 2024-25		
	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	7,074	5,744	81.20	8,844	7,823	88.46
- Male	5,610	4,503	80.27	6,893	6,089	88.34
- Female	1,464	1,241	84.77	1,951	1,734	88.88
Total Permanent Workers (Non-Executives)	2,346	2,018	86.02	2,355	2,151	91.34
- Male	1,784	1,560	87.44	1,743	1,653	94.84
- Female	562	458	81.49	612	498	81.37

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	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	5,610	5,262	93.80	3,792	67.59	6,893	4,042	58.64	3,919	56.85
Female	1,464	1,381	94.33	1,095	74.80	1,951	1,114	57.10	1,170	59.97
Total	7,074	6,643	93.91	4,887	69.08	8,844	5,156	58.30	5,089	57.54
Workers										
Male	1,784	1,463	82.01	1,154	64.69%	1,743	1,043	59.84	1,042	59.78
Female	562	494	87.90	404	71.89%	612	306	50.00	277	45.26
Total	2,346	1,957	83.42	1,558	66.41	2,355	1,349	57.28	1,319	56.00

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	5,610	5,610	100	6,893	6,893	100
Female	1,464	1,464	100	1,951	1,951	100
Total	7,074	7,074	100	8,844	8,844	100
Workers						
Male	1,784	1,784	100	1,743	1,743	100
Female	562	562	100	612	612	100
Total	2,346	2,346	100	2,355	2,355	100

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?

Yes, Occupational Health and Safety Management System (ISO 45001:2018) is implemented in eight (8) Units of the Company viz, Bangalore Complex, Ghaziabad Complex, Hyderabad Unit, Chennai Unit, Navi Mumbai Unit, Pune Unit Panchkula Unit and Kotdwar Unit out of nine (9) Units and is in progress at remaining one Unit of the Company i.e Machilipatnam Unit.

The following aspects are covered as part of the OHSMS:

- EHS policy
- Documents like HS manuals, Operational Control procedure (OCP), Work instructions, emergency preparedness plan, etc.
- Internal Auditor training and audits
- Plant level safety committee meetings

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

'Hazard Identification and Risk Assessment' (HIRA) process is used to identify work related hazards and the HIRA document is maintained and audited periodically.

Safety Officers and Safety Committee members identify hazards and assess risks during plant inspections, surveys and audits.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

Yes. Apart from the statutory Plant level Safety Committee, Divisional 'SHE' Committees are formed. These committees consist of workers, who report the work related hazards. These committees meet once in a month, discuss and solve safety issues at the Unit/SBU/divisional level. Another method to report hazards is through 'Near Miss' formats which are made available in all departments. The workers are sensitized to inform Safety Engineering/HR department regarding hazards and unsafe work conditions.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes. All employees/workers of BEL are covered under a comprehensive Medical Scheme which provides health care to employees and their dependent families. In addition, BEL Medical Centres in bigger Units provide basic medical care to employees and their dependant families. Further, as a part of Preventive Health Care, employees/workers in the age group of 40 years and above are required to undergo medical check-up periodically.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	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

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

BEL gives utmost importance to safety and health of all the workers in the organisation. The Health and Safety policy clearly states and commits to provide safe working environment and healthy workplace to all its employees. BEL strictly complies with all the statutes and regulations with respect to safety and health, viz. the Factories Act 1948, etc.

The Safety Committee meetings with Workers' representatives are conducted regularly for monitoring safety and health as per statutory pre-requisites. The statutory medical examination of workers deployed in hazardous processes is periodically conducted.

Industrial safety training is conducted periodically for employees, contract staff and trainees. In addition, Safety Audits and Plant safety inspections are carried out at regular intervals.

Eight (8) viz, Bangalore Complex, Ghaziabad Unit, Hyderabad Unit, Chennai Unit, Navi Mumbai Unit, Pune Uni, Panchkula Unit and Kotdwara Unit out of nine (9) Units are ISO 45001-2018 Occupational Health and Safety Management System (OHSMS) certified.

The following measures taken by the entity to ensure a safe and healthy workplace:

- Provisions for adequate ventilation, lighting, machine guards and exhaust systems at the workplace.
- Provision of drinking water, rest rooms and first aid centres.
- Provision of personal protective equipment (PPE), wherever necessary.
- Awareness on Safety created through display of signage, precautionary boards at prominent locations and organizing trainings on safety, health and first aid.
- Implementation of Safety Work Permit Systems to ensure safe work practices in high risk areas.
- Implementation of OSHMS & EMS.
- Periodic health check-up to monitor the health of employees.
- Celebration of National safety Day by displaying safety banners, administration of safety pledge and displaying safety awareness posters, etc to promote the culture of safe work practices.
- Conducting Fire Mock Drills periodically.
- Presence of effective emergency preparedness and response plan.

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

	FY 2025-26			FY 2024-25		
	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	21	2	Resolution of pending complaints is in progress	172	22	All the 22 pending complaints are closed during 2025-26
Health & Safety	49	5	Resolution of pending complaints is in progress	63	10	All the 10 pending complaints are closed during 2025-26

14. Assessments for the year:

%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.

No high consequence injuries/incidents or significant risks.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of:

(A) Employees (Y/N) - Yes

(B) Workers (Y/N) - Yes

BEL has a policy in place to support the families of deceased employees through financial, medical and educational assistance / skill development, etc., to help them mitigate the hardship and to cope with the adverse circumstances.

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

Payments are made to the Contractors after ensuring remittance of statutory dues to the concerned authorities by verifying deposit/remittance Challans submitted along with bills.

- Provide the number of employees / workers having suffered high consequence workrelated injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are 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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

- 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)

All employees who are due for retirement are provided training on financial planning and holistic well-being to help them transition to purposeful post-retirement life.

- Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	Nil
Working Conditions	Nil

- 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.

Not Applicable.

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

Essential Indicators

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

The Company has a robust system for the identification of key stakeholders. Stakeholder engagement is an ongoing and well-defined process. For each category of stakeholder, the company has designated functional departments with identified company representatives to interact with correspondent stakeholders at different hierarchical levels with stakeholder counterparts, to understand and address their requirements and expectations and collaborates with them for creating shared value. The Company has built constructive relationship with all its stakeholders based on mutual trust, transparency, ethics, responsibility and accountability. Open communication channels and dialogue process with stakeholders along with their feedback on various issues concerning company's operations and shareholders expectations has enabled us to establish sustainable relationships with the stakeholders. Apart from Customers, Shareholders, Employees, Suppliers, Bankers, Collaborators and JV Partners, Government, Regulatory & Statutory Bodies and Auditors, all community members in the vicinity of the location of the plant/Divisions of the Company are considered as key stakeholders of the Company.

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	Email, Letters, Meetings, Webinars, Workshops	Scheduled / as and when required	To understand customer requirements; Regarding technical, commercial matters, Product portfolio, product life cycle support and various issues related to products being supplied by the Company
Shareholders	No	Website, Email, Letters, Meetings, Newspaper Publications, Annual Reports	As and when required	Shareholder's meeting and Resolution of grievances if any.
Employees	No	Internal Newsletters and Website, in-person meetings	Periodic and as and when required	Communication to align with company's vision, values and goals, information on Company activities, customer requirements, compliance requirements, matters related to employee welfare measures
Industry bodies, Regulators	No	Email, Letters, Meetings	Meeting as and when required	Compliance and Risk Management, Knowledge sharing and best practices, Industry Representations to Ministries etc and feedback /comments on policies and procedures affecting the Industry/ company; Compliance Reporting adhering to rules and regulations.
Communities	No	As needed	As and when required	Communicate the purpose of the business operations and performance of the company and other related information of interest to the concerned communities

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.

The Company interacts with various stakeholders through committees of the Board viz. CSR Committee, Risk Management and ESG Committee, R&D Committee & Capital Investment Committee, Audit Committee and other Management Committees constituted for the purpose.

The company processes involve formal interaction mechanisms to ensure transparency, accountability and the integration of feedback from government, suppliers, employees, and shareholders.

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 inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. The Company continuously engages with its stakeholders to build and sustain relationships enabling the Company to be informed of their expectations with changes in environment and societal needs. The structured approach of engagement methods is covered in Stakeholder Engagement section of Integrated Annual Report. CSR projects undertaken in the areas of Education, Health Care, Skill development, Sanitation, renewable energy etc are based on inputs received from stakeholders. Stakeholders requirements and expectations are reviewed by the committees of the Board and Directions of the Board are implemented in the policies and activities of the Company.

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

The Company focuses on development, institution building, and sustainability-related initiatives for empowering marginalised and underprivileged communities for inclusive growth and equitable societal development. The majority of CSR projects are undertaken for vulnerable/marginalised stakeholder groups. The Company has rolled out focussed interventions to augment health infrastructure in Government Hospitals and make available mobile modern healthcare services at the door-step of the rural populace. These include donation of Mobile Mini Hospitals, Mobile cancer detection Units and diagnostic facility units, assistive devices such as tricycles, motorized tricycles, crutches, hearing aids, braille kits etc for persons with disabilities; promoting vocational skill training to enhance the employability of the youth from marginalized groups.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees covered		Total (C)	No. of employees covered	
		No. (B)	% (B/A)		No. (D)	% (D/C)
Employees						
Permanent	7,074	6,673	94.33%	8,844	872	9.86%
Other than Permanent	5,370	1,854	34.53%	9,480	438	4.62%
Total Employees	12,444	8,527	68.52%	18,324	1,310	7.15%
Workers						
Permanent	2,346	1,973	84.10%	2,355	228	9.68%
Other than Permanent	6,761	450	6.66%	5,559	198	3.56%
Total Workers	9,107	2,423	26.61%	7,914	426	5.38%

Note: BEL ensures due diligence for human rights in all its processes and complies to relevant statutes / Government directives pertaining to Equal Opportunity, Diversity & Inclusion, Equal Remuneration, Prevention of Sexual Harassment, Right to Information, Anti-corruption, etc.

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 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	7,074	-	-	7,074	100	8,844	-	-	8,844	100
Male	5,610	-	-	5,610	100	6,893	-	-	6,893	100
Female	1,464	-	-	1,464	100	1,951	-	-	1,951	100
Other than permanent	5,370	-	-	5,370	100	9,480	-	-	9,480	100
Male	4,031	-	-	4,031	100	7,182	-	-	7,182	100
Female	1,339	-	-	1,339	100	2,298	-	-	2,298	100
Workers										
Permanent	2,346	-	-	2,346	100	2,355	-	-	2,355	100
Male	1,784	-	-	1,784	100	1,743	-	-	1,743	100
Female	562	-	-	562	100	612	-	-	612	100
Other than permanent	6,761	-	-	6,761	100	5,559	-	-	5,559	100
Male	5,502	-	-	5,502	100	4,224	-	-	4,224	100
Female	1,259	-	-	1,259	100	1,335	-	-	1,335	100

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	No.	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	83,77,695	-	-
Key Managerial Personnel	1	45,14,234	-	-
Employees other than BoD and KMP	10,785	11,74,662	3,057	7,89,443
Workers	1,781	10,72,339	562	14,32,793

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	21.67%	20.56%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The HR Heads and Business Leaders of the Company are responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

BEL has established robust systems and mechanisms namely, Internal Complaints Committee (POSH), Employee Grievance Redressal & Monitoring System, Safety, Health & Environment Committee, Whistle Blower Policy and Vigilance set up which have been institutional in redressing grievances related to human rights. Further, the contracts and recruitment policy of BEL prohibit forced / child labour.

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

	FY 2025-26			FY 2024-25		
	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	07	03	Pending complaints are under closure	02	00	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	07	02
Complaints on POSH as a % of female employees / workers	0.15%	0.10%
Complaints on POSH upheld	00	00

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

It is ensured that no work-related adverse consequences are meted out to the Complainant by placing the Complainant & Respondent in different work places, in case both were in the same work place. Moreover, the complainant can report any such incidences to the higher authorities for appropriate action.

9. Do human rights requirements form part of your business agreements and contracts?

Yes. The Company integrates human rights requirements into its legal framework, particularly within international business agreements and service contracts. Our standard contracts with foreign counter parties include mandatory covenants prohibiting the use of child labour and forced labour in any form.

Furthermore, recognizing that the Right to Privacy is an intrinsic element of the Right to Life, we incorporate stringent Data Protection and confidentiality provisions in our agreements. These clauses ensure that the personal and sensitive information of our stakeholders is protected against unauthorised access, aligning our business practices with global human rights standards.

10. Assessments for the year:

	% 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	100%

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

No action was taken since no significant risk / concern was identified.

Leadership Indicators

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

The e-Grievance handling mechanism for employees has been designed for speedy redressal of grievance and complaints with respect to employees and addresses complaints related to human rights violations.

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

BEL ensures due diligence for human rights in its HR processes viz., recruitment, promotions, training & development, etc., and complies to relevant statutes / Government directives pertaining to equal opportunity, diversity & inclusion, equal remuneration, prevention of sexual harassment, safety & health, working conditions, prohibition of child labour & forced labour, anti-corruption, etc.

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. The infrastructure facilities offer a barrier free access to visitors with disabilities. There are ramps, lifts, rest rooms which are Disabled friendly.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others please specify	Nil

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

Not Applicable.

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: -

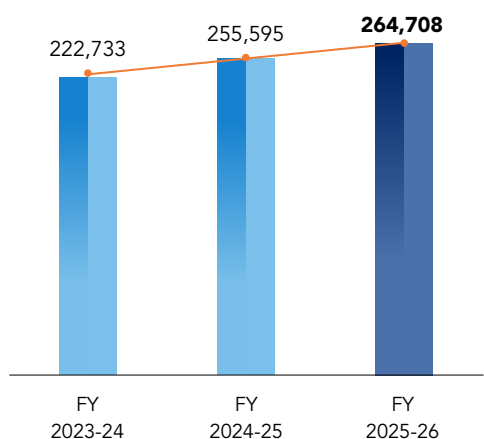
Parameter	FY 2025-26	FY 2024-25
From Renewable sources		
Total electricity consumption (A)	2,35,462.20 GJ	1,39,575.66 GJ
Total fuel consumption (B)	1,077.59 GJ*	1,572.19 GJ*
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	2,36,539.79 GJ	1,41,147.85 GJ
From Non-Renewable sources		
Total electricity consumption (D)	0.00 GJ	88,889.53 GJ
Total fuel consumption (E)	28,168.36 GJ	25,557.23 GJ
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	28,168.36 GJ	1,14,446.76 GJ
Total energy consumed from Renewable and Non-Renewable sources (A+B+C+D+E+F)	2,64,708.15 GJ	2,55,594.61 GJ
Revenue from operation	₹27,479.63 Crore	₹23,658.01 Crore
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	9.63 GJ/ Crore	10.80 GJ/ Crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	19.59 GJ/million USD	22.32 GJ/ million USD
Energy intensity in terms of physical output	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

* Renewable fuel in the form of biogas generated from food waste in Bangalore Complex.

Notes:

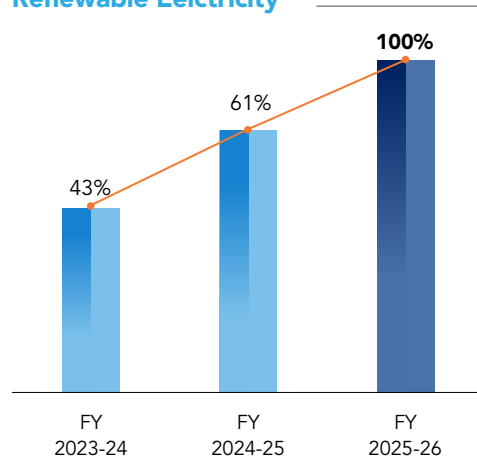
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N). If yes, name of the external agency.
Yes, independent assurance has been carried out by Sustainability Actions Private Limited.
- As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated 20 December 2024 - Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.

Total Energy Consumption (in GJ)



● Total Energy Consumption (in GJ) — Trend Line

Increase in Reliability on Renewable Electricity



● Increase Reliability (%) — Trend Line

- 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.

- Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	45,886.00	21,821*
(ii) Groundwater	8,77,667.19	9,40,226
(iii) Third party water	6,13,460.00	4,85,157
(iv) Seawater / desalinated water	0	0
(v) Others (Canal water)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	15,37,013.19	14,47,204
Total volume of water consumption (in kilolitres)	15,34,313.19	14,41,204
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	55.83 KL/ Crore	61.17 KL/ Crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	113.57 KL/million USD	125.88 KL/million USD
Water intensity in terms of physical output	-	-
Water intensity (optional)- the relevant metric may be selected by the entity	-	-

* Canal water consumption was added in Others for the FY 2024-25. However, it has been shifted to Surface Water section for making it consistent with FY 2025-26 data.

Notes:

- a. As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY24-25 have also been revised.
- b. As per the SEBI Guidance Note on BRSR, we have considered *Water consumption" = Water Withdrawal – Water Discharge. Accordingly, the previous year figures have also been revised to reflect the methodology recommended by the SEBI guidance notes for Business Responsibility & Sustainability Reporting format.
- c. 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, independent assurance has been carried out by Sustainability Actions Private Limited.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilo litres)		
(i) To Surface water	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment *	2,700.00	5,700.00
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment*	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	2,700 KL	5,700 KL

* 3,50,807.56 KL of treated domestic effluent reused for horticulture applications and 37,719.00 KL of treated industrial effluent reused for process applications.

** In FY 2024-25, wastewater reuse (horticulture and industrial processes) quantities were disclosed under the "Others" category of water discharged. Upon review, it was determined that these volumes represent internal reuse/recycling of treated water and do not constitute discharge to external recipients or the environment. Accordingly, to improve transparency and align the disclosure with the intent of BRSR water management reporting, these quantities are presented separately as a note and excluded from the water discharged figures for the current reporting year.

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, independent assurance has been carried out by Sustainability Actions Private Limited.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
No.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/Nm ³	16.8	22.5
SOx	mg/Nm ³	10.6	10.5
Particulate matter (PM)	mg/Nm ³	37.1	42.9
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	mg/Nm ³	2.8	2.6
Hazardous air pollutants (HAP)	-	-	-
Others –(Pb, Acid Fumes, Acid mist, Solvent vapour)	mg/Nm ³	3.1	8.1

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

Yes, independent assurance has been carried out by Sustainability Actions Private Limited.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,109.76*	9,204.38*
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0.00**	17,926
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT/ Crore	(Measured in terms of per crore rupees of turnover) 0.29 MT/ Crore	(Measured in terms of per crore rupees of turnover) 1.14 MT/ Crore
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)	MT/million USD	0.60	2.37
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) the relevant metric may be selected by the entity	-	-	-

* Source of emission factors from IPCC 4th assessment report.

** Scope 2 emissions zero, since only green power from company owned wind and solar power plants and purchase of green power from DISCOMs is consumed for operations.

*** In addition to Scope 1 emission mentioned above, the emission from biogenic sources for the year 2025-26 is 48.19 MT of CO₂ equivalent (from Biogas Plant).

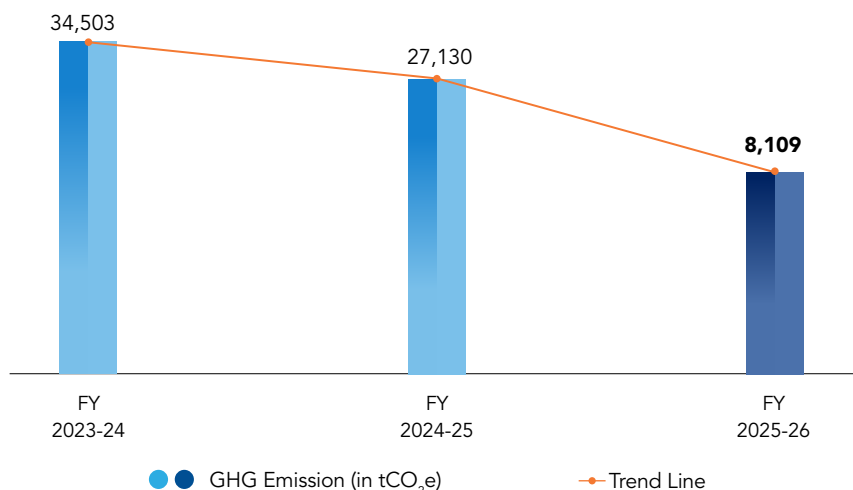
Note:

- As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated 20 December 2024 - Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY 2024-25 have also been revised.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.

Yes, independent assurance has been carried out by Sustainability Actions Private Limited.

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

Yes. BEL has set a target to achieve Net Zero Carbon Emission by 2035. Several initiatives have been undertaken to reduce the GHG emissions and achieve the target such as retrofitting of existing air conditioners with refrigerants having less Global Warming Potential (GWP), retrofitting of Diesel Generators with Dual-fuel system, switch-over from PNG cooking to induction-based cooking in the canteens and encouraging the use of Electric vehicles. As a precursor to the initiative, BEL achieved RE100 status in the last quarter of 2024-25, i.e., all the operations of the company is being done by renewable energy, reducing our Scope 2 emissions to zero.

GHG Emission - Scope 1 + Scope 2 (in tCO₂e)

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	93.71	42.70
E-waste (B)	162	122.73
Bio-medical waste (C)	2.39	2.72
Construction and Demolition Waste (D)	-	-
Battery waste (E)	44.95	96.15
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)		
i. Used oil & coolant oil	20.32	11.53
ii. Plating metal sludge /Paint sludge / ETP sludge	4.86	27.52
iii. Spent etching chemicals and solvents	28.68	9.18
iv. Others	39.48	77.15
Subtotal (G)	93.34	125.38
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
i. Metal scrap	615.88	534.17
ii. Non metal scrap	560.47	279.78
iii. Other scraps	42.76	102.18
Subtotal (H)	1,219.11	916.13
Total (A+B + C + D + E + F + G + H)	1,615.50	1,305.81
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.058 tons/crore	0.055 tons/crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / revenue from operations adjusted for PPP)	0.12 tons/million USD	0.12 tons/million USD
Waste intensity in terms of physical output	-	-
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 tonnes)		
Category of waste		NA
(i) Recycled *		

Parameter	FY 2025-26	FY 2024-25
• Plastic waste	76.56	85.05
• E-waste	133.00	89.16
• Battery waste	32.84	86.14
• Other Non-hazardous waste	1,049.37	1,217.8
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,291.77	1,478.15
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste (Plastic waste)		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Category of waste (E-waste)		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Category of waste (Bio-medical waste)		
(i) Incineration	2.39	2.70
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
Total	2.39	2.70
Category of waste (Battery waste)		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Category of waste (Other Hazardous waste)		
(i) Incineration	0	0
(ii) Land filling	11.79	52.24
(iii) Other disposal operations	80.84	84.47
Total	92.63	136.71

Note:

- As per the SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated 20 December 2024 - Industry Standards Note on Reporting of BRSR Core, we have given the PPP intensity ratio in terms of Million USD. Accordingly, PPP intensity figures for FY 2024-25 have also been revised.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency.
Yes, independent assurance has been carried out by Sustainability Actions Private Limited.

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.

Hazardous Waste Management: When handling with hazardous waste, the principle of reduction, reuse, recovery and recycling is practiced. The production of hazardous waste has been reduced at the process level by introducing appropriate chemicals and procedures that produce less hazardous sludge in the wastewater detoxification process, in addition to the use of cleaner technologies. The use of sodium hypochlorite, and sodium bisulphate in place of lime, bleach powder and iron sulphate help reduce the amount of hazardous sludge. In addition, the introduction of cyanide-free galvanizing and copper plating processes have helped reduce the production of hazardous waste. In the previous year, BEL achieved continual improvement by the elimination of IPA use in HF Oxide etching process in the solar plant. These initiatives resulted in generation of less hazardous waste. Bharat Electronics has set up a system for the safe handling of hazardous waste by creating an exclusive, well-protected place for the safe storage of hazardous waste. BEL has tied up with the State Pollution Control Board's Treatment, Storage & Disposal Facility operators to dispose of solid hazardous waste that can be land filled. Recyclable waste is handed over to authorised facilities of the Pollution Control Board for scientific processing and recycling. This system effectively prevents pollution from hazardous waste.

E- Waste Management: Electronic waste that is generated during the manufacturing of products is segregated, stored and handed over to authorised agencies of the Pollution Control Board for scientific processing, recovery and recycling. End of Life electronic waste such as computers and other electronic items are also handed over to authorised agencies of the Pollution Control Board for scientific processing, recovery and recycling. End of Life e-waste products such as electronic voting machines are received back under Extended Producer responsibility initiative and are disposed scientifically. Users of electronic products receive handling and disposal guidelines for the safe disposal of electronic waste after expiry. Efforts are being made to reduce the hazardous component in electronic products by introducing as many RoHS-compliant components as possible.

Solid Waste Management: BEL has put in place a source segregation system for proper handling of waste. Biodegradable waste such as food waste and green waste of colony is composted through the 1.0 tonne organic waste converter with an average of 0.45 to 0.6 Tons per day, wherein manure is generated. The manure so generated is used for horticulture application in the BEL Estate area. The green waste generated in BEL is subjected to natural composting. Leaf shredding machine is available for reduction of the size of green waste. In addition, the food waste generated in the factory canteen is transported to Bio-Methanation plant on daily basis. The anaerobic biogas plant is based on UASB technology with a capacity of 2.0 tonnes and leads to a saving of about 50 SCM PNG per day in cooking. Land fillable waste is sent to a well-established solid waste treatment facility for processing.

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
BEL does not have any operations/ offices in/ around ecologically sensitive areas.			

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. There are no projects undertaken for EIA assessment during FY 2025-26.					

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. If not, provide details of all such non-compliances, in the following format:

Sl. 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. BEL is compliant with all 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, and Environment Protection Act and rules there under.				

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:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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. - No.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity		Assessment will be taken up	

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. - No.

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.

BEL operates in industrial areas/estates, hence its influence on biodiversity is very minimal.

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:

SL. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	RoHS-compliant components and processes are introduced to comply with the European & other international directives	Restriction of Certain Hazardous Substance (RoHS) compliant processes have been introduced into the PCB manufacturing and metal finishing processes. 1) Environmentally friendly materials have been introduced, such as low smoke halogen cables, low VOC metal finish (polyurethane), cyanide-free silver, zinc and copper plating, and trivalent chromium-based chromate conversion coating. 2) A technical series of document have been published on RoHS compliant cadmium plating alternatives for fasteners and screws. 3) New standard is released for environmental friendly automated cleaning process of Printed wiring assembly using Aqueous based cleaner replacing the use of Iso-propyl Alcohol.	This helps spread awareness and compliance of RoHS compliant alternatives among BEL's various D&E and quality engineers.
2.	Energy conservation/ efficient measure	1) Purchase of green energy to meet additional power requirement other than captive RE power. 2) Installation of cumulative 13.9 MW of wind plants in Davanagere & Hassan, Karnataka and cumulative 2.8 MW Rooftop Solar Power Plants at BE-BG. 3) All lightings replaced with LED lights in factory & estate areas. 4) Replacement of reciprocating air compressors with energy efficient oil free screw air compressors. 5) Old Air Conditioners replaced with energy efficient rated ACs. 6) Cooling towers replaced with IE-3 rated motor cooling towers. 7) Installation of VFDs for existing cooling towers. 8) Reduction in use of fossil fuel energy: Installation of 500 KWP solar power plant, produced 2.29 TJ energy	BEL is certified for ISO 50001: Energy Management System BEL has achieved RE-100 status.

SL. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3.	Water Conservation	1) Installed Roof top rainwater harvesting system for reuse of water for RO generation; this enables every year to collect 500-600 m3 of rain water of low TDS which in turns result in use of saving about 800-1000 m3 of fresh water. 2) Innovative recharging of bore wells enable us to collect the runoff water adjacent to the building and near to the borewells for facilitating recharging of aquifers. 53 recharge pits have been created in BG campus of 685 acres. Overflow from recharging pit is diverted to large-scale rainwater harvesting reservoir having capacity of 170 million liters with expected annual yield of around 234 million liters. 3) Re-use of tertiary treated wastewater for horticulture application in order to conserve fresh water resource. 4) Several water conservation projects like automation of desmearing process for demand based water supply, automation of bore well water drawing system, level controller for water tanks, efficient dish washing system and the use of swill water with air agitation are implemented for conserving water. Implementation of these water conservation projects have led to a consistent reduction of water consumption each year. 5) Installation of sewage treatment plant of 300 KLD at Kotadwar unit for achieving Zero liquid discharge	Bangalore Complex has achieved "Water Positive Status" through water conservation measures adopted.

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

Yes. BEL being a premier Navratna defence PSU recognises the importance of business continuity in its business and has put in place policies and complies with all the regulations stipulated by the Govt. to ensure mission critical operations continue in the event of an interruption with respect to the chemical disaster and fire hazard. BEL has well laid down procedures for handling, storage, and usage of various chemicals which are used for various applications. On-Site emergency plan as per the Factories Act 1948, Sec 41B (4) is in place to prevent any disaster arising inside BEL Bangalore Complex and the following practices adopted,

1. Chemical Handling and awareness programs are conducted for workers
2. Chemical Storage and its compliance is reviewed and updated
3. Chemical & Fire hazard related Mock drills are conducted for handling emergency
4. Safety Data Sheet for every chemical is made available at the work area.

Regular training on chemical handling to all the workers by both internal and external faculties are being imparted. Safety inspection and audit for the chemical areas are conducted by safety officers and by the external auditors.

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.

No negative social and environmental impacts found on the value chain.

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

Not applicable.

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

- a. By the listed entity - 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.

The Company has taken Corporate Membership with ten (10) Nos. of trade and industry chambers / associations

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	The Associated Chambers of Commerce of India (ASSOCHAM)	National
4	Electronics Industries Association of India (ELCINA)	National
5	Society for Defence Technologists (SODET)	National
6	Society of Indian Aerospace Technologies & Industries (SIATI)	National
7	Society of Indian Defence Manufacturers (SIDM)	National
8	Indian Space Association (ISpA)	National
9	India Electronics & Semiconductor Association (IESA)	National
10	Standing Conference of Public Enterprises (SCOPE)	National

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	Nil	Nil

Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others please specify)	Web Link, if available
Nil	Nil	Nil	Nil	Nil	Nil

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development
Essential Indicators

- 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
NA					

- 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 2025-26 (In ₹)
No rehabilitation and resettlement projects have been undertaken.						

- Describe the mechanisms to receive and redress grievances of the community.

Centralised Public Grievance Redress and Monitoring System(CPGRAMS) under Department of Administration Reforms & Public Grievances, Government of India is an online platform available to the community 24X7 to lodge grievances to the Public authorities on any subject related to service delivery.

The grievance is forwarded to BEL in CPGRAMS Portal for necessary action through designated Grievance Redressal Officer who takes appropriate steps for resolution. Once the grievance is addressed, BEL sends suitable reply to the Complainant and uploads resolution details on the CPGRAMS Portal.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	44.57%	33.87%
Sourced directly from within the district and neighbouring districts	65.00%	60.14%

- 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 2025-26	FY 2024-25
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	9.65%	10.48%
Metropolitan	90.35%	89.52%

Leadership Indicators

- 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
Not Applicable	Not Applicable

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)*
1	Karnataka	Raichur, Yadgir	115,774,000
2	Telangana	Bhadradi Kothagudem	26,939,000
3	Odisha	Malkangiri	23,620,000
4	Tamil Nadu	Ramanathapuram	10,150,000
5	Andhra Pradesh	Y.S.R Kadapa	6,560,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?
Yes
- (b) From which marginalized /vulnerable groups do you procure?
SC, ST, Women Entrepreneurs and Start-ups.
- (c) What percentage of total procurement (by value) does it constitute?
8.6%.
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:

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes / No)	Basis of Calculating benefit share
-	-	-	-	-

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	Not Applicable	Not Applicable

6. Details of beneficiaries of CSR Projects:

CSR sectors	No of Projects	No. of Persons benefitted from CSR Projects (approx.)	% of Beneficiaries from vulnerable and marginalized groups approximately
Healthcare	22	20,57,076	80
Skill Development	2	2,392	75
Education	3	32,251	85
Measures for Armed Veterans	2	420	70
Rural Development	1	50,000	70
Women Empowerment	1	80	85

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

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

BEL has a central Complaint Management system, as a part of its customer Relationship Module (CRM module) in SAP system, wherein customers can call up on toll Free number / send fax or email and register their complaints. The Toll free Number/ Fax number / email address is made available to customers at the time of delivery of products / system. The number is also shared with the users by field engineers of BEL to make it easy for them to register their complaints directly.

The complaints once registered, are sent to the respective product support departments who then take suitable and necessary action to rectify the faults and update the system with the progress on each complaint. The progress status is shared with the customer on the phone / email or through the official channels of customers.

In addition to this we have established a network of Product Support Centres Pan India (RPSCs/WFS/LC) which act as first point of contact for complains resolution.

- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

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%

- Number of consumer complaints in respect of the following:

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil		Nil	Nil	Nil
Advertising	Nil	Nil		Nil	Nil	Nil
Cyber-security	Nil	Nil		Nil	Nil	Nil
Delivery of essential services	Nil	Nil		Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil		Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil		Nil	Nil	Nil
Other	18,344	3,602	**	15,278	4,182	**

**These are the complaints received / pending resolution in respect of non-functioning of the products / sub systems supplied by BEL from across its SBUs / Units.

**Some of the complaints remain unresolved at the end of the year due to non availability of spare part / sub system from the original supplier, delay in supply due to supply-chain issues or obsolescence of electronic items for which BEL has to find an equivalent alternative / design a Form Fit equivalent which may take time.

- Details of instances of product recalls on account of safety issues:

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Yes. Cyber Security Policy of the Company is classified as document for internal circulation.

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.

Robust system have been put in place to identify the issues faced by the customers and ensures timely resolution of the same. Efforts are made to continually strengthen the quality assurance system, improve delivery timelines and address issue of safety and security and disposal as per the applicable law of the country.

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 - NA.

Leadership Indicators

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

Details of BEL's products and Services can be accessed from its website www.bel-india.in

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

Company complies with the regulations and relevant voluntary codes concerning marketing communications, including advertising, promotion and sponsorship. The company's communications are aimed at enabling customers to make informed purchase decisions. In addition User manuals are also provided along with each equipment for providing support to customer in using equipment. The Company also makes efforts to educate customers on responsible usage of its products and services through

- a. Training programs for the end users as well as repair technicians at customer workshops.
- b. During customer meets and other forums with senior officers of the customer departments where customer concerns w.r.t. delivery, product improvements, new technologies, improved usage mechanisms are addressed.

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

All the contracts have Force majeure clause wherein BEL informs its customers in writing well in time about impending disruption of service / delay in delivery etc. due to conditions like flooding, pandemics, supply chain disruptions due to war, obsolescence etc.

Further obsolescence bulletin are also issued annually to all concerned stakeholders for bringing about clarity on obsolescence of the equipment/components.

4. Does the entity display product information on the product over and 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)

Yes. All the essential details of the product like Product name, BEL part number, serial number, date of manufacture/quality control etc. are displayed on the product being delivered to the customer. This information is etched on the sticker which is either pasted / screwed onto the product body at a prominent place

Company carries out yearly Customer Satisfaction survey covering the following customer segments:

- a. Ordering customer segment / procurement department
- b. Execution customer segment i.e. agencies involved in inspection of the products being manufactured at different stages
- c. End User segment i.e. users involved in installation and commissioning of the products and systems, usage of the systems during its active life and those involved in maintaining the system during its active life

The feedback, thus received, is analysed by the senior management of the company and suitable corrective action is taken through measures adopted and executed by the heads of the manufacturing units.

Since the customers of the company are spread PAN India, the survey covers all the locations where customer departments are located.

For and on behalf of the Board

Bengaluru
1 August 2026

Manoj Jain
Chairman & Managing Director

To,
The Board of Directors
Bharat Electronics Limited
Outer Ring Road, Nagavara,
Bengaluru -560045

Independent Assurance Statement

Scope and Approach

Sustainability Actions Private Limited ("SAPL") has been engaged by the management of Bharat Electronics Limited ("BEL" or "the Company"), to perform an Independent Reasonable Assurance of the Company's Business Responsibility and Sustainability Report ("BRSR") Core Matrices (refer to annexure 1) for FY 2025-26.

Reporting Criteria for Reasonable Assurance Opinion

Identified Sustainability Information subject to assurance	Period subject to assurance	Level of assurance	Reporting Criteria
BRSR Core Attributes (Refer to Appendix I)	From 1 April 2025 to 31 March 2026	Reasonable Assurance	- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) Listing Obligations and Disclosure Requirements (SEBI LODR) - Guidance note for BRSR format issued by SEBI - Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard) (Revised) developed by World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) - SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core. - SEBI/HO/CFD/PoD-1/P/CIR/2025/42 dated 28th March 2025 - Measures to facilitate ease of doing business with respect to framework for assurance or assessment, ESG disclosures for value chain, and introduction of voluntary disclosures on green credits.

Reasonable Assurance Opinion

Based on our review and procedures followed for a reasonable level of assurance and evidence obtained, we are of the opinion that, the information covered by Reasonable Assurance in the Business Responsibility and Sustainability Report for the FY 25-26 is prepared, in all material respects, in accordance with the Reporting Criteria and the Reporting Boundary as set out in Section A: General Disclosures 13 of the Business Responsibility and Sustainability Report.

Basis for Opinion and Conclusion

We conducted our engagement in accordance with Standard on Sustainability Assurance Engagements (ISAE - Revised) 3000. As part of our assurance process, a multi-disciplinary team of sustainability and assurance specialists reviewed the disclosures presented within the Report and referenced information. The procedures conducted were based on professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluation

of quantification methods and reporting policies, analytical procedures, and reconciliation with underlying records.

We interviewed with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.

Given the circumstances of the engagement, in executing the procedures outlined above, we:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries.

- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
- The audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

Management Responsibilities

The Company's Management is responsible for identification of key aspects, content and presentation of the Business Responsibility and Sustainability Report in accordance with the Criteria mentioned above. This responsibility includes:

- The design, implementation and maintenance of internal control relevant to the preparation of the Business Responsibility and Sustainability Report and measurement of BRSR Core and other Matrices, which are free from material misstatement, whether due to fraud or error.
- Selecting or developing suitable criteria for preparing the Assured Sustainability Information and appropriately referring to or describing the criteria.
- Ensuring compliance with law, regulation or applicable contracts.
- Making judgements and estimates that are reasonable in the circumstances.
- Identifying and describing any inherent limitations in the measurement or evaluation of information covered by assurance in accordance with the reporting criteria.

Independence and Quality Control

We are independent from the entity in accordance with the requirements of independence and quality assurance set out in BRSR provisions and professional pronouncements and have fulfilled our additional professional obligations in accordance with these requirements.

Our assurance engagements are based on the assumption that the data and information provided by the company to us as part of our review have been provided in good faith and free from material misstatements. We were not involved in the preparation of any statements or data included in the Report except for Assurance Statement. Our firm applies International Standard on Quality Management and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We apply SQC 1 for quality control in assurance and related services

Our Responsibility

Our responsibility is to express a reasonable assurance opinion and limited assurance conclusion on the identified sustainability indicators, based on the procedures we have performed and the evidence we have obtained. We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with the Company. Those standards require that we plan and perform our engagement to obtain assurance about whether, in all material respects, the Identified Sustainability Subject Information is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

Inherent Limitations

We have relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review. The assurance scope excludes:

- Any disclosure other than those mentioned in the scope section above
- Data and information outside the defined reporting period
- Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
- The reported financial data are based on audited financial statements issued by the Company's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial data from the Annual Report.

- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements 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 Reporting Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

For and behalf of Sustainability Actions Pvt. Ltd.
(CIN - U74999HR2021PTC093811)

Saket Sinha
(Director)

Place: Gurgaon
Date: 27 July 2026

Annexure I – BRSR Core attributes - Reasonable assurance for financial year 2025-26

BRSR Core Indicator	Description of Indicator
Section C - Principle 1 - E8	Number of days of accounts payable
Section C - Principle 1 - E9	Concentration of purchases & sales done with trading houses, dealers and related parties Loans and advances & investments with related parties
Section C – Principle 3 - E1(c)	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company
Section C – Principle 3 - E11	Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities
Section C – Principle 5 - E3(b)	Gross wages paid to females as % of wages paid
Section C – Principle 5 - E7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees and complaints upheld
Section C – Principle 6 - E1	Details of total energy consumption (in Joules or multiples) and its intensity
Section C – Principle 6 - E1	Details of total energy intensity
Section C – Principle 6 - E3	Details of water withdrawal by source
Section C – Principle 6 - E3	Details of water consumption and its intensity
Section C – Principle 6 - E4	Details of water discharged by destination and level of treatment
Section C – Principle 6 - E6	Details of Air Emissions (Other than GHG emissions)
Section C – Principle 6 - E7	Details of greenhouse gas emissions (Scope 1 and Scope 2) and its intensity
Section C – Principle 6 - E9	Details related to waste generated by category of waste
Section C – Principle 6 - E9	Details related to waste recovered through recycling, re-using or other recovery operations
Section C – Principle 6 - E9	Details related to waste disposed by nature of disposal method
Section C – Principle 8 - E4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India
Section C – Principle 8 - E5	Job creation in smaller towns
Section C – Principle 9 - E7	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events