No. Secy/906/9/10 26.08.2026

The BSE Limited **Phiroze Jeejeebhoy Towers** **Dalal Street, Fort** **Mumbai – 400 023**	**The National Stock Exchange of India Limited** **Exchange Plaza, 5th Floor** **Bandra Kurla Complex** **Bandra (East), Mumbai-400051**
Scrip Code-532178	**Symbol-ENGINERSIN**

Sub: Business Responsibility & Sustainability Report – Disclosure under Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015.

Dear Sir/Madam,

Pursuant to the Regulation 34(2)(f) of SEBI (LODR), Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report of the Company for the financial year 2025-26, which forms part of the Integrated Annual Report for the financial year 2025-26.

The same is also hosted on the website of the Company at:

https://www.engineersindia.com/Investor/Internal/General-Meeting-Information

This is for your information and records.

Thanking you,

Yours faithfully,
For Engineers India Limited

SUVENDU KUMAR PADHI

Digitally signed by SUVENDU KUMAR PADHI
DN: c=IN, st=Delhi, postalCode=, street=CO Late Puma Kumar Padhi Flat No SectorDPocket Vasant Kunj, pseudonym=, title=, serialNumber=, o=Personal, cn=SUVENDU KUMAR PADHI
Date:

S. K. Padhi
Company Secretary
& Compliance Officer

Encl: as above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1965GOI004352
2.	Name of the Listed Entity	Engineers India Limited
3.	Year of Incorporation	15-03-1965
4.	Registered Office Address	Engineers India Bhawan, 1, Bhikaji Cama Place, New Delhi -110066
5.	Corporate Address	Engineers India Bhawan, 1, Bhikaji Cama Place, New Delhi -110066
6.	Email Address	eilmbd@eil.co.in
7.	Telephone	011-26762012/3451
8.	Website	https://www.engineersindia.com
9.	Financial Year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 2,81,02,11,865
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Smt Gopa Swain Executive Director (HR) Tel- 011-26762320 e-mail id: gopa.pradhan@eil.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	NA
15.	Type of assessment or assurance obtained	NA

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Professional, Scientific, Technical	Consultancy & Engineering Services	46%
2.	Professional, Scientific, Technical	Turnkey Projects	54%

17. Products/Services sold by the Entity (accounting for 90% of the Entity's turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Consultancy & Engineering Services	71100	46%
2.	Turnkey Projects	42901	54%

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	0	10	10
International	0	7	7

19. Markets served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	18
International (No. of Countries)	12

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

9.11%

c. A brief on Types of customers

EIL serves a diverse mix of domestic and international customers, reflecting its position as India's leading public sector engineering consultancy with growing global reach in Total Energy Solutions. Domestically, its core clientele comprises major national oil and gas companies (ONGC, OIL, IOCL, HPCL, BPCL, GAIL, NRL, CPCL, MRPL) alongside private players (HMEL, Nayara, Essar, Deepak Group, Acme), with diversification into infrastructure (airports, urban infrastructure, ports), mining and metallurgy, fertilizers, solar and nuclear sectors, underscoring its role as a strategic partner in national energy security. Internationally, EIL has built long-standing relationships with energy majors and government entities across the Middle East (ADNOC, Saudi Aramco, EQUATE, KNPC, BAPCO, ORPIC, OQ, BANAGAS), Africa (Dangote Oil Refining Company, Indorama, Brass Fertilizers) and South/South-East Asia (Mongolia, Bangladesh, Indonesia), supported by dedicated overseas engineering hubs in Abu Dhabi and Saudi Arabia and procurement offices in London, Milan and Shanghai–positioning EIL as a trusted partner for both commercial contracts and government-to-government mandates.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	2,747	2,421	88.13%	326	11.87%
2.	Other than Permanent (E)	17	14	82.35%	3	17.65%
3.	**Total employees (D + E)**	**2,764**	**2,435**	**88.09%**	**329**	**11.90%**
		WORKERS				
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers (F + G)**	**-**	**-**	**-**	**-**	**-**

Note: *All of EIL workforce is categorised as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL. Other than Permanent includes Individuals engaged through direct contract on Fixed Term Basis.*

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	44	40	91%	4	9%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	**44**	**40**	**91%**	**4**	**9%**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**-**	**-**	**-**	**-**	**-**

All of EIL workforce is categorised as "Employees" and none as "Workers".

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females*	
		No. (B)	% (B/A)
Board of Directors	10	0	0
Key Management Personnel	1	0	0

*The EIL Board comprised two Women Directors: Smt. Vartika Shukla, C&MD, who superannuated on 28.02.2026, and Smt. Karuna Gopal Vartakavi, Independent Director, who completed her tenure w.e.f. 27.03.2026.

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.08%	4.36%	4.12%	4.66%	5.77%	4.79%	4.81%	7.14%	5.08%
Permanent Workers	-	-	-	-	-	-			

All of EIL workforce is categorised as "Employees" and none as "Workers".

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

23. Name 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 the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/No)
1	Certification Engineers International Limited	Subsidiary	100	No
2	Ramagundam Fertilizers and Chemicals Limited	Joint Venture	26	No
3	LLC Bharat Energy Office, Russia	Associate	20	No

VI. CSR Details

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

(ii) Turnover (in ₹): ₹ 3,84,985.34 Lakhs

(iii) Net worth (in ₹): ₹ 3,04,312.10 Lakhs

VII. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principle 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 redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes https://pgportal.gov.in/	0	0	-	0	0	-
Investors (other than shareholders)	Yes. Investors can register their complaints/grievances by writing to the following email id: company.secretary@eil.co.in	0	0	-	0	0	-
Shareholders	Yes. Investors can register their Complaints/ grievances by writing to the following email id : company.secretary@eil.co.in and through the website https://scores.sebi.gov.in/	35	0	-	22	0	-
Employees and workers	Yes https://connect.eil.co.in	21	4	-	7	3	-
Customers	Yes https://pgportal.gov.in/	0	0	-	0	0	-
Value Chain Partners	Yes https://pgportal.gov.in/	14	0	-	6	0	-
Others (please specify)	-	-	-	-	-	-	-

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 the 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)
Environment					
1	Energy Management & GHG Emissions	R/O	Efficient energy use and emissions management support operational efficiency, regulatory preparedness and climate commitments.	Energy efficiency initiatives, emissions monitoring, renewable energy adoption and resource optimisation.	Negative: Higher operating costs and climate-related regulatory exposure. Positive: Cost savings, reduced emissions and enhanced sustainability performance.
2	Water Management & Stewardship	R/O	Efficient water management supports operational continuity and responsible resource stewardship, particularly in water-stressed regions.	Water conservation measures, monitoring, recycling and efficient water use practices.	Negative: Water scarcity and increased operating costs. Positive: Improved resource efficiency and reduced environmental impact.

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)
3	Waste Management & Circular Economy	R/O	Responsible waste management minimises environmental impacts while improving resource efficiency.	Waste segregation, recycling, responsible disposal, monitoring and circular economy initiatives where feasible.	Negative: Regulatory penalties and increased disposal costs. Positive: Resource efficiency and cost optimisation.
Social					
4	Occupational Health & Safety	R	Engineering, construction and project execution activities involve occupational health and safety risks for employees and contractors.	Comprehensive HSE management systems, risk assessments, safety training, audits, incident investigations and emergency response plans.	Negative: Workplace incidents, compensation costs, operational disruptions and reputational impacts.
5	Human Rights	R/O	Respecting human rights across operations and the value chain supports ethical business conduct and stakeholder trust.	Human rights policy, due diligence, grievance mechanisms, supplier assessments and employee awareness programmes.	Negative: Legal, operational and reputational risks. Positive: Improved stakeholder confidence and responsible business practices.
6	Responsible Supply Chain & Contractor Management	R/O	Reliable suppliers and contractors are critical for project quality, safety, compliance and timely execution.	Supplier due diligence, contractual requirements, performance monitoring, ESG assessments and contractor safety management.	Negative: Supply disruptions, quality issues and project delays. Positive: Improved project delivery, resilience and stakeholder confidence.
7	Workforce Attraction & Retention	R/O	Attracting and retaining skilled talent is essential for delivering complex engineering projects and sustaining long-term growth.	Career development, succession planning, employee engagement and recognition programmes.	Negative: Talent shortages, increased recruitment costs and project execution risks. Positive: Stronger organisational capability, productivity and innovation.
8	Employee Wellbeing & Engagement	R/O	A healthy and engaged workforce enhances productivity, innovation and organisational performance.	Employee wellness programmes, engagement initiatives, grievance mechanisms, work-life balance measures and regular feedback.	Negative: Reduced productivity and higher absenteeism. Positive: Improved performance, engagement and organisational effectiveness.
9	Learning & Development	O	Continuous capability building enables employees to adapt to technological advancements and evolving business requirements.	Regular technical, leadership and functional training, competency assessments and knowledge-sharing initiatives.	Positive: Improved productivity, innovation and operational excellence.

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)
10	Diversity, Equity & Inclusion	O	A diverse and inclusive workplace strengthens innovation, collaboration and organisational resilience.	Inclusive HR policies, equal opportunity practices, awareness programmes and fair talent management processes.	Positive: Enhanced innovation, employee engagement and employer brand.
11	Community Development & Social Investment	O	Contributing to community development strengthens social licence to operate and supports inclusive growth.	CSR programmes, stakeholder engagement, community needs assessments and impact monitoring.	Positive: Enhanced reputation, stronger community relationships and long-term business sustainability.
12	Customer Satisfaction & Service Quality	R/O	Delivering high-quality engineering solutions and meeting client expectations are critical for retaining customers and securing future projects.	Robust project governance, quality management systems, customer feedback mechanisms, timely grievance resolution and continuous process improvement.	Negative: Loss of business opportunities and reputation. Positive: Repeat business, stronger client relationships and revenue growth.
Governance					
13	Corporate Governance	R/O	Strong governance promotes accountability, ethical decision-making and stakeholder confidence while supporting long-term value creation.	Board oversight, governance policies, internal controls, independent audits and regular governance reviews.	Negative: Governance failures may result in financial losses and reputational risks. Positive: Enhanced investor confidence and sustainable growth.
14	Regulatory Compliance	R	EIL operates in highly regulated sectors where compliance with statutory, environmental and contractual requirements is essential.	Compliance management framework, periodic legal reviews, internal audits, employee awareness programmes and regulatory monitoring.	Negative: Penalties, legal liabilities, project delays and reputational damage.
15	Transparency & Disclosure	R/O	Transparent reporting strengthens stakeholder trust and supports compliance with evolving disclosure requirements.	Robust reporting processes, internal controls, data verification and assurance mechanisms.	Negative: Reduced stakeholder confidence and regulatory scrutiny. Positive: Improved credibility and access to capital.
16	Business Ethics & Anti-Corruption	R	Maintaining ethical conduct is fundamental to preserving stakeholder trust and ensuring compliance across operations.	Code of Conduct, anti-corruption policies, employee training, whistle-blower mechanism and internal audits.	Negative: Regulatory action, financial penalties and reputational damage.

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)
17	Risk Management	R/O	Effective risk management enables informed decision-making and strengthens organisational resilience amid evolving business and project risks.	Enterprise Risk Management framework, periodic risk reviews, mitigation plans and governance oversight.	Negative: Financial losses and operational disruptions from unmanaged risks. Positive: Improved resilience and sustainable value creation.
18	Business Continuity	R/O	Uninterrupted operations are essential for timely execution of engineering, consultancy and EPC projects. Business disruptions may impact project delivery, while resilient operations strengthen customer confidence.	Business continuity planning, disaster recovery mechanisms, digital infrastructure resilience, periodic risk assessments and emergency preparedness.	Negative: Project delays, contractual penalties and revenue loss. Positive: Improved operational resilience, business continuity and customer trust.
19	Data Security & Compliance	R	Increasing digitalisation exposes the organisation to cybersecurity threats and data privacy risks.	Cybersecurity framework, access controls, data protection measures, employee awareness, periodic vulnerability assessments and incident response protocols.	Negative: Financial losses, operational disruptions, legal liabilities and reputational damage.

Note: Financial risks and Project risks are covered in the Management Discussion and Analysis (MDA) section.

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.

P1	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote Human Rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

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 the Entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the policies, if available	P1: Code of Conduct for Prevention of Insider Trading and Code of Fair Disclosure of Unpublished Price Sensitive Information Code of Business Conduct and Ethics for Board Members and Senior Management Whistle Blower Policy P2: Health, Safety & Environmental Policy P3: Health, Safety & Environmental Policy Whistle Blower Policy P4: Dividend Distribution Policy P5: Equal Opportunity Policy P6: Health, Safety & Environmental Policy P7: CSR Policy P8: Policy on Board Diversity CSR Policy P9: Quality Policy EIL's policies are approved by the Board or Functional Management level in accordance with the Delegation of Powers.								
2. Whether the Entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Entity's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Entity and mapped to each principle.	-	ISO 45001, ISO 14001	ISO 45001	ISO9001, ISO14001, ISO-45001	-	ISO 14001	-	-	ISO 9001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	EIL remains committed to comply with management system standards pertaining to Safety, Environment, Occupational Health and Quality. Accordingly, EIL is certified to ISO 9001, ISO 45001 and ISO 14001 and its goal is to sustain these certifications to ensure continued compliance with best sustainability practices. In addition, EIL remains committed to becoming a net-zero carbon-emitting corporate entity by 2035, in line with its vision To be a Global Leader Offering Total Energy Solutions for a Sustainable Future. This goal is supported by the following ongoing strategic initiatives: • Enhancing energy efficiency across EIL's owned and leased assets, including optimisation of HVAC systems through Building Management Systems (BMS) and deployment of smart, energy-efficient devices. • Expanding the green energy portfolio through additional rooftop Solar Photovoltaic (SPV) installations and energy storage solutions. • Continued development and maintenance of Miyawaki Forest plantations at office complexes, alongside a transition toward an e-office environment to reduce paper and resource consumption. • Strict adherence to the 3R principles (Reduce, Reuse and Recycle) for material and resource conservation. • Exploring green hydrogen and Sustainable Aviation Fuel (SAF) as future business and sustainability opportunities aligned with India's energy transition. A dedicated interdisciplinary team continues to work toward achieving these objectives within the defined timelines, with 2035 remaining the target year for full net-zero status.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons, in case the same are not met.	EIL has continuously sustained its ISO 9001 certification since 1994 and its ISO 45001 and ISO 14001 certifications since 2014, reflecting its ongoing compliance with management system standards for Quality, Occupational Health & Safety and Environment. In FY 2025–26, EIL made continued progress toward its net-zero-by-2035 goal: • The Company's rooftop SPV base, which stood at 1,292 kWp at the end of FY 2024–25, was further expanded by an additional 130 kWp installed at its New Delhi office during FY 2025–26, taking cumulative rooftop solar capacity to 1,422 kWp. This continues to reduce the Company's Scope 2 emissions and supports the export of surplus green power to the grid during off-peak hours. • Scope 1 emissions for FY 2025–26 stood at 267 MT CO_2e and Scope 2 emissions stood at 5,855 MT CO_2e. • EIL continued to leverage in-house digital tools, including its web-based CO_2 footprint assessment platform and IIoT-based solutions for improving energy efficiency in fired heaters, to support emission-reduction efforts including for external clients in the refining and petrochemical sector.								

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)

The global energy landscape is undergoing a fundamental transformation, requiring organisations to balance energy security, decarbonisation and sustainable economic growth. As one of India's leading engineering consultancy and EPC organisations, Engineers India Limited (EIL) recognises that integrating Environmental, Social and Governance (ESG) principles into its business strategy is critical to creating long-term stakeholder value while supporting the nation's energy transition. Against this evolving landscape, EIL continues to address ESG-related challenges by embedding sustainability across project execution, technology development, risk management, governance and operational excellence. Aligned with its vision of becoming a global leader offering total energy solutions for a sustainable future, EIL remains committed to achieving net zero carbon emissions by 2035. Its roadmap focuses on improving energy efficiency, expanding renewable energy adoption, advancing resource conservation through the 3R principles (Reduce, Reuse and Recycle), accelerating digitalisation and paperless operations, strengthening green infrastructure such as Miyawaki forests and developing next-generation technologies including green hydrogen and Sustainable Aviation Fuel (SAF). During FY 2025–26, EIL made significant progress towards these commitments. The combined Scope 1 and Scope 2 emissions were reduced by around 5.7% compared with the previous fiscal. The Company expanded its rooftop solar photovoltaic capacity to 1,422 kWp by commissioning an additional 130 kWp installation. These initiatives contributed to improved operational efficiency and strengthened the Company's low-carbon transition journey. Innovation remains a key pillar of EIL's sustainability strategy. During the year, nearly 73% of the Company's R&D investments were directed towards technologies that deliver environmental and social benefits, including carbon capture, hydrogen production, carbon dioxide utilisation, energy-efficient process technologies and biogas upgrading. Strategic collaborations with leading academic institutions and industry partners continue to accelerate the commercialisation of these sustainable technologies. EIL also continues to strengthen its governance framework through robust risk management, ethical business practices, transparent governance and digital solutions that enhance operational resilience.

By integrating sustainability into its strategy, innovation and stakeholder engagement, the Company is well positioned to support India's low-carbon transition while creating sustainable value for its customers, employees, investors, communities and society at large.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. 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 Functional Director Shri R. K. Singh Director (HR) DIN: 10879433								
9. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Functional Director Shri R. K. Singh Director (HR) DIN: 10879433								

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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against the above policies and follow-up action	Director									Annually								
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Director									Half-Yearly								

11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	Yes M/s ICS Pvt. Ltd.	Yes M/s ICS Pvt. Ltd.	Yes M/s ICS Pvt. Ltd.	No	Yes M/s ICS Pvt. Ltd.	No	No	Yes M/s ICS Pvt. Ltd.

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 Principle material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								

Section C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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	5	Principles: 1 and 6 The Board of Directors actively participated in premier national and international forums and specialised capacity-building programmes, including ADIPEC, Gastech, India Energy Week and targeted leadership workshops to maintain robust oversight and stay updated on global sustainability trends. These interventions served as key awareness and strategic capacity-building sessions covering strategic ESG themes such as energy transition, decarbonisation, green hydrogen, carbon capture, LNG, digital transformation and corporate governance.	100
Key Managerial Personnel	5	Principles: 1, 3 and 6 The Key Managerial Personnel participated in a series of programmes aimed at strengthening their strategic, leadership, governance and sustainability competencies including India Energy Week 2026, Care & Connect workshop for HODs, Awareness session on BRSR and one-day training of Rashtriya Karmayogis by Master Trainers. These capacity-building initiatives enhanced strategic leadership, reinforced ESG awareness, fostered better people management and organisational change and aligned operational decisions with national priorities and regulatory expectations.	100
Employees other than BoD and KMPs	322	Principles: 1, 3 and 6 EIL delivers comprehensive training interventions through its Annual Training Calendar to build technical expertise, foster ethical governance and promote leadership across all levels. Core functional domain training, leadership development and soft skills programmes are integrated with general awareness sessions covering Health, Safety and Environment (HSE), Sustainability, Business Ethics, Preventive Vigilance, Contract Management, Arbitration and Risk Management. The organisation actively encourages employees to pursue advanced industry certifications including Functional Safety, NDT, TOFD-PAUT, T-BOSIET and Cathodic Protection, while providing targeted vigilance guidance on contract management, role transitions, new joiners and promotions. Additionally, support staff capability is strengthened through dedicated 'Aadhar' cluster modules such as Grooming for Role Transition, Power of Positive Attitude (PoPA) and Saksham, ensuring seamless career transitions, enhanced workplace safety and an organisational culture grounded in integrity and operational excellence.	96.85
Workers	-	-	-

All of EIL workforce is categorised as 'Employees' and none as 'Workers'.

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:

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

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

Note: Details of fine levied by Stock Exchanges due to non-compliance under SEBI LODR but not paid by the Company are given in Corporate Governance Report.

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
Nil	

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

EIL has instituted various policies and rules, including the Code of Conduct, Conduct, Discipline and Appeal (CDA) Rules and the Whistle Blower Policy applicable to all employees of the Company, which govern anti-bribery and anti-corruption. A copy of the CDA Rules is available on the Company's webpage https://www.engineersindia.com/Right-to-Information.

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	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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	102	109

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 and 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	NA	
	b. Number of trading houses where purchases are made from		
	c. Purchasing from the top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	NA	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.08%	0.16%
	b. Sales (Sales to related parties/Total Sales)	0.15%	0.23%
	c. Loans and advances (Loans and advances given to related parties/Total loans and advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	0	0

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
1	In alignment with Principle 1 of the BRSR framework, EIL organises specialised training programmes during Vigilance Awareness Week for its key Value Chain Partners including vendors, suppliers and contractors. These sessions are designed to enhance ethical awareness and foster transparency across the construction industry ecosystem.	
4	Conforming to Principle 8 of the BRSR framework, EIL conducts targeted training workshops for SC/ST entrepreneurs within its supply chain, encouraging them to expand their business scope and diversify the category of products supplied to EIL.	

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. EIL has processes in place to identify and manage conflict of interests involving members of the Board as outlined in its 'Code of Business Conduct and Ethics for Senior Management'. The Code requires Board Members and Senior Management to disclose any actual or potential conflicts of interest including personal interests that may conflict with the business of the Company.

Principle 2 **Business 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 products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	73.22%	30.17%	Note A
Capex	1.66%*	51.82%	Note B

*The variation in CAPEX allocation arises due to a methodological change and directional shift in investments. In the previous year, higher expenditure was reflected in R&D, whereas the current year shows a greater focus on construction and capital projects. This change in approach has resulted in the apparent reduction in Capex investment when compared to last year.

Note – A

In this FY, EIL R&D has initiated development of technologies such as direct conversion of CO_2 to DME through catalytic hydrogenation, H_2 production by thermal cracking of H_2S, EngHOG Technology upgradation to reduce H_2S to less than 100 ppmv in low pressure off-gases, Catalytic solar thermal decomposition of NH3 to H_2, Technology to capture CO_2 from industrial emissions, Novel baffles in shell and tube heat exchangers and Liquid jet eductor system for absorption of CO_2 from Biogas using amine solvents. Also, EIL has tied up with various organisations like HPCL and ONGC for contributing in the design & development of commercial scale plants for ROG PSA unit and Helium recovery plant, respectively, which will reduce the CO_2 footprint of the refinery. EIL has entered collaboration agreements with institutions like IIT - Kanpur and CSIR-CMERI / CPCL / BPCL / CHT for development of various technologies. Together with these new development initiatives along with existing technologies, EIL R&D is contributing for the minimisation of Environment and Social impact of EIL's products and processes.

Note - B

EIL has adopted a phased roadmap to achieve Net Zero Carbon Emissions by 2035 through a combination of energy efficiency measures, deployment of renewable energy and reduction in carbon footprint initiatives.

1. Installed Solar Photovoltaic (SPV) System and capacity increased from 1292 kWp up to FY 2024-25 to 1422 kWp in FY 2025-26, registering a growth of 10.06%.
2. Renewable energy generation during FY 2025-26 reached to 11,55,653 kWh, resulting in avoidance of approximately 817 tCO_2e emissions.
3. Implementation of Building Management System (BMS) for optimisation of HVAC operations.
4. Replacement of ageing Air Conditioners (AC) with high-efficiency 5-Star rated Air Conditioners (AC).
5. Maintaining the Miyawaki forest to offset the CO_2 emissions.
6. Use of e-cycles and e-kart at EIL Office Complex Gurugram.

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

EIL's PDD is entrusted with the empanelment of suppliers and contractors for various goods and services to meet project procurement requirements.

During the empanelment process, compliance with statutory requirements, including a valid Factory Licence, is verified to ensure adherence to labour regulations, minimum wage provisions and workplace safety standards. In addition, the supplier's Micro and Small Enterprise (MSE) status, including SC/ST-owned and women-owned enterprise classifications, is recorded. During the procurement process, benefits under the latest Government of India policies are extended to eligible bidders accordingly.

The empanelment process also includes verification of the supplier's Health, Safety and Environment (HSE) compliance. This ensures that suppliers follow prescribed practices for the safe storage and handling of hazardous materials, comply with applicable environmental and pollution control regulations and maintain the required HSE standards.

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

At EIL, 100% of goods are procured through sustainable sourcing.

EIL maintains a robust and sustainable supplier database comprising domestic manufacturers, vendors, contractors and service providers covering almost all major capital goods and services required for project execution. This extensive supply chain ecosystem enables timely procurement while promoting indigenous manufacturing capabilities.

To strengthen the domestic industrial ecosystem, EIL has adopted progressive supplier development initiatives, including the empanelment of Indian subsidiaries of foreign manufacturers and onboarding of domestic suppliers through the Prototype/Demonstration and Start-up India routes. These initiatives enhance competition, foster innovation and support the development of local manufacturing capabilities.

Committed to the Government of India's vision of Atmanirbhar Bharat, EIL prioritises procurement from domestic vendors and promotes local value addition. Preference is accorded to eligible Micro and Small Enterprises (MSEs), including SC/ST- and women-owned MSEs, as well as Class I Local Suppliers, in accordance with prevailing Government of India procurement policies and EIL's procurement guidelines. These practices reinforce EIL's commitment to inclusive growth, sustainable supply chains and the promotion of indigenous industry.

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.**

Given the nature of the Company's business, solid waste generation is fairly limited in EIL offices and restricted primarily to municipal solid waste (MSW). A major component of the solid waste generated is paper waste which is sent for recycling. Other wastes include e-waste and a small proportion of wastes such as batteries, electrical waste, waste lube oil, etc.

(a) Plastics (including packaging)	NA
(b) E-waste	IT E-waste is disposed through E-waste disposal agencies registered with Central/State Pollution Control Boards in accordance with the E-Waste Management Rules 2022 of the Government of India.
(c) Hazardous waste	The Company's waste management practices seek to reduce the environmental impact of this limited waste to the extent possible by reduction in generation, segregation at source and proper management including recycling and disposal through authorised recyclers.
(d) other waste.	Other mixed dry waste is sent to scrap dealers or municipal disposal. Also, EIL has state-of-the-art sewage treatment plants at its Gurugram, Chennai and Mumbai offices, wherein the treated sewage is recycled and reused for secondary applications within the office premises. Proper segregation policies are followed for municipal wastes and is disposed through third party adopting standard practice as per applicable Solid Waste Management Rules 2026.

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

This is not applicable to the Company as it is primarily providing engineering and consultancy services.

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.

This aspect is not applicable to EIL's operations, as the Company is primarily engaged in providing engineering consultancy and turnkey project execution services rather than manufacturing products. Goods procured by the Company are primarily for internal consumption and, at the end of their useful life, are disposed of in accordance with applicable regulations and sustainable waste management practices.

However, EIL systematically evaluates and mitigates the environmental impacts associated with its engineering and project execution services. As part of project delivery, the Company undertakes comprehensive environmental and safety assessments, including Hazard and Operability (HAZOP) Studies, Rapid Risk Assessment (RRA), Quantitative Risk Assessment (QRA) and Environmental Impact Assessment (EIA) support studies.

EIL also integrates sustainable engineering solutions into project designs, such as Zero Liquid Discharge (ZLD) systems, effluent recycling and reuse, carbon footprint estimation, energy-efficient process design and other resource conservation measures, thereby enabling clients to achieve higher standards of environmental sustainability.

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

As EIL's principal offering comprises engineering consultancy and technical services rather than manufactured, tangible products, there is no production, use, or end-of-life disposal phase attributable to the Company that would give rise to environmental or social risks in the conventional product life cycle assessment (LCA) context.

Environmental and safety risk management is instead embedded within EIL's project execution framework. As part of its engineering scope, the Company undertakes comprehensive risk assessment and mitigation studies, including Hazard and Operability (HAZOP) Studies, Quantitative Risk Assessment (QRA), Safety Integrity Level (SIL) assessments and other specialised engineering evaluations to identify and mitigate potential environmental, process safety and operational risks for client projects.

Accordingly, no material social or environmental concerns are associated with the use of EIL's principal service offerings. The environmental footprint of the Company's own operations and the measures adopted to minimise associated impacts are disclosed under Principle 6 of this report.

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

As a consultancy/EPC services entity, EIL does not consume 'input materials' in a production process in the manner a manufacturing entity would (e.g., raw materials converted into a finished good). EIL's principal inputs are professional manpower, engineering software/digital tools and office consumables, none of which constitute a 'material by value used in production' as contemplated by this indicator. Consequently, this metric is Not Applicable to EIL's business model.

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)		NA			NA	
E-waste		NA			NA	
Hazardous waste		NA			NA	
Other waste		NA			NA	

This indicator is required to capture end-of-life reclamation of a sold product's packaging and materials. EIL does not sell a physical product with packaging to customers.

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
EIL does not sell a tangible, packaged product to the market, its offerings are consultancy and EPC project-execution services delivered to industrial/institutional clients.	

Principle 3 Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators:

1. A. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2,421	2,421	100	2,421	100	-	-	2,421	100	2,421	100
Female	326	326	100	326	100	326	100	-	-	326	100
Total	**2,747**	**2,747**	**100**	**2,747**	**100**	**326**	**100**	**2,421**	**88.13**	**2,747**	**100**
Other than Permanent employees											
Male	14	14	100	14	100	-	-	0	0	0	0
Female	3	3	100	3	100	1	33.33	-	-	0	0
Total	**17**	**17**	**100**	**17**	**100**	**1**	**0**	**0**	**0**	**0**	**0**

#All employees are covered under Contributory Medical Scheme

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male											
Female	NA										
Total											
Other than Permanent Workers											
Male											
Female	NA										
Total											

Note: No Worker on EIL Payroll.

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	0.56%	0.59%

2. Details of retirement benefits, for Current 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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	N
ESI	NA	-	NA	NA	-	NA
DCS/NPS	100%	-	Y	100%	-	N
CPRMCS	100%	-	Y	100%	-	N

Note: Provident Fund (PF), Defined Contribution Scheme (DCS), Contributory Post Retirement Medicare Scheme (CPRMCS) and National Pension Scheme (NPS).

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 Company in this regard.

Yes. EIL's premises and offices are accessible to differently abled employees, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016.

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.

Yes. EIL has an Equal Opportunity Policy in place, in line with the Rights of Persons with Disabilities Act, 2016. The policy is available at: https://engineersindia.com/storage/2022/08/EQUAL-OPPORTUNITY-POLICY.pdf.

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%		
Female	100%	100%	-	
Total	**100%**	**100%**		

*EIL does not have workers on payroll.

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	-
Other than permanent workers	
Permanent employees	Yes. For redressal of grievances of all the regular employees of the Company, an online Grievance Management System (GMS) is in place at EIL. In case of any grievance, employees may register their grievance online on 'Grievance Management' portal. GMS consists of structured formal channel for resolution of employee grievances in the following order Reporting Officer, Head of Department, Grievance Redressal Committee (GRC) and Appellate Authority.
Other than permanent employees	The grievance of Other than Permanent Employees are addressed through their respective Heads of Departments (HoDs) on case-to-case basis.

7. Membership of employees and workers 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	2,747	2,747	100%	2,650	2,650	100%
- Male	2,421	2,421	100%	2,334	2,334	100%
- Female	326	326	100%	316	316	100%
Total Permanent Workers*						
- Male				-		
- Female						

*All of EIL workforce is categorised as "Employees" and none as "Workers".

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	2,421	239	9.87%	2,295	95%	2,334	375	16.07%	2,111	90%
Female	326	45	13.80%	310	95%	316	69	21.84%	271	86%
Total	**2, 747**	**284**	**10.33%**	**2,605**	**95%**	**2,650**	**444**	**16.75%**	**2,382**	**90%**
Workers*										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

*All of EIL workforce is categorised as "Employees" and none as "Workers".

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2421	2,421	100%	2,334	2,334	100%
Female	326	326	100%	316	316	100%
Total	**2,747**	**2,747**	**100%**	**2,650**	**2,650**	**100%**
Workers*						
Male						
Female				-		
Total						

*All of EIL workforce is categorised as "Employees" and none as "Workers".

10. Health and Safety Management System:

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

Yes. EIL has implemented an integrated Health, Safety and Environment (HSE) Management System, certified to ISO 45001:2018 (Occupational Health and Safety) and ISO 14001:2015 (Environmental Management). During the reporting year, these certifications were successfully audited, reassessed and declared conforming to ISO standards by an accredited third-party certification body.

The system's coverage extends across Feasibility Studies, Process Studies and Licensing; Basic and Detailed Engineering; Procurement; Inspection; Construction; overall Project Management and Project Control/Monitoring; and other associated services, including specialised engineering and commissioning assistance for Pre-FEED Studies, BDEP, FEED, PMC, EPCM, OBE and EPC projects.

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

The Company employs Hazard Identification, Risk Assessment and Control (HIRAC) and Job Safety Analysis (JSA) processes to assess risks on both a routine and non-routine basis. Furthermore, as a leading engineering consultant in the hydrocarbon sector, EIL deploys advanced process safety risk assessment methodologies during the design phase, including Hazard and Operability Studies (HAZOP), Rapid Risk Assessments (RRA), Quantitative Risk Assessments (QRA) and Safety Integrity Level (SIL) assessments to mitigate downstream operational hazards.

c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

EIL promotes a positive safety culture where employees are encouraged to identify, report and act on unsafe conditions. Employees may not start the work or remove themselves from situations they reasonably believe pose a risk of injury or ill health and report the concern through established reporting mechanisms.

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

Yes. EIL promotes a positive and safe environment for its Employees, a part of which is made possible by providing them access to non-occupational medical and healthcare services.

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	0.13	0
	Workers*	-	-
Total recordable work-related injuries	Employees	1	0
	Workers	-	-
No. of fatalities	Employees	0	0
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	-	-

*All of EIL workforce is categorised as “Employees” and none as “Workers”.

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

EIL’s HSE Management System is certified to ISO 45001:2018 (Occupational Health & Safety) and ISO 14001:2015 (Environmental Management). The HSE Management System across all divisions, departments and construction sites is periodically audited by the independent CQA & HSSE department. Audit findings, HSE performance and improvement opportunities are reviewed by the Management through Management Review Committee (MRC) meetings, leading to continual improvements.

Employee feedback received through the Feedback Management System (FBMS) also drives HSE initiatives. HSE requirements are integrated into engineering procedures, specifications and design checklists to ensure systematic consideration of health, safety and environmental aspects during design and engineering. EIL also applies established process safety methodologies such as HAZOP, RRA, QRA and SIL studies to enhance the safety of facilities.

EIL continuously improves workplace health and safety through periodic mock evacuation drills, fire safety training and an Incident Reporting and Investigation System for timely reporting and analysis of safety incidents.

At construction sites, HSE specification for contractors is periodically updated to reflect evolving industry best practices. HSE Performance Rating Systems, recognition of high-performing construction sites and contractors, LTA-free certificates, individual HSE awards and a mobile application for reporting HSE observations promote a strong safety culture and continuous improvement.

To strengthen HSE competence, employees undergo specialised training, including ISO 45001 and ISO 14001 Lead Auditor certifications and construction safety programmes. Regular in-house HSE awareness sessions further reinforce safe work practices.

To promote HSE awareness across the organisation, EIL publishes its quarterly in-house HSE newsletter, "HSE Pulse", highlighting key initiatives, achievements and best practices.

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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	366	0	-	23	0	-
Health & Safety	40	0	-	03	0	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Locations for audit are covered by the third-party auditors on sampling and rotation basis, every year. Typically, around 10% of the sites/offices are covered every year.
Working Conditions	

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 significant risks/concerns related to health and safety arose from these assessments. Minor observations and routine opportunities for improvement were seamlessly resolved through the Management Review Committee (MRC) framework and the Feedback Management System (FBMS).

Leadership Indicators

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

Yes. Family of deceased employees are given compensation as per Group Personal Accident Insurance scheme of the Company.

Engineers India Limited extends robust social security and financial protection packages to the nominees of employees in the unfortunate event of death. This includes comprehensive coverage under the Group Insurance Scheme, Group Term Insurance,and relevant employee benevolent funds. Furthermore, the company processes ex-gratia compensation and terminal benefits in strict accordance with the company's service rules, statutory regulations and compassionate alignment policies.

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

The Company has established appropriate mechanisms to ensure compliance with applicable statutory requirements by its value chain partners. Contracts and work orders include clauses requiring compliance with all relevant labor, tax and social security laws. Value chain partners are required to submit documentary evidence, such as challans, statutory returns and compliance certificates, confirming the deduction and deposit of applicable statutory dues (e.g., PF, ESI, TDS, GST, etc.), wherever applicable. Payments are processed only after verification of the requisite compliance documents.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who 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	0	0	NA	
Workers*	-	-	-	

*No workers on EIL payroll

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

Yes. EIL implements structured transition assistance and capability-building frameworks to facilitate continued employability and smooth career endings. For employees nearing superannuation, the company organises dedicated pre-retirement counselling workshops, health and lifestyle enrichment modules under the HALE framework and streamlined terminal benefit settlement processing.

5. 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	0
Working Conditions	0

EIL promotes a safe and positive culture for all its stakeholders and therefore, is in the process of assessing its operational capabilities to ensure their safety and well-being.

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

No significant risks or critical safety concerns were reported regarding value chain partners during the assessment period. To proactively prevent incidents, EIL utilises a digital infrastructure including a specialised mobile application for real-time reporting of site safety non-compliances and an Incident Reporting System, enabling prompt corrective and preventive actions (CAPA) for minor observations on-site.

Furthermore, safety compliance is continuously incentivised through EIL's HSE Performance Rating system, individual award mechanisms and the issuance of LTA-free (Lost Time Accident-free) and appreciation certificates to best-performing construction contractors. Routine operational risks are promptly addressed and resolved through the company's structural Management Review Committee (MRC) framework.

Principle 4 Business should respect the interests of and be responsive to all its stakeholders

Essential indicators

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

Engineers India Limited (EIL) identifies its key stakeholder groups through a structured and systematic process that considers the nature of stakeholder relationships, the extent of their influence on the Company's operations and the impact of the Company's activities on them. Stakeholders are identified based on their relevance to EIL's business objectives, regulatory obligations and long-term value creation. This process is periodically reviewed to ensure that evolving stakeholder expectations and business priorities are effectively addressed.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customer	No	Customer meetings, Project review meetings, Emails, Customer satisfaction surveys, Video conferences	Quarterly / As per project requirements	To understand customer expectations, monitor project performance, ensure timely delivery of engineering and EPC services, resolve grievances, improve service quality, strengthen client relationships and identify opportunities for continuous improvement.
Supplier – (Vendors / Contractors)	No	EIL Tender Portal, CPP Portal, GeM Portal, Vendor meetings, Emails, Workshops, Procurement communications	As per procurement requirement.	To communicate procurement requirements, technical specifications, contract conditions, quality standards, HSE expectations, ethical business practices, project schedules, supplier development initiatives and performance expectations.
Employees	No	Employee Portal (EIL Connect), Emails, Townhalls, Training programmes, Internal circulars, Grievance portal	Continuous	To promote employee wellbeing, capability development, workplace safety, diversity and inclusion, performance management, employee engagement, organisational communication and career development while addressing workplace concerns and feedback.
Investors & Shareholders	No	Annual Report, Stock Exchange disclosures, Investor presentations, Website, AGM, Earnings calls, Emails	Continuous	To communicate financial performance, business strategy, governance practices, ESG performance, risk management, dividend-related matters, growth outlook and long-term value creation while addressing investor queries.

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.**

   To ensure structured attention to corporate affairs, the Board has delegated strategic mandates to specialised Board Sub-Committees, operating under explicit terms of reference. All core recommendations and risk reviews from these committees are systematically placed before the Board of Directors for endorsement or formal approval.

   Stakeholder feedback is seamlessly collated through dedicated functional departments (such as Investor Relations, Human Resources, Procurement,and Corporate Communications). Material feedback and ESG performance indicators are then routed upward through the specialised committee framework.

   Financial and governance parameters are addressed by the Audit Committee, while social, workforce and community stakeholder concerns are managed by the Corporate Social Responsibility (CSR) Committee. Crucially, the Risk Management Committee (RMC), comprising both Independent and Functional Directors, and headed by an Independent Director, formulates and monitors the detailed Enterprise Risk Management (ERM) policy. The RMC's mandate explicitly includes a framework for evaluating external and internal sectoral, operational, financial and sustainability risks (particularly ESG-related risks), ensuring that stakeholder-driven ESG factors are dynamically integrated into EIL's business planning and long-term strategy with the backing of the Corporate Risk Assurance (CRA) group.

   To maintain strict alignment with SEBI Listing Regulations, these Board Sub-Committees were reconstituted effective March 28, 2026.

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.**

   Materiality Assessment is being conducted in EIL for the first time to evaluate stakeholders' perspectives on our social and environmental impacts, as well as the potential effects of external events on our business. Based on the outcome, the company shall devise and prioritise its short- and long-term ESG framework on the identified material issues.

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

   Yes. EIL actively engages with and addresses the socio-economic concerns of vulnerable, marginalised and economically backward stakeholder groups. This engagement is structurally governed and monitored by the Board-level Corporate Social Responsibility (CSR) Committee (comprising the C&MD, Independent Directors, Director-HR and Director-Finance), ensuring full compliance with Section 135 of the Companies Act, 2013. EIL deploys targeted interventions across defined community thrust areas through:multi-speciality

   - Sanjivani (Healthcare and Nutrition): Sponsoring multi-speciality health camps, building basic medical infrastructure and deploying clean drinking water facilities to directly serve impoverished populations in rural pockets and urban slums.
   - Pragyata & Praveen (Education and Skill Development): Funding fundamental infrastructure upgrades including the construction of student classrooms and separate sanitation blocks in government schools, alongside financing specialised vocational skill training programmes designed to foster self-reliance among unemployed youth.
   - Samridhi & Shakti (Upliftment and Women Empowerment): Providing focused livelihood training and capacity-building resources explicitly tailored for women and historically marginalised communities to encourage financial independence.
   - Geographic Focus: To bridge systemic developmental gaps, the CSR Committee prioritises directing these actions, community surveys and capital budgets towards rural areas and backward pockets, including government-identified Aspirational Districts (such as Barmer (Rajasthan), West Jaintia Hills (Meghalaya) and Fatehpur (Uttar Pradesh).

Principle 5 Business should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-
Workers*						
Permanent	NA					
Other than Permanent						
Total Workers						

*All of EIL workforce is categorised as "Employees" and none as "Workers".

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

Category	FY 2025-26					FY 2024-25				
	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	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	NA									
Male										
Female										
Other than Permanent	NA									
Male										
Female										

*All of EIL workforce is categorised as "Employees" and none as "Workers".

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	7,550,749	0	0
Key Managerial Personnel	1	4,598,889	0	0
Employees other than BoD and KMP	2,429	3,191,510	331	3,007,959
Workers	NA			

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	11.40%	11.44%

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

Yes. Engineers India Limited (EIL) has implemented an online Grievance Management System (GMS) accessible via a dedicated 'Grievance Management' portal for the structured redressal of all regular employee grievances, including rights-related matters. Furthermore, in strict alignment with Government of India directives and to protect the rights of a diverse workforce, EIL has formally designated individual focal points to safeguard human rights and handle systemic impacts:

- Liaison Officer for SC/ST Employees: Appointed to ensure focused attention on the welfare of Scheduled Caste and Scheduled Tribe personnel, supported by periodic consultative meetings with the SC/ST Employees' Welfare Association.
- Liaison Officer for OBCs: Separately appointed to facilitate and resolve the specific welfare and equity concerns of Other Backward Class employees.
- Grievance Redressal Officer for Persons with Disabilities (PwD/Divyangjan): Mandated to address individual grievances and enforce the Company's Equal Opportunity Policy in strict compliance with the Rights of Persons with Disabilities Act, 2016.

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

EIL has established robust internal institutional frameworks and digital mechanisms to systematically receive, track and redress rights-related and workplace grievances:

- Digital Redressal Portal: Regular employees can formally register workplace and human rights concerns through the online Grievance Management System (GMS) portal, ensuring a structured, transparent timeline for resolution.
- Statutory Officer Matrix: Dedicated Grievance Redressal Officers such as the Grievance Redressal Officer for Persons with Disabilities (Divyangjan) and appointed Liaison Officers for SC, ST and OBC groups provide clear, formal and independent channels for dispute resolution and hold scheduled engagement sessions to coordinate directly with management.
- Equal Opportunity Policy Framework: This institutional mechanism enforces non-discrimination provisions across operations, backed by objective competency reviews via Assessment and Development Centres (ADC) and equitable career progression tracking to guarantee transparent and fair treatment for all workforce segments.

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

The details are provided below:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	1	-	0	-	-
Discrimination at workplace	-	-	-	0	-	-
Child Labour	-	-	-	0	-	-
Forced Labour/ Involuntary Labour	-	-	-	0	-	-
Wages	1	-	-	0	-	-
Other Human rights related issues	-	-	-	0	-	-

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)	1	0
Complaints on POSH as a % of female employees / workers	0.30%	0
Complaints on POSH upheld	1	0

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

To prevent adverse consequences to the complainant, immediate disciplinary action is taken in the matter to appropriately discipline personnel who are involved in harassment. Awareness is also generated among the employees by imparting training on sexual harassment from time to time. Under the POSH Act 2013, an Internal Complaints Committee is in place, which plays a statutory role in providing protective measures to the complainant.

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

Yes. EIL's business agreements and contracts incorporate compliance with applicable rules and regulations stipulated by the Government of India, including labour laws and minimum wage requirements, among others.

10. Assessment for the year:

	% of the entity's plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Sexual Harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Other- please specify	NA

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

It is pertinent to mention that the Internal Complaints Committee under the Prevention of Sexual Harassment at Workplace Act initiates immediate action on any incident reported for Sexual Harassment. Further, the HR officials at site take preventive measures for ensuring safe, respectful and conducive working environment for all employees minimising the risk of any recurring incidents. However, no such incident has been reported in relation to child labour, discrimination at the workplace, wages.

Leadership Indicators

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

Driven by its ongoing commitment to workforce well-being, equal opportunity and evolving workplace dynamics, EIL has formally introduced and updated key business processes and policies to protect and elevate employee welfare:

1. Codification of the Work from Home (WFH) Policy: Formally introduced as a structured business option to assist regular employees dealing with serious medical conditions or severe prolonged treatments, guaranteeing operational flexibility, continuity of livelihood and a reduction in physical attendance vulnerabilities during recovery.

2. Institutionalisation of the Equal Opportunity Policy: Formulated and deployed across all offices to guarantee equal opportunity to differently-abled persons in employment. This process introduction was accompanied by the formal designation of a Grievance Redressal Officer to streamline workplace inclusion, physical accessibility and specific support benefits (such as Special Transport Allowances) for Persons with Disabilities (PwD) under the Rights of Persons with Disabilities Act, 2016.

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

EIL does not institutionalise standalone, independent human rights due diligence audits as a separate exercise, instead, 100% of EIL's internal operations, regional offices and active site installations are comprehensively covered under continuous statutory due diligence frameworks.

This is achieved through strict compliance with Central Government directives, mandatory on-site labour law enforcement inspections by project control teams and routine compliance reviews overseen by our designated Liaison Officers for SC/ST/OBC groups and the Grievance Redressal Officer for PwD. This continuous internal monitoring matrix effectively tracks, identifies and mitigates human rights and labour compliance risks across all operational scopes.

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. In alignment with its Equal Opportunity and Non-Discrimination frameworks, EIL ensures that its offices, installations and facilities provide an inclusive, barrier-free and accessible environment for employees, partners and differently-abled visitors. Keeping technical feasibility and regional site configurations in view, the company systematically implements infrastructure enhancements as per the requirements of the Rights of Persons with Disabilities Act, 2016, including:

- Physical Environment Access: Smooth access ramps at building entry points, dedicated and convenient vehicle parking spaces, handrails installed on staircases/ramps and fully accessible, retrofitted restrooms for both genders.

- Digital & Navigation Aids: Standardised, clear signage and floor layouts indicating public utilities (Pantries, Washrooms, Exits, Elevators), along with auditory signals in elevators and accessibility software features for visually impaired personnel where required.

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	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

Note: EIL promotes a safe and positive culture for all its stakeholders and therefore, is in the process of assessing its operational capabilities to ensure their safety and well-being.

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

Nil. No significant human rights risks, structural discrimination concerns, child labour or forced labour instances were identified across our corporate offices or managed construction sites during the reporting period. Consequently, no major corrective actions or operational suspensions were triggered. The Company maintains an active, proactive monitoring mechanism through designated Liaison Officers and institutional Grievance Cells to prevent any operational deviations in the value chain.

Principle 6 Business should respect and make efforts to protect and restore the environment.

Essential Indicators

1. **Details of total energy consumption (in Mega Joule(MJ)) and energy intensity, in the following format:**

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (Solar)	40,59,000	38,46,323
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	62,195
Total energy consumed from renewable sources (A+B+C)	**40,59,000**	**39,08,518**
From non-renewable sources		
Total electricity consumption (D) (Grid Elec. Consumption)	2,93,43,000	2,86,45,756
Total fuel consumption (E) (Diesel, PNG & Petrol)	16,93,612	22,53,163
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	**3,10,36,612**	**3,08,98,919**
Total energy consumed (A+B+C+D+E+F) MJ	**3,50,95,612**	**3,48,07,437**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (MJ/Lakh Rs.)	91.16	114.94
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP*) (MJ/Lakh USD)	1,854.21	2,374.63
Energy intensity in terms of physical output	NA	
Energy intensity (optional) – the relevant metric may be selected by the entity	-	

*The Company has adopted the Purchasing Power Parity (PPP) conversion factor methodology in compliance with SEBI guidelines, utilising the conversion factors published by the International Monetary Fund (IMF).

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

No

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	24
(ii) Groundwater	18,363	35,310
(iii) Third party water	59,607	67,199
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**77,970**	**1,02,533**
Total volume of water consumption (in kilolitres)	**77,970**	**1,02,533**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/Lakh Rs.)	0.20	0.35

Parameter	FY 2025-26	FY 2024-25
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/Lakh USD)	4.12	6.99
Water intensity in terms of physical output	NA	
Water intensity (optional) – the relevant metric may be selected by the entity	-	

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

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 kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	**0**	**0**

Note: Mechanism is not available for measurement of discharge to public sewer system

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. NA

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

Yes. The Company has successfully implemented Zero Liquid Discharge (ZLD) mechanisms across its major permanent establishments, including the Gurugram Office Complex and Mumbai Office, ensuring complete recycling and reuse of wastewater generated within these facilities.

Beyond its internal footprint, EIL acts as a nationwide driver of water circularity through its core business operations. This is demonstrated by the Company's premier Project Management Consultancy (PMC) services, reinforcing EIL's specialised engineering capabilities in deploying industrial-scale zero-discharge architectures.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NO_x	Mg/m³	0.245	0.042
SO_x	Mg/m³	0.031	0.020
Particulate matter (PM)	Mg/m³	0.052	0.088
Persistent organic pollutants (POP)	-	-	--
Volatile organic compounds (VOC)	-	-	--
Hazardous air pollutants (HAP)	-	-	--
Others – CO	Mg/m³	CO-1.02 Ozone-0.0302	CO-0.001 Ozone-0.028

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

7. **Provide details of greenhouse gas emissions (Scope1 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_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	267	279
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT of CO_2 Equivalent	5,855	6,213
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO_2e/Lakh Rs.	0.0159	0.0214
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 CO2e/Lakh USD	0.3234	0.4429
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Yes. During the current financial year, EIL achieved an approximate 5.70% reduction in its combined Scope-1 and Scope-2 greenhouse gas emissions compared to the previous fiscal year (FY 2024–25), driven by internal energy conservation measures. On the commercial front, EIL maintains an extensive portfolio of design and project management assignments specifically geared toward minimising regional and national industrial carbon footprints. The Company remains steadfastly committed to driving India's broader energy transition by executing critical decarbonisation, carbon capture, bio-fuel scaling and green hydrogen blending pilot projects, leveraging its deep technical expertise to hardcode low-emission and high-efficiency parameters directly into external client blueprints.

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)	0	0
E-waste (B)	0.337	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	30	0
Battery waste (E)	0.554	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.9	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	81.908	0
Total (A+B + C + D + E + F + G + H)	**113.699**	**0**
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/Lakh Rs.)	0.000295	0
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/Lakh USD)	0.006007	0
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**0**	**0**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	113.699	0
Total	**113.699**	**0**

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

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.

EIL utilises a highly structured approach to waste minimisation, statutory disposal and circular technology:

- Waste Disposal Infrastructure: EIL has formally engaged authorised waste management and disposal agencies to systematically collect, handle and clear both hazardous and non-hazardous waste generated across its office premises in absolute compliance with applicable state and central pollution control guidelines. As a consultancy firm, the use or generation of hazardous and toxic chemicals in its direct service processes is naturally negligible.

- Campus Circularity (Waste-to-Energy): To accelerate its internal circular economy goals, EIL is in the advanced stage of commissioning a demonstration Compressed Biogas (CBG) plant at its Gurugram complex. Operating with an output capacity of 20 Nm^3/day, this facility entirely utilises internal kitchen and horticultural waste generated within the campus boundaries to generate renewable clean energy.

- Commercial Scale Agro-Industrial Waste Valorisation: To promote the Government of India's Green Growth agenda, EIL is actively establishing a commercial Press Mud feedstock-based Compressed Biogas (CBG) plant at MIDC Halkarni Industrial Area, Kolhapur, Maharashtra. This project has a calculated production capacity of 5 TPD of CBG and will utilise 125 TPD of press mud - a major agricultural by-product sourced from neighbouring sugar mills, effectively turning regional agro-industrial waste into valuable, renewable clean energy. MIDC has completed land allotment and site-enabling actions (such as site grading and boundary wall construction) are underway.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
EIL does not have operations/offices in/around ecologically sensitive areas where environmental approvals / clearances are required.			

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 as EIL has not carried out any EIA study for its own operations in the financial year 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 (Y/N).

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

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

Yes. EIL is fully compliant with all applicable environmental laws, regulations and guidelines enacted in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act and all respective rules framed thereunder. No major environmental fines or regulatory penalties were imposed on EIL's corporate establishments during the reporting period, and no show-cause notices were issued.

Leadership Indicators

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

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

(i) Name of the area – NA

(ii) Nature of operations – NA

(iii) 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	Nil/Not applicable. EIL's primary office establishments are located within urban municipal networks and designated corporate hubs that are not located in officially designated water-stressed zones requiring separate reporting of raw groundwater withdrawal.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**0**	**0**

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_2O, HFCs, PFCs, SF_6, NF_3, if available)	Data is not separately quantified. EIL continuously monitors and minimises its direct Scope 1 and Scope 2 emissions. Due to the decentralised and consulting-led nature of its operations, a formal Scope 3 emissions inventory is currently not compiled by the Company.		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

Not applicable. As detailed under the Essential Indicators, EIL does not operate any permanent offices or industrial facilities located within or adjacent to ecologically sensitive zones; consequently, there are no direct biodiversity impacts arising from its corporate facilities.

Note on Indirect Impact Mitigation: While its direct operational impacts remain minimal, EIL operates as a responsible engineering consultant. During the engineering design and project execution phases undertaken for external clients in the hydrocarbon, chemical and core infrastructure sectors, EIL systematically integrates stringent environmental protection guidelines, process safety protocols (HAZOP, QRA and SIL reviews) and energy efficiency frameworks. This helps minimise the downstream indirect ecological impacts at client project sites. Furthermore, the Company routinely undertakes local environmental restoration and awareness campaigns, such as sapling plantation drives on World Environment Day and Swachhta Pakhwada initiatives, to enhance regional green cover and promote environmental hygiene.

4. **If the entity provided below taken 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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA			

However, Internal Circular Economy Upscaling; Commissioning of an advanced demonstration; Compressed Biogas (CBG) facility at the Gurugram corporate office complex utilising internal organic inputs. Complete processing and redirection of 20 Nm^3/day of kitchen and horticultural campus waste into clean, renewable energy.

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

Yes. EIL has implemented a comprehensive Crisis Management Framework and Business Continuity Plan (BCP), embedded within its Board-approved Risk Management Policy, to ensure corporate resilience against operational disruptions. Monitored by the Board's Risk Management Committee (RMC) and administered by the Corporate Risk Assurance (CRA) group, the plan protects critical engineering services, IT architecture and data preservation systems. It defines strategic communication channels and proactive mitigation protocols across all corporate environments. The framework integrates project-specific Project Risk Management Plans (PRMPs) and undergoes formal reviews at least once every two years to address evolving sector complexities effectively.

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 significant adverse environmental impacts arising from the value chain were reported during the financial year. EEIL proactively mitigates potential indirect environmental risks arising downstream from its third-party construction contractors by embedding stringent, contractually binding Health, Safety and Environment (HSE) specifications into its supply chain tenders. Supplier and contractor compliance at the site level is rigorously monitored via routine environmental inspections, waste tracking systems and real-time hazard-reporting applications. On the design and engineering side, EIL structurally mitigates future value chain impacts by hardcoding energy-efficient configurations, advanced effluent treatments and zero-liquid-discharge (ZLD) technical models directly into its commercial engineering deliverables.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

While the specific percentage of corporate business value is not explicitly tracked, 100% of active construction contractors and value chain partners engaged across EIL-managed project locations are systematically assessed for compliance with environmental, hazard minimisation and waste management requirements through mandatory site HSE audits and clearance procedures conducted throughout the project lifecycle.

8. How Many green credits have been generated or produced

a. By the listed entity	0
b. By the top ten (in terms of value of purchase and sales respectively) value chain partners	0

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.

- 36

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 Petroleum Industry	National
2.	Standing Conference of Public Enterprises	National
3.	Federation of India Chambers of Commerce and Industry (FICCI)	National
4.	Confederation of Indian Industry (CII)	National
5.	Fertilizer Association of India (FAI)	National
6.	The Institution of Engineers (India)	National
7.	Heat Transfer Research Inc. (HTRI)	International
8.	University of Manchester Institute of Science & Technology (UMIST)	International
9.	The Center for Chemical Process Safety	International
10.	Fractionation Research Inc.	International

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

Name of the authority	Brief of the case	Corrective action taken
	NA	

Leadership Indicators

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

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

Not applicable, as EIL, an engineering consultancy operating under the Ministry of Petroleum and Natural Gas, does not independently engage in public policy advocacy. Where sought, the Company's inputs on sectoral or technical matters are provided through participation in industry associations and government consultations in its capacity as a technical adviser and do not constitute advocacy activities.

Principle 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

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

Not Applicable / Nil. Engineers India Limited is a premier engineering consultancy and EPC management company that executes project site works exclusively on land acquired and owned by its respective clients. The Company did not directly acquire land or establish new operational facilities that required independent statutory Social Impact Assessments (SIAs) for its own corporate operations during the financial year. Any SIAs conducted by EIL are undertaken strictly as professional, contractually bound consultancy services provided to external clients for their respective project sites.

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

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

Not Applicable / Nil. As EIL operates within existing commercial establishments or on pre-acquired client-owned properties, the company has not displaced any communities or project-affected populations. Consequently, EIL has zero ongoing Rehabilitation and Resettlement (R&R) obligations or financial payouts to Project Affected Families (PAFs) for its own establishments during the financial year.

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

EIL has established structured, transparent and multi-layered mechanisms to receive and redress community grievances efficiently at both the corporate governance level and across its active project sites.

- Digital and Institutional Grievance Redressal: At the digital level, EIL is fully integrated with the Government of India's CPGRAMS (Centralised Public Grievance Redress and Monitoring System) portal. This platform enables citizens and local communities to lodge grievances, which are systematically routed, tracked and resolved by EIL's designated Public Grievance Officer within the prescribed statutory timelines.

- At active construction sites, EIL establishes local grievance redressal mechanisms. EIL's site management teams, in coordination with contractor coordinators, actively engage with village heads (Gram Pradhans), local administrative bodies and residents. This engagement ensures that any localised operational, safety or environmental concerns arising from construction activities are identified and addressed promptly.

4. 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	46.30%	61.02%
Directly from within India	97.05%	NA

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

Location	FY 2025-26	FY 2024-25
Rural	2.03%	2.86%
Semi-urban	1.41%	1.72%
Urban	52.93%	53.47%
Metropolitan	43.63%	41.94%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable / Nil. As no negative social impacts were identified or triggered under EIL's direct corporate operations, no corrective or mitigative actions were required during the financial year.	

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

EIL continues to work towards improving the lives of socially disadvantaged communities through its comprehensive CSR initiatives across the country. Its CSR initiatives have contributed to improving the well-being of underprivileged communities across regions from Ladakh to Kerala and Rajasthan to Assam.

S. No	State	Aspirational District	Amount spent (In INR)
1.	Meghalaya	West Janitia Hills	1092786.70
2.	Rajasthan	Barmer	2797860.00
3.	Uttar Pradesh	Fatehpur	249100.00

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

Yes. EIL conscientiously implements and complies with the Presidential Directives and the Government of India's mandatory Public Procurement Policy for Micro and Small Enterprises (MSEs) Order.

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

EIL gives procurement preference to qualified MSEs owned and operated by Scheduled Caste (SC), Scheduled Tribe (ST) and Women entrepreneurs.

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

During the financial year, procurement from these marginalised and vulnerable entrepreneur segments constituted 3.03% and 0.11% of the Company's total eligible annual procurement of goods and services, relating to Women-owned MSEs and SC/ST-owned MSEs, respectively.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	Benefits derived from traditional knowledge (domain knowledge) include contributions made by R&D to the following projects: various CFD studies carried out for clients such as ONGC, KNPC, OPAL, HPCL, BPCL, ADNOC, Konkan LNG and NRL; various dynamic simulation studies carried out for clients such as BPCL and NRL; BEDP activities for the ROG PSA unit at HPCL-MR; and a helium recovery demonstration plant from natural gas for ONGC.	Benefits derived from owned (patented) IP include revenue earned from the following projects: revamp of the two-stage desalter system in CDU-3 at BPCL-KR; revamping of the existing desalter system of the CDU/VDU at NRL; performance improvement study of the desalter in CDU-II at IOCL Haldia; performance improvement study of the desalter at NRL; BEDP for reliability improvement of the existing SRU; and troubleshooting in SRU at IOCL-GR.	Not Applicable	

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
	NA	

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

Engineers India Limited (EIL) envisages improving the lives of underprivileged and socio-economically disadvantaged sections of society across the country through its CSR initiatives. As a leading organisation undertaking CSR initiatives, EIL has reached lakhs of beneficiaries from underprivileged segments of society through numerous innovative and sustainable CSR initiatives that address key social issues. The focus groups and beneficiaries include unemployed youth, rural schoolchildren, underprivileged women and marginalised communities, who receive targeted support in healthcare, skill development, education and other thrust areas in accordance with Schedule VII of the Company Act, 2013. Over 8.43 lakh beneficiaries have benefitted from CSR projects undertaken in FY 2025-26.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Support for 'Jan Arogyam' Community Healthcare Program at Khora colony, Ghaziabad, Uttar Pradesh	13,762	All beneficiaries (100%) belong to the vulnerable, marginalised and underprivileged sections of the society.
2.	Support for extending primary healthcare services in rural and remote areas by supporting operational expenses for running one Mobile Medical Unit (1 no.)	24,166	
3.	Support to Patient Accommodation Project of Smt. Jayaben Mody Multi-Speciality Hospital managed by Ankleshwar Industrial Development Society	1,500	
4.	Support for providing 75 no. of Sanitary Vending Machines and Sanitary Pads in 4 districts of Uttar Pradesh	1,03,500	
5.	Support for providing a dedicated Mobile Health Clinic Van for providing health services to migrant workers in Gurugram, Haryana	35,000	
6.	PM Internship Scheme	15	
7.	Provide support for Development of Garbage Vulnerable Points in Roha Ashtami Municipal Council Area at Raigad, Maharashtra	20,000	
8.	Support for installation of water purifiers for Govt. schools/colleges and public places in aspirational district West Jaintia Hills, Meghalaya	3,370	
9.	Provide Sanitary Napkin Vending and Incinerator Machines at 10 nos. locations in Shahjahanpur, Uttar Pradesh	6,42,400	

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

Essential indicators

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

EIL provides its services to other companies and does not deal directly with consumers. EIL maintains a robust institutional framework governed by its ISO 9001:2015-certified Quality Management System (QMS) to systematically monitor client satisfaction and address client feedback. The Corporate Quality Assurance (CQA) Department is independently responsible for conducting structured Customer Perception Surveys on a sample basis. Using standardised questionnaires and formal in-person interactions with senior client representatives, EIL gathers multi-dimensional insights tailored to the project's scale, execution progress and technical criticality.

All finalised customer feedback reports and project performance matrices are formally reviewed by the Management Representative (MR) and escalated directly to the Functional Directors and the Management Review Committee (MRC). This oversight facilitates the timely implementation of systemic corrective actions, engineering adjustments and quality controls for current and future project deliverables.

2. 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	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

Engineers India Limited (EIL) does not manufacture, package or sell physical consumer products sold over the counter; its corporate turnover is derived from specialised engineering consultancy, technology licensing, design services and EPC management services.

However, all technical deliverables, Basic Engineering Design Packages (BEDPs), process blueprints and project commissioning layouts developed and handed over by EIL contain comprehensive technical data regarding process safety envelopes, hazard mitigation, environmental compliance parameters and safe effluent and waste disposal methodologies. These safety parameters are incorporated into the design and operation of the clients' industrial assets through mandatory and rigorous HAZOP (Hazard and Operability Study), SIL (Safety Integrity Level) and QRA (Quantitative Risk Assessment) studies integrated into EIL's core engineering workflows.

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes. EIL has established a comprehensive Information Security Policy supported by an Information Security Management System (ISMS). The framework adheres to international standards and is formally certified to ISO/IEC 27001:2022 (Certificate No.: CIU-ISMS-06251013). The scope of the policy covers the management and operations of its Primary Data Centre (PDC – New Delhi), Gurugram Data Centre (GDC), Chennai Data Centre (CDC) and all in-house Software Development and Maintenance (SDT) services, ensuring strong defence against cyber risks and safeguarding data and privacy.

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.

Nil. There were no incidents, material complaints or corrective actions during the financial year relating to misleading advertising, the delivery of essential services, customer data privacy breaches or the safety of EIL's services. No penalties, restrictive orders or adverse actions were issued against EIL by any statutory or regulatory authorities in relation to the safety, integrity or execution of its engineering and project consultancy services.

7. **Provide the following information relating to data breaches:**

	Provide the following information relating to data breaches:
a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	-

Leadership Indicators

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

   Information on EIL's services is accessible through the Company's official website at www.engineersinndia.com as well as through the Annual Report, investor presentations and direct engagement through the Company's business development function.

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

   EIL is a B2B engineering, procurement and project management consultancy that delivers services to institutional and government clients, such as ONGC, IOCL, BPCL, HPCL, GAIL and other national and international clients in the refining, petrochemicals and infrastructure sectors, rather than to end consumers. As disclosed in its BRSR filing under Principle 9, turnover from products/ services carrying safe and responsible usage information is not applicable, since EIL's engineering deliverables, such as design packages and DPRs, and EPC services are not consumer products requiring usage labelling or consumer education in the conventional sense.

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

   EIL provides its services to other companies and does not deal directly with consumers. EIL's business model is B2B/B2G, with the Company providing engineering consultancy and EPC project management services to client organisations such as ONGC, IOCL, BPCL, HPCL, GAIL, other PSUs and international clients rather than to retail or end consumers.

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 whole? (Yes/No)**

   (i) Not Applicable. EIL does not manufacture or sell physical products; its offerings comprise engineering, procurement and project management consultancy services, to which product-labelling requirements do not apply.

   (ii) Yes. EIL conducts periodic Customer Perception Surveys to assess client satisfaction with the quality of services rendered, as detailed under the stakeholder engagement section of this report.