IRCON/SECY/STEX/124 — **1st September, 2026**

BSE Limited Listing Dept./ Dept. of Corporate Services Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001 **बीएसई लिमिटेड** लिस्टिंग विभाग / कॉर्पोरेट सेवा विभाग पी. जे. टावर्स, दलाल स्ट्रीट, मुंबई– 400001 Scrip code / ID: **541956 / IRCON**	**National Stock Exchange of India Limited** Listing Department Exchange Plaza, Plot no. C-1, G Block, Bandra –Kurla Complex, Bandra (East), Mumbai – 400051 **नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड** लिस्टिंग विभाग एक्सचेंज प्लाजा, प्लॉट नं सी-1, जी ब्लॉक, बांद्रा-कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व), मुंबई-400051 Scrip Code: **IRCON**

Sub: Business Responsibility & Sustainability Report (BRSR) along with Independent Assurance Statement for the FY 2025-26

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26 along with Independent Assurance Statement issued by EKI Energy Services Limited, which also forms part of the Annual Report for Financial Year 2025-26.

कृपया उपरोक्त जानकारी रिकार्ड पर ले।

Thankyou/धन्यवाद,
Yours faithfully/भवदीया,

PRATIBHA AGGARWAL

Digitally signed by PRATIBHA AGGARWAL
DN: c=IN, o=IRCON INTERNATIONAL LIMITED, ou=CS DEPT, 2.5.4.20=ec050983126d749a8f277e98527f4ceca89379d1206af5e4d7ec988155070d1c, postalCode=110017, st=DELHI, serialNumber=47e2be3967281727d36842da7f5bbe8dadc7906b0fdd636c459187d1fc471fe6, cn=PRATIBHA AGGARWAL
Date: 2026.09.01 16:57:22 +05'30'

(प्रतिभा अग्रवाल)/ (Pratibha Aggarwal)
कंपनी सचिव एवं अनुपालन अधिकारी/ Company Secretary & Compliance Officer
सदस्यता क्र./ Membership No.: F8874

Business Responsibility and Sustainability Report

Section A

General Disclosure

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the listed entity**	L45203DL1976GOI008171
2.	**Name of the Listed Entity**	Ircon International Limited
3.	**Year of Incorporation**	28-04-1976
4.	**Registered Office Address**	C-4, District Centre, Saket, New Delhi – 110017
5.	**Corporate Address**	C-4, District Centre, Saket, New Delhi – 110017
6.	**E-mail**	investors@ircon.org
7.	**Telephone**	011-26530266
8.	**Website**	www.ircon.org
9.	**Financial year for which reporting is being done**	Financial Year 2025-26 (April 1, 2025, to March 31, 2026)
10.	**Name of Stock Exchange(s) where shares are listed**	1) National Stock Exchange of India Limited (NSE) 2) BSE Limited (BSE)
11.	**Paid-up Capital**	INR 1,88,10,31,480
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	Name: Shri S.V. Satyanarayana Rao Designation: GM (Civil) Telephone Number: +91 9560595089 Email Id: svs.rao@ircon.org
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 that form a part of its consolidated financial statements, taken together)** The disclosures made under this report are on a standalone basis i.e. only for the entity.	
14.	**Name of assessment or assurance provider**	EKI Energy Services Limited
15.	**Type of assessment or assurance obtained**	Reasonable Assurance

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.	Construction	Civil Engineering	99.19%

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.	Construction & maintenance of Railways & Rail Bridges.	42102	82.27%
2.	Construction & maintenance of motorways, streets, roads, other vehicular & pedestrian ways, highways, bridges, tunnels and subways.	42101	17.02%

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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	-	49	49
International	-	6	6

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	21 states/2 UTs
International (No. of Countries)	5 Countries (Algeria, Sri Lanka, Bangladesh, Myanmar, Malaysia)

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

The contribution of exports is 3.49% of the total turnover of the entity.

c. A brief on types of customers

IRCON primarily undertakes Infrastructure Projects on a Turnkey basis, operating under the Engineering, Procurement and Construction (EPC) model. The company demonstrates strong capabilities in delivering comprehensive, end-to-end solutions. IRCON has a proven track record of executing a diverse array of high-impact projects, both within India and internationally, with a steadfast commitment to quality, timely delivery, and stakeholder satisfaction.

In India, most of its projects are being executed for prominent government agencies such as Ministry of Railways, National Highways Authority of India (NHAI), National High-Speed Rail Corporation Limited, Chennai Metro Rail Limited, Dedicated Freight Corridor Corporation of India Limited, Airports Authority of India, Rail Land Development Authority, National Capital Region Transport Corporation, Delhi Metro Rail Corporation. This portfolio highlights IRCON's pivotal role in shaping the nation's infrastructure landscape. Internationally, IRCON has ongoing projects in Algeria, Sri Lanka, Bangladesh, Malaysia and Myanmar.

Till date, IRCON has successfully delivered numerous domestic and international projects across a wide range of sectors such as Railway, Highway, Metro, High speed rail, Bridges, Tunnels, Electrical, Mechanical works, Signalling & Telecommunication, Production units, Station buildings, etc. Its persistent commitment to executing turnkey EPC (Engineering, Procurement, and Construction) projects particularly in the Public Sector underscores its reputation for technical excellence and a strong client-centric approach, which remain Central to its operational philosophy.

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)	793	739	93.19%	54	6.81%
2.	Other than permanent (E)	277	264	95.31%	13	4.69%
3.	Total Employees (D + E)	**1070**	**1003**	**93.74%**	**67**	**6.26%**
	WORKERS					
4.	Permanent (F)	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.				
5.	Other than permanent (G)					
6.	Total Workers (F + G)					

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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)	7	6	85.71%	1	14.29%
2.	Other than permanent (E)	0	0	0	0	0
3.	Total differently abled employee (D+E)	7	6	85.71%	1	14.29%
	DIFFERENTLY ABLED WORKERS					
4.	**Permanent (F)**	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.				
5.	**Other than permanent (G)**					
6.	Total differently abled workers (F+G)					

21.	**Participation/Inclusion/Representation of women**			
	Particulars	**Total (A)**	**No. and percentage of Females**	
			No. (B)	**% (B/A)**
	Board of Directors	7	1	14.29%
	Key Management Personnel	6	2	33.33%

22.	**Turnover rate for permanent employees and workers**									
	Particulars	**FY 2025-26 (Turnover rate in current FY)**			**FY 2024-25 (Turnover rate in previous FY)**			**FY 2023-24 (Turnover rate in the year prior to the previous FY)**		
		Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
	Permanent Employees	8.53%	7.14%	8.44%	8.96%	0.00	8.40%	8.57%	10.42%	8.67%
	Permanent Workers	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable								

V.	**Holdings, Subsidiaries and Associate Companies (including joint ventures)**			
23	**a) Names of holding / subsidiary / associate companies / joint ventures**			
S. No.	**Name of the holding / subsidiary /associate/ companies/joint ventures (A)**	**Indicate whether holding/Subsidiary/ Associate/J oint Venture**	**% of shares held by listed entity**	**Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)**
1	Ircon Infrastructure & Services Limited	Subsidiary	100%	No
2	Ircon Shivpuri Guna Tollway Limited	Subsidiary	100%	No
3	Ircon PB Tollway Limited	Subsidiary	100%	No
4	Ircon Davanagere Haveri Highway Limited	Subsidiary	100%	No
5	Ircon Vadodara Kim Expressway Limited	Subsidiary	100%	No
6	Ircon Gurgaon Rewari Highway Limited	Subsidiary	100%	No
7	Ircon Haridwar Bypass Limited	Subsidiary	100%	No

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8	Ircon Ludhiana Rupnagar Highway Limited	Subsidiary	100%	No
9	Ircon Bhoj Morbe Expressway Limited	Subsidiary	100%	No
10	Ircon Akloli-Shirsad Expressway Limited	Subsidiary	100%	No
11	Ircon Renewable Power Limited	Subsidiary	76%	No
12	Chhattisgarh East Railway Limited	Joint Venture	26%	No
13	Chhattisgarh East-West Railway Limited	Joint Venture	26%	No
14	Mahanadi Coal Railway Limited	Joint Venture	26%	No
15	Jharkhand Central Railway Limited	Joint Venture	26%	No
16	Bastar Railway Private Limited	Joint Venture	26%	No
17	Indian Railway Stations Development Corporation Limited	Joint Venture	26%	No
18	Ircon-Soma Tollway Private Limited	Joint Venture	50%	No

VI. CSR Details			
24.	**(i)**	**Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)**	
		Yes, CSR is applicable to Ircon International Limited.	
			FY 2025–26
	(ii)	Turnover (in Rs.)	84,78,85,61,192
	(iii)	Net worth (in Rs.)	66,26,61,90,826

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025–26			FY 2024–25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. https://pgportal.gov.in/cpgoffice/	89	2	-	78	0	-
Investors (other than shareholders)	NA*	-	-	-	-	-	-
Shareholders	Yes https://scores.sebi.gov.in/	Nil	Nil	-	3	0	-

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Employees & Workers	IRCON's Internal Grievance System https://intranet.ircon.org/	2	2	-	5(Internal Grievance System)	0	-
	Whistle blower Complaints	0	0	-	0	0	-
Customers	NA**	-	-	-	-	-	-
Value Chain Partners	Yes. https://pgportal.gov.in/cpgoffice/	89	2	-	78	0	-
Other (Please specify)	-	-	-	-	-	-	-

* This disclosure is not applicable because there are no investors other than shareholders.

**IRCON primarily operates as an Engineering, Procurement, and Construction (EPC) company executing infrastructure projects for Indian Railways, MoRTH and Govt. entities. Any observations received from these entities are complying on day-to-day basis at projects. Upon satisfactory compliances, a formal project completion certificate is issued by the client. Accordingly, the disclosure relating to customer complaints is not applicable.

Note: The CPGRAMS portal serves as a grievance redressal mechanism for communities and value chain partners. Therefore, grievances received from value chain partners and employees are included in "Communities".

26.	Overview of the entity's material responsible business conduct issues				
	Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.				
S. No.	**Material Issue Identified**	**Indicate whether risk or opportunity (R/O**	**Rationale for identifying the risk/ opportunity**	**In case of risk, approach to adapt or mitigate**	**Financial implications of the risk or opportunity (Indicate positive or negative implications)**
1	Climate Change and Action	Risk	Risk: Climate change poses a significant material risk to IRCON, given the increasing frequency of extreme weather events, rising sea levels, and evolving regulatory landscapes. These factors can adversely impact infrastructure development, causing operational delays, project cost escalations, and potential asset damage. In addition, disruptions across the supply chain and construction timelines may affect project delivery and financial performance. Growing stakeholder expectations and the emphasis on long-term sustainability further necessitate proactive climate risk management.	Implementing energy audits, adopting energy-efficient technologies, and carrying out regular risk assessments.	Negative Implication

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2	Water Management	Risk/ Opportunity	Risk: IRCON acknowledges the material risks associated with water scarcity, the impacts of climate change on water availability, and the need to comply with evolving regulatory frameworks. These factors can lead to operational disruptions, cost escalations, and reputational risks, especially in water-stressed regions where infrastructure development is planned or underway. Opportunity: Optimizing water use across operations presents a strategic opportunity for IRCON to reduce operational costs and reinforce its environmental responsibility. Proactive compliance with water-related regulations helps ensure uninterrupted project execution, minimizes the risk of penalties or delays, and strengthens stakeholder trust in IRCON's sustainable project delivery approach.	Ensuring compliance with statutory provisions and incorporating judicious use and re-use of water.	Negative/ Positive Implication
3	Waste Management	Risk/ Opportunity	Risk: IRCON recognizes waste management as a key environmental and operational risk, particularly in the context of responsible disposal, recycling, and mitigation of ecological impacts. Ineffective waste handling or non-compliance with applicable regulations can result in project delays, legal liabilities, and reputational harm. Ensuring adherence to waste management standards is essential for maintaining operational continuity and community trust. Opportunity: Adopting a strategic approach to waste management presents IRCON with the opportunity to innovate, minimize waste generation, and enhance resource efficiency. These practices not only support the organization's sustainability objectives but also reinforce its leadership in responsible infrastructure development.	Incorporating an efficient waste collection and disposal mechanism, with regular record keeping.	Negative/ Positive Implication
4	Environment Management & Compliance	Risk	Risk: IRCON acknowledges that non-compliance with environmental regulations poses a material risk, potentially resulting in regulatory penalties, project delays, and reputational damage. Upholding environmental compliance is integral to maintaining stakeholder confidence, ensuring operational continuity, and demonstrating IRCON's commitment to responsible and sustainable infrastructure development. Proactive adherence to applicable environmental standards enables smoother project execution and reinforces trust among regulatory bodies and local communities.	Ensure compliance to all statues as an when required and keeping updated with respective changes made on the same	Negative Implication

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5	Sustainable Construction & Technological Innovation	Opportunity	Opportunity: For IRCON, integrating sustainable eco-friendly practices into operations presents a strategic opportunity to enhance brand reputation, appeal to environmentally conscious clients, and minimize environmental impact. Optimized resource utilization, and strengthens IRCON's competitive positioning in the infrastructure sector.	-	Positive Implication
6	Sustainable Supply Chain	Risk/ Opportunity	Risk: IRCON recognizes that supply chain disruptions and engagement with non-compliant suppliers can adversely affect project timelines, cost efficiency, and stakeholder confidence. Such risks may lead to operational setbacks and reputational damage, particularly if suppliers fail to meet environmental or social compliance standards. Strengthening supplier due diligence and ensuring alignment with sustainability expectations are essential for resilient and responsible project delivery. Opportunity: Promoting sustainable procurement and supply chain practices offers IRCON the opportunity to reduce environmental impact, foster innovation, and attract clients and investors who prioritize responsible business conduct. By collaborating with like-minded partners and embedding sustainability across the value chain, IRCON can drive industry best practices and reinforce its position as a leader in sustainable infrastructure development.	Ensuring safe and quality procurement of goods.	Negative/ Positive Implication
7	Health & Safety	Risk/ Opportunity	Risk: IRCON acknowledges that inadequate attention to health and safety can result in workplace accidents, legal liabilities, project delays, and reputational harm. Such incidents not only disrupt operations but also undermine stakeholder trust and organizational credibility. Ensuring strict adherence to health and safety standards is critical for maintaining operational integrity and safeguarding workforce well-being. Opportunity: By prioritizing robust health and safety practices, IRCON can foster a safe and supportive work environment, minimize incidents, and attract skilled professionals. Compliance with occupational safety regulations also enhances operational efficiency and stakeholder confidence. Proactive investment in health and safety systems contributes to IRCON's long-term resilience and sustainable growth.	Ensuring the smooth functioning of the Safety protocols and updating the ISO 45001 as and when required.	Negative/ Positive Implication

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8	Human Rights, Diversity & Inclusion	Risk	Risk: If IRCON fails to adequately address human rights, diversity, and inclusion, it may face risks such as reputational harm, legal challenges, reduced employee productivity, and weakened stakeholder relationships. On the other hand, actively fostering human rights, diversity, and inclusion helps create a positive workplace culture, attracts skilled talent, drives innovation, and reinforces our dedication to social responsibility. Embedding these principles within our core values and daily operations strengthens organizational resilience and sustainability, ultimately supporting long-term success.	Incorporating human rights trainings and awareness programs into the system. Working on improving the assessments regarding human rights issues within the organization.	Negative Implication
9	Employee Engagement & Wellbeing	Opportunity	Opportunity: Employee engagement and well-being offer valuable opportunities for IRCON. Prioritizing these aspects leads to a motivated and committed workforce, resulting in increased productivity, efficiency, and overall success. Supporting employee well-being creates a positive work environment, reduces turnover, and enhances physical and mental health, contributing to improved performance and safety.	-	Positive Implication
10	Community Development	Opportunity	Opportunity: Addressing the needs and expectations of local stakeholders not only enhances IRCON's reputation but also supports smoother project execution and long-term business sustainability. These initiatives are material because they directly impact both the company's operational success and its social license to operate. By prioritizing community development and stakeholder engagement, IRCON aligns its strategy with key material ESG issues, strengthening stakeholder trust and contributing to sustainable growth.	-	Positive Implication
11	Data Privacy & Cyberse-curity	Opportunity	Opportunity: Focusing on the protection of sensitive data and strengthening cybersecurity is identified as a material opportunity for IRCON. These actions reinforce IRCON's position as a reliable partner and foster trust among clients and stakeholders. Adhering to data privacy and cybersecurity regulations minimizes legal risks and increases operational efficiency.	-	Positive Implication

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12	Risk Management	Risk/ Opportunity	Risk: Inadequate risk management is identified as a material concern for IRCON, as it can lead to project delays, cost overruns, and reputational damage. Through its materiality assessment, IRCON recognizes that a proactive and structured approach to risk management helps mitigate threats, capitalize on opportunities, and support informed decision-making. Opportunity: Strengthening risk management practices is material for IRCON's long-term resilience and sustainable growth, as highlighted in its BRSR disclosures.	Updation of identified risks on regular basis.	Negative/ Positive Implication
13	Business Ethics, Accountability & Transparency	Opportunity	Opportunity: IRCON's materiality assessment highlights that adopting ethical practices strengthens its reputation, builds stakeholder trust, and appeals to socially responsible clients and investors. Accountability and transparency foster a positive work environment, enhance risk management, and ensure regulatory compliance. Stakeholders value organizations that uphold these principles, supporting long-term relationships and unlocking future business opportunities.	-	Positive Implication
14	Disaster Management	Risk	Risk: Disaster management has been identified as a material risk for IRCON due to the significant operational, financial, and reputational impacts that natural disasters and emergencies can cause. The materiality assessment highlights that inadequate preparedness could lead to project delays, increased costs, and potential harm to employees and communities. Recognizing this risk allows IRCON to prioritize investments in resilience, contingency planning, and safety measures, thereby safeguarding business continuity and reinforcing stakeholder trust.	Incorporating a disaster management strategy as a part of the organizational SOP.	Negative Implication
15	Corporate Governance	Opportunity	Opportunity: IRCON's materiality assessment identifies corporate governance as a key opportunity, as it drives operational efficiency, strengthens stakeholder trust, and ensures regulatory compliance. By fostering a culture of accountability and ethical conduct, IRCON supports long-term business success and sustainable value creation.	-	Positive Implication

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SECTION B – Management and process disclosures:

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

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes											
1.	a.	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	Link to policies: https://ircon.org/codes-and-policies								
	Code of Business Conduct and Ethics for Board Members and Senior Management		✓	✓	✓	✓	✓	✓	✓	✓	✓
	Internal Code of Conduct for Prevention of Insider Trading in Dealing with Securities of Ircon International Limited		✓								
	Whistle Blower Policy		✓		✓	✓					
	Fraud Prevention and Detection Policy		✓	✓		✓	✓		✓		
	Policy on Preservation of Documents and their Archiving		✓								
	Related Party Transaction Policy		✓								
	Dividend Distribution Policy		✓								
	Sustainable Procurement Policy		✓	✓		✓	✓	✓	✓	✓	
	Quality Policy			✓	✓		✓	✓			
	Equal opportunity policy				✓	✓	✓			✓	
	Human Rights Policy of Ircon International Limited				✓	✓	✓				
	Policy for Prevention, Prohibition and Redressal of sexual harassment at Workplace				✓	✓	✓				
	Safety, Health and Environment Policy			✓	✓		✓	✓			
	Stakeholder Engagement Policy of Ircon International Limited					✓					
	Corporate Social Responsibility & Sustainability Policy									✓	
	Public Advocacy Policy of Ircon International Limited								✓		
	Data Privacy Policy of Ircon International Limited										✓

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2.	**Whether the entity has translated the policy into procedures. (Yes / No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	**Do the enlisted policies extend to your value chain partners? (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
4.	**Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle**	P3 & P5: ISO 45001:2018 Occupational Health & Safety Management System P6: ISO 14001:2015 Environmental Management System P2 & P9: ISO 9001:2015 Quality Management System								
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any**	In line with its commitment to responsible business conduct and sustainable growth, IRCON has the following key commitments and targets to strengthen its ESG performance across its operations and value chain. These commitments are voluntary in nature: 1. **Principle 3:** IRCON is committed to achieving Zero Harm by strengthening its safety management practices across project sites and offices. The Company has set a target of achieving Zero Lost Time Injury Frequency Rate (LTIFR) by FY 2026-27 for employees and workers engaged across its operations. 2. **Principle 5:** The Company has set a target to achieve 100% POSH training coverage for employees as per the training calendar. 3. **Principle 8:** The Company will endeavor to execute its Corporate Social Responsibility (CSR) initiative in aspirational districts and as per DPE theme of FY 2026-27.								
6.	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met**	Though, there was no commitment, however IRCON maintained a Zero Lost Time Injury Frequency Rate (LTIFR) during the reporting period through the implementation of robust occupational health and safety measures, regular safety training, periodic audits, hazard identification, risk assessments and continuous monitoring of safety performance								

Governance, leadership and oversight		
7.	**Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**	At Ircon International Limited, sustainability continues to remain at the core of our business philosophy and infrastructure development approach. As we progress toward building resilient and future ready infrastructure, we remain committed to conducting our operations in a responsible, ethical, and environmentally conscious manner. Guided by the National Guidelines on Responsible Business Conduct (NGRBC) and aligned with evolving Environmental, Social, and Governance (ESG) expectations, we continue to integrate sustainability considerations across our projects, operations, and stakeholder engagements. As an infrastructure company executing projects of national and international significance, we acknowledge the increasing challenges posed by climate change, evolving stakeholder expectations, and resource constraints. In response, we are taking proactive steps to strengthen climate resilience, enhance operational efficiency and encourage responsible practices throughout our value chain. At IRCON, we believe that ESG integration is not merely a compliance requirement but a strategic imperative that drives long term value creation, operational excellence, and stakeholder trust. Strong governance, transparency, accountability, and ethical conduct continue to guide our decision-making processes and business practices.
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**	Director (Finance) – Smt. Ragini Advani, DIN: 09575213 Nodal Officer – Shri. S.V. Satyanarayana Rao, GM (Civil)

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

9.	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details**	Yes, Corporate Social Responsibility & Sustainability Committee constituted as under (as of 31.03.2026): 1. Chairperson: Smt. Ragini Advani, Director (Finance), DIN: 09575213 2. Member: Shri T. Varadharajan, Independent Director, DIN: 08556664 3. Member: Shri Anupum Singh, Government Nominee (Part-Time Official) Director, DIN: 10637375

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

11.	**Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).**									
	If yes, provide name of the agency.	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	Yes. The entity has undertaken an independent assessment/evaluation of the implementation and effectiveness of its policies through an external agency, namely VMC Management Consulting 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	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	The entity does not consider the principles material to its business (Yes/No)	Not Applicable. The Company has policies covering all nine NGRBC Principles. Therefore, this disclosure is 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)									
	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION C: Principle wise Performance Disclosure

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

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

Essential Indicators

1.	Percentage coverage by training and awareness programs on any of the principles in the financial year:			
	Segment	**Total no. of training and awareness programs held**	**Topics/principles covered under the training and its impact**	**% age of persons in respective category covered by the awareness programs**
	Board of Directors	4	1. Two-Day Executive Development Program on Construction Law and Dispute Resolution. 2. Investigation & Report & Framing of Charge Sheet. 3. Presentation on Regulation 30 of SEBI (LODR). 4. IICA Director's Certification in Risk Governance and Leadership.	57.14%
	Key Management Personnel	5	1. Two-Day Executive Development Program on Construction Law and Dispute Resolution. 2. Investigation & Report & Framing of Charge Sheet. 3. Presentation on Regulation 30 of SEBI (LODR). 4. Presentation on Related Party Transaction. 5. FIDIC Conditions of Contract.	66.67%
	Employees other than BOD and KMPs	12	1. Training on Labour Code, Related Party and Amendments in Ind-As. 2. Two-Day Executive Development Program on Construction Law and Dispute Resolution. 3. Session on AI use in monitoring court cases, filing reply and other HR activities. 4. New Labour Codes. 5. Training Session on EPC Contracts. 6. Health Talk on Stroke Prevention. 7. Effective Contract Management and Dispute Resolution. 8. Health Talk on Dengue & Other Vector Borne Disease. 9. Quality Management System. 10. Project Quality Council Meeting. 11. Securities Market Awareness Session. 12. Health Talk on Healthy Eating & Oil Lees Cooking.	45.51%
	Workers*	Not Applicable		

* IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.

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

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	NIL				
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	NIL	NIL		
Punishment	NIL			

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
As there were no instances requiring monetary or non-monetary action as disclosed in question 2, there were no appeals or revisions preferred during the reporting period. Accordingly, this disclosure is not applicable.	

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

IRCON follows the comprehensive Central Vigilance Manual (CVM), which serves as its guiding framework for ensuring integrity and ethical conduct within IRCON. As a result, while it does not have a separate anti-bribery or anti-corruption policy, its adherence to the CVM effectively addresses these principles by promoting transparency, accountability, and zero tolerance for corrupt practices.

The CVM is a comprehensive guide that outlines principles, procedures, and best practices for preventing and controlling corruption and bribery. It provides a framework for IRCON employees and officers to avoid corruption, ensure ethical conduct, and follow disciplinary protocols. The manual focuses on transparency, integrity, and accountability, and guides the implementation of anti-corruption measures and internal controls. It covers various risk areas, such as procurement and financial management. By following the CVM, IRCON aims to build a strong anti-corruption framework, foster public trust, and uphold a culture of integrity within the organization.

In addition, IRCON has implemented a Fraud Prevention and Detection Policy to address any suspected fraud by employees, vendors, suppliers, contractors, or consultants. This policy applies to anyone conducting business with IRCON. The company also has a Whistle Blower Policy, which allows employees to report any ethical concerns.

IRCON has also adopted a Code of Conduct for all Board Members and Senior Management. The company is considering the introduction of a formal anti-bribery policy to further strengthen its commitment to ethical practices.

As a listed Public Sector Enterprise, IRCON complies with the Ethics, Transparency, and Accountability policies outlined by SEBI Regulations, the Companies Act, Department of Public Enterprises (DPE) Guidelines, and other relevant government directives. These policies apply to IRCON and its subsidiaries. Joint Venture Companies associated with IRCON have their own set of principles and procedures, which are generally in line with government policies.

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	Relevant Web-links: • Central Vigilance Manual: https://vigilance.delhi.gov.in/sites/default/files/generic_multiple_files/vmnew.pdf • Fraud Prevention and Detection Policy: https://ircon.org/sites/default/files/2025-02/FPDC%20Policy%20CMD.pdf • Whistle Blower's Policy: https://ircon.org/sites/default/files/2025-02/Whistle-Blower-Policy.pdf

5.	**Number of directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.**		
		FY 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
	Directors	NIL	NIL
	KMPs	NIL	NIL
	Employees	NIL	NIL
	Workers*	NA	NA

* IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.

6.	**Details of complaints with regard to conflict of interest**				
		FY 2025-26 (Current Financial Year)		**FY 2024-25 (Previous Financial Year)**	
		Number	**Remark**	**Number**	**Remark**
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7.	**Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**
	Not Applicable, since no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest.

8.	**Number of days of accounts payables (Accounts payable *365)/ Cost of goods/services procured) in the following format:**		
		FY 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
	Number of days of accounts payables	55.13	47.59

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

9.	**Open-ness of business:** **Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:**			
	Parameter	**Metrics**	**FY 2025-26 (Current Financial Year)**	**FY 2024-25 (Previous Financial Year)**
	Concentration of Purchases	a. Purchase from trading houses as % of total purchases	Nil	Nil
		b. Number of trading houses where purchases are made from	Nil	Nil
		c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
	Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Nil	Nil
		b. Number of dealers/ distributors to whom sales are made	Nil	Nil
		c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	Nil	Nil
	Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.09%	0.08%
		b. Sales (Sales to related parties/ Total Sales)	74.00%	82.01%
		c. Loans & advances (`Loans & advances given to related parties/ Total loans & advances)	21.95%	21.23%
		d. Investments (Investments in related parties/ Total investments made)	88.42%	87.55%

Note : Sales to related parties includes 47.04% in FY 2025-26 and 49.92% in FY 2024-25 of total Sales, from Ministry of Railways and RLDA.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

1.	**Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**			
		FY 2025-26	**FY 2024-25**	**Details of improvements in environmental and social impacts**
	R&D	Nil	Nil	-
	Capex	Nil	Nil	-

2.	**a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
	No, though sustainable procurement policy is in place.
	b. If yes, what percentage of inputs were sourced sustainably?
	Nil

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.**	
	a) Plastic waste	Not Applicable, IRCON is primarily engaged in the execution of infrastructure projects and does not manufacture, sell, or place products in the market that can be reclaimed at the end of their useful life for reuse, recycling, or disposal.
	b) E- waste	
	c) Hazardous Waste	
	d) other waste	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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 Pollution Control Boards? If not, provide steps taken to address the same.**
	Not Applicable, IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion. The Company neither manufactures products nor retains responsibility for the operation and maintenance of the assets. Therefore, Extended Producer Responsibility (EPR) of products/services is not applicable to the Company.

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.**
	Not Applicable, IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion.					

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**
	IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion. The disclosure relating to significant social or environmental concerns and/or risks arising from the production or disposal of products/services identified through LCA is not applicable to the Company.		

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 25-26 Current Financial Year	**FY 24-25 Previous Financial Year**
	IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion. Accordingly, the disclosure relating to the percentage of recycled or reused input material is not applicable to the Company.		

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 25-26 Current Financial Year			**FY 24-25 Current Financial Year**		
		Re-Used	**Recycled**	**Safely Disposed**	**Re-Used**	**Recycled**	**Safely Disposed**
	Plastics (including packaging)	IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion.					
	E-waste						
	Hazardous waste						
	Other waste						

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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**
	IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion.	

Principle 3: Businesses should respect and promote the well- being of all employees including those in their value chains.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	739	739	100%	739	100%	0	0	739	100%	0	0
Female	54	54	100%	54	100%	54	100%	0	0	0	0
Total	793	793	100%	793	100%	54	100%*	739	100%*	0	0
Other than Permanent employees											
Male	264	264	100%	264	100%	0	0	0	0	0	0
Female	13	13	100%	13	100%	13	100%	0	0	0	0
Total	277	277	100%	277	100%	13	100%*	0	0	0	0

* The percentage is calculated based on the gender-wise employee distribution.

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.										
Female											
Total											
Other than Permanent workers											
Male	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.										
Female											
Total											

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.12%	0.11%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

2.	Details of retirement benefits, for Current FY and Previous Financial Year.						
	Benefits	FY 2025-26			FY 2024-25		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)
	PF	100%	NA	Y	100%	NA	Y
	Gratuity	100%	NA	Y	100%	NA	Y
	ESI**	NA			NA		
	Others: Retirement Benefits like NPS, Medical, etc.	100%	NA	Y	100%	NA	Y

* IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.

** Employees of IRCON are not covered in ESI.

3. Accessibility of workplaces

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

Yes, IRCON complies with the Rights of Persons with Disabilities Act, 2016 by designing its office spaces to support accessibility and inclusivity for employees and workers with disabilities. The company has introduced several features to achieve this objective.

The following are notable features:

1. **Sensor-equipped Automated Doors:** IRCON has installed automated doors with sensors, facilitating easy access for individuals with mobility challenges. These doors automatically open when triggered by the presence of a person, ensuring convenience and smooth entry.
2. **Lift Facilities:** To ensure vertical accessibility, IRCON has installed lifts that adhere to accessibility standards. These lifts enable employees and workers with mobility limitations to effortlessly access different floors of the office building, promoting ease of movement and convenience.
3. **Provision of Wheelchairs:** IRCON provides wheelchairs for required employees and workers with mobility challenges. These wheelchairs are available within the office premises and can be used by individuals who require them to move around the workplace comfortably. This provision promotes inclusivity and ensures that employees with mobility limitations can navigate the office environment with ease. A provision for a liaison is made at the premises as per the requirements of the employee.

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, IRCON has a dedicated Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016 (including subsequent amendments thereafter). This policy guarantees that all employees, regardless of race, gender, age, disability, religion, or any other protected attribute; are provided equal access to employment opportunities, benefits, and career advancement. It strictly prohibits discrimination, harassment, or bias in any aspect of employment, including recruitment, hiring, training, promotions, compensation, and termination. The policy also ensures that employees with disabilities receive necessary accommodations and support to access job opportunities and perform their roles effectively. Additionally, a strong grievance redressal mechanism is in place to address any discrimination concerns raised by individuals with disabilities within the organization.

Web Link – https://ircon.org/sites/default/files/2025-02/Equal_Opportunity_Policy_pdf.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%	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.	
	Female*	0	0		
	Total	**100%**	**100%**		

*No female employee has availed maternity leave during the FY 2025-26.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

<table>
<tr><td>6.</td><td colspan="2">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)</td></tr>
<tr><td rowspan="6"></td><td colspan="2">Yes/No (If yes, then give details of the mechanism in brief) | Yes</td></tr>
<tr><td>Permanent Workers</td><td rowspan="2">Not Applicable, Grievances, if received can be lodged through the Centralized Public Grievance Redress and Monitoring System (CPGRAMS), ensuring an accessible and transparent grievance redressal process</td></tr>
<tr><td>Other than Permanent Workers</td></tr>
<tr><td>Permanent Employees</td><td>Yes.

The Company has an Internal Grievance/Suggestions System for employees to raise concerns, grievances, and suggestions, which are reviewed and addressed by the relevant departments. In addition, grievances can also be lodged through the Centralized Public Grievance Redress and Monitoring System (CPGRAMS), ensuring an accessible and transparent grievance redressal process.</td></tr>
<tr><td>Other than Permanent Employees</td><td>Yes.

IRCON has robust mechanisms in place to receive and address grievances from employees and workers. The organization utilizes CPGRAMS (Centralized Public Grievance Redress and Monitoring System), a government initiative for the effective resolution and tracking of public grievances. Each grievance submitted through CPGRAMS is thoroughly reviewed by the relevant department to ensure timely redressal.

Additionally, IRCON provides a dedicated grievance redressal mechanism on its intranet, featuring a specific link and an escalation matrix for employees. This internal platform allows employees to submit grievances directly, monitor the progress of their complaints, and ensures that concerns are escalated and resolved efficiently. These systems reflect IRCON's commitment to transparency and prompt grievance resolution for all categories of employees.</td></tr>
</table>

<table>
<tr><td>7.</td><td colspan="7">Membership of employees and worker in association(s) or Unions recognized by the listed entity</td></tr>
<tr><td rowspan="8"></td><td>Category</td><td colspan="3">FY 2025-26</td><td colspan="3">FY 2024-25</td></tr>
<tr><td></td><td>Total employees/ workers in respective category (A)</td><td>No. of employees/ workers in respective category, who are part of association(s) or Union (B)</td><td>% (B / A)</td><td>Total employees / workers in respective category (C)</td><td>No. of employees / workers in respective category, who are part of association(s) or Union (D)</td><td>% (D / C)</td></tr>
<tr><td>Total Permanent Employees</td><td colspan="6" rowspan="3">The Company does not have any employees who are members of associations or unions recognized by the Company. Accordingly, the percentage of employees covered under such associations or unions is reported as Nil.</td></tr>
<tr><td>Male</td></tr>
<tr><td>Female</td></tr>
<tr><td>Total Permanent Workers</td><td colspan="6" rowspan="3">IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.</td></tr>
<tr><td>Male</td></tr>
<tr><td>Female</td></tr>
</table>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

8.	**Details of training given to employees and workers**									
	Category	**FY 2025-26**					**FY 2024-25**			
		Total (A)	**On health & safety measures**		**On skill upgradation**		**Total (D)**	**On health & safety measures**		**On skill upgradation**
			No. (B)	**% (B/A)**	**No. (C)**	**% (C/A)**		**No. (E)**	**% (E/D)**	**No. (F)**	**% (F/D)**
	Employees*										
	Male	1003	146	14.56%	547	54.54%	1117	94	8.41%	539	48.25%
	Female	67	29	43.28%	56	83.58%	65	32	49.23%	50	76.92%
	Total	1070	175	16.36%	603	56.36%	1182	126	10.66%	589	49.83%
	Workers										
	Male	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.									
	Female										
	Total										

***** It includes permanent and other than permanent employees.

9.	**Details of performance and career development reviews of employees and worker**						
	Category	**FY 2025-26**			**FY 2024-25**		
		Total (A)	**No. (B)**	**% (B/A)**	**Total (C)**	**No. (D)**	**% (D/C)**
	Employees						
	Male	739	739	100%	779	779	100%
	Female	54	54	100%	55	55	100%
	Total	793	793	100%	834	834	100%
	Workers						
	Male	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.					
	Female						
	Total						

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 of such system?**
		Yes, IRCON has established and implemented an Occupational Health and Safety (OHS) Management System in accordance with ISO 45001:2018, valid until 27.12.2027. The organization has identified and defined the necessary processes and their application across all functions, including determining the inputs and outputs for each process and developing an Inter-relation Matrix to illustrate their relationships. The sequence and interaction of these processes have been established, and appropriate criteria and methods-such as monitoring, measurement, and performance indicators-are utilized to ensure effective operation and control. Resources have been allocated, and roles and responsibilities have been clearly assigned. Risks and opportunities are systematically addressed, and processes are regularly evaluated and improved to achieve their intended outcomes. IRCON maintains documented information to support process operations and retains documentation to ensure adherence to planned processes in line with the ISO standards of ISO 45001:2018.
	b.	**What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
		IRCON employs a structured approach to identify work-related hazards and assess risks for both routine and non-routine activities. This is achieved through the implementation of a well-defined Occupational Health & Safety (OH&S) Manual, which outlines systematic procedures for hazard identification and risk assessment. The core process involves Hazard Identification and Risk Assessment (HIRA), where hazards are regularly identified, evaluated, and prioritized based on their potential impact. In addition, safety inspections are conducted at defined intervals to proactively detect and address hazards in the workplace. Comprehensive training programs are organized at project sites to ensure that all employees and contractors are aware of potential risks and safe work practices. Compliance with all relevant legal and regulatory requirements is strictly maintained and forms an integral part of the risk assessment process. These processes are continuously monitored and improved to ensure their effectiveness, with all procedures and controls supported by the OH&S Management System, which is valid until 27.12.2027.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

	c.	**Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**
		Yes, as IRCON is an ISO 45001:2018 certified organization, we follow the practices of conducting Comprehensive training programs at project sites to ensure that all employees and workers are aware of potential risks and safe work practices. These processes are continuously monitored and improved to ensure their effectiveness, with all procedures and controls. Tool Box talk and pep Talks are conducted at project sites by the safety officer on regular basis and effectiveness of the same was observed during execution of work by the workers/supervisors.
	d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
		Yes, IRCON ensures that employees have access to non-occupational medical and healthcare services. The company offers a comprehensive range of benefits to both permanent and non-permanent staff, including reimbursement for outdoor and indoor medical treatments, approval for medical advances, ambulance charges, and complete health checkup benefits. Additionally, IRCON has established a medical trust to provide further assistance to employees in various situations

11.	**Details of safety related incidents**			
	Safety Incident/Number	**Category**	**FY 2025-26**	**FY 2024-25**
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
		Workers	NIL	NIL
	Total recordable work-related injuries	Employees	NIL	NIL
		Workers	NIL	NIL
	No. of fatalities	Employees	NIL	NIL
		Workers	NIL	NIL
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
		Workers	NIL	NIL

12.	**Describe the measures taken by the entity to ensure a safe and healthy workplace.**
	IRCON implements a comprehensive and structured approach to workplace health and safety by regularly identifying hazards, conducting risk assessments, and organizing safety drills for various scenarios. Stringent safety measures, including the enforcement of Safety related Standard Operating Procedures (SOPs) and comprehensive training programs, are in place at project sites to safeguard employees and workers. Scheduled medical checkups monitor employee health, while the company follows the Industrial Safety Hierarchy-prioritizing elimination, substitution, engineering controls, and administrative controls to systematically mitigate risks. Hazards are first eliminated or replaced with safer alternatives when possible; engineering and administrative controls are then applied, and personal protective equipment (PPE) is provided as needed. Through consistent application of these measures, IRCON fosters a strong culture of safety and responsibility, ensures regulatory compliance, and supports the long-term well-being of its workforce.

13.	**Number of Complaints on the following made by employees and workers**						
		FY 2025-26			**FY 2024-25**		
		Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
	Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
	Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14.	**Assessment for the year**	
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
	Health and safety practices	27.16%
	Working Conditions	27.16%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

15.	**Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**
	The following are the corrective actions taken to address safety-related incidents: 1) IRCON is executing the installation and commissioning of Kavach towers, Kavach is an indigenous Automatic Train Protection (ATP) system. Key Features of Kavach: a) Automatic braking in case of signal passing at danger (SPAD) or over speeding. b) Collision prevention through continuous train monitoring in a Centralized Kavach Monitoring Centre. c) Real-time communication between trains, stations, and signaling systems. d) Safe operations during fog and low-visibility conditions. e) Kavach enhances passenger safety, minimizes human error, and provides a cost-effective, indigenous solution for modernizing railway operations in India. 2) Slope Stabilization and Protection: IRCON providing concrete grid beam and concrete cladding walls for slope stabilization measures in hilly areas to enhance the safety and stability of execution zones during the movement of workers and machinery. This has significantly reduced the risk of fatalities and contributed to safer working hours.

Leadership Indicators

1.	**Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**
	(A) Employees – Yes (B) Workers – IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.

2.	**Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**
	IRCON has instituted multiple mechanisms to ensure that statutory dues such as Provident Fund (PF), Employees' State Insurance (ESI), and other applicable levies are duly deducted and deposited. Key measures include: 1. Measures to ensure deduction of statutory dues is duly incorporated in the General Conditions of Contract (GCC) and Special Conditions of Contract (SCC), in accordance with applicable laws. 2. Labour-related compliance details—including PF, ESI, safety measures, and workforce particulars—are submitted and monitored through the Shramik Kalyan Portal, which facilitates real-time oversight and documentation of statutory compliance. 3. IRCON ensures compliance with applicable central and state government statutory regulations through periodic internal audits.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers*	NA	NA	NA	NA

* IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Essential Indicators

1.	**Describe the processes for identifying key stakeholder groups of the entity.**
	The process of identifying key stakeholder groups at IRCON begins with clearly defining the company's purpose and role within the industry. Both internal and external stakeholders are then identified, considering their interests and concerns. Primarily engaged in the infrastructure sector, IRCON engages with a diverse range of stakeholders, including investors, shareholders, employees, workers, clients, employers, vendors, sub-contractors, consultants, the community, and end users of infrastructure. The selection of clients or employers is typically based on business interests, while vendors, sub-contractors, and consultants are chosen according to project requirements and contract terms. Responsibility for the end use of infrastructure usually lies with the client or employer, unless otherwise specified in the contract. IRCON emphasizes building constructive relationships with all stakeholders through ongoing engagement, transparency, and accountability. By understanding and addressing stakeholder needs and concerns, IRCON is able to foster trust, enhance client satisfaction, collaborate effectively with government agencies, and generate value for both shareholders and other stakeholders, ultimately driving better project outcomes.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	• Annual reports • Press releases & shareholder meetings • Stock exchange intimations • Emails, SMS, newspapers, postal services, and website.	Annual, Periodic, quarterly	• Financial Performance • Payment of Dividend • Business Performance • Corporate Governance
Employees	No	• Internal HR communications, web portals, circulars and office orders • Meetings, emails, calls, notice board • Training and appraisals • Cultural events	Regularly	• Information • Events • Training • Business activities
Vendors/ Contractors	Yes	• Meetings • Procurement portals • Emails	As and when required	• Project Execution • Business activities
Clients	No	• Meetings • Procurement portals • Emails	Need-based	Business activities
Community	Yes	• Onsite community meetings • Local campaigns	Need-based	Feedback

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

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	793	319	40.23%	834	112	13.43%
Other than permanent	277	42	15.16%	348	3	0.86%
Total Employees	1070	361	33.74%	1182	115	9.73%
Workers						
Permanent	IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers

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	739	-	-	739	100%	779	-	-	779	100%
Female	54	-	-	54	100%	55	-	-	55	100%
Other than permanent										
Male	264	-	-	264	100%	338	-	-	338	100%
Female	13	-	-	13	100%	10	-	-	10	100%
Workers										
Permanent										
Male	Not Applicable, IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.									
Female										
Other than permanent										
Male	Not Applicable, IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.									
Female										

3. Details of remuneration/salary/wages

a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	44,88,998	1	65,98,249
Key Managerial Personnel	4	50,16,342	2	48,73,569
Employees other than BoD and KMP	931	17,32,104	64	14,57,334
Workers*	NA			

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

NOTE:

1. KMP includes CMD, Whole Time Directors, CS and CFO as on 31.03.2026.
2. BOD includes CMD and Whole Time Directors only as on 31.03.2026.
3. Median salary (Gross Salary as per salary register) for the F.Y. 2025-26 is calculated for the Indian regular employees who have drawn salary as on 31.03.2026.
4. The above-mentioned data also includes Gross salary of employees who have joined IRCON on deputation and proceeded on deputation from IRCON to SPV & JV of IRCON. Employees on Contract/Service Contract/Foreign Employees are excluded from the above data.

*IRCON does not employ any workers. Accordingly, the disclosure relating to workers is not applicable.

b.	Gross wages paid to females as % of total wages paid by the entity, in the following format:		
		FY 2025-26(Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
	Gross wages paid to females as % of total wages	5.78%	5.18%

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, CGM (HRM) is the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

5.	Describe the internal mechanisms in place to redress grievances related to human rights issues.
	IRCON has put in place robust mechanisms to address human rights-related grievances, guided by its dedicated Human Rights Policy and statutory requirements. Employees and stakeholders can submit and track grievances through CPGRAMS or directly to the relevant department's Competent Authority. The company strictly prohibits discrimination, child or forced labour, and ensures fair payment, freedom of association, and safe, accessible workplaces. Specialized committees, such as the Internal Complaints Committee for sexual harassment, further support grievance redressal. All complaints are handled confidentially, with protection against retaliation, and IRCON regularly reviews and improves these processes to uphold a culture of respect, inclusivity, and accountability.

6.	Number of Complaints on the following made by employees and workers:						
		FY 2025-26			**FY 2024-25**		
		Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
	Sexual Harassment	Nil	Nil	-	Nil	Nil	-
	Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
	Child Labor	Nil	Nil	-	Nil	Nil	-
	Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
	Wages	Nil	Nil	-	Nil	Nil	-
	Other human rights related issues	Nil	Nil	-	Nil	Nil	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

7.	**Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**		
		FY 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
	Complaints on POSH as a % of female employees / workers	NIL	NIL
	Complaints on POSH upheld	NIL	NIL

8.	**Mechanisms to prevent adverse consequences to the complaints in discrimination and harassment cases.**
	To safeguard complainants in cases of discrimination and harassment, IRCON employs several measures. These include maintaining strict confidentiality of complainants' identities and details, enforcing strong non-retaliation policies, and providing whistleblower protection for anonymous reporting. The company also conducts independent and unbiased investigations, offers disciplinary action and support for complainants as needed, and provides ongoing training and awareness programs. Additionally, external reporting mechanisms are available, and regular reviews and evaluations are conducted. Through these steps, IRCON ensures a safe and supportive environment for reporting complaints, addressing issues effectively, and protecting complainants from adverse consequences.

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

10.	**Assessments for the year:**	
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Child Labour	100%
	Forced/involuntary labour	100%
	Sexual harassment	100%
	Discrimination at workplace	100%
	Wages	100%
	Others-please specify	-

11.	**Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.**
	As per the General Contract Conditions terms 'Claim on Account of Violation of Labour Law', provisions are established.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Principle 6: Businesses should respect and make efforts to protect & restore the environment

Essential Indicators

1.	**Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**		
	Parameter	**FY 2025-26**	**FY 2024-25**
	From renewable sources		
	Total electricity consumption (A)	791.91 GJ	309.74 GJ
	Total fuel consumption (B)	-	-
	Energy consumption through other sources (C)	-	-
	Total energy consumed from renewable sources (A+B+C)	791.91 GJ	309.74 GJ
	From non-renewable sources		
	Total electricity consumption (D)	11504.55 GJ	12416.07 GJ
	Total fuel consumption (E)	753.60 GJ	545.78 GJ
	Energy consumption through other sources (F)	-	-
	Total energy consumed from non-renewable sources (D+E+F)	12258.15 GJ	12961.85 GJ
	Total energy consumed (A+B+C+D+E+F)	13050.06 GJ	13271.59 GJ
	Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) GJ/INR	0.00000015	0.00000013
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) GJ/USD	0.0000031	0.0000027
	Energy intensity in terms of physical output		
	Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note 1: For the calculation of intensity, adjusted purchasing power parity (PPP), conversion factor 20.34 and 20.66 as per IMF has been applied for FY 2025-26 and FY 2024-25, respectively https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN **Note 2:** The figures for FY 2025-26 have been derived considering only the data pertaining to the offices of IRCON. Accordingly, the figures for the previous financial year have been restated on a comparable basis. There is no significant variation in the total energy consumption between the two financial years.		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, EKI Energy Services Limited		

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, IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion, It does not own or operate energy-intensive manufacturing plants or industrial facilities that are notified as designated consumers under the PAT Scheme of the Government of India.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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 kilolitres)		
	(i) Surface water	0.00	0.00
	(ii) Groundwater	0.00	0.00
	(iii) Third party water	21662.27	15744.24
	(iv) Seawater / desalinated water	0.00	0.00
	(v) Others	0.00	0.00
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	21662.27	15744.24
	Total volume of water consumption (in kilolitres)	15349.27	8746.80
	Water intensity per rupee of turnover (Total water consumption/ turnover) (KL/INR)	0.00000018	0.00000009
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/USD)	0.000004	0.000002
	Water intensity in terms of physical output		
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note 1: For the calculation of intensity, adjusted purchasing power parity (PPP), conversion factor 20.34 and 20.66 as per IMF has been applied for FY 2025-26 and FY 2024-25, respectively. https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN **Note 2:** During FY 2025-26, water withdrawal and consumption for offices were estimated based on a standard water consumption methodology wherever measurement of water was not available. Water withdrawal was calculated using a norm of 45 litres per head per working day. **Note 3:** The figures for FY 2025-26 have been derived considering only the data pertaining to the Offices of IRCON. Accordingly, the figures for the previous financial year have been restated on a comparable basis. The variation in total water consumed/withdrawal during FY 2025-26 is attributable to higher water consumption at the Offices of IRCON.		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency Yes, EKI Energy Services Limited		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

4.	Provide details of 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	0.00	0.00
	- With treatment - please specify level of treatment (Primary & Secondary)	0.00	0.00
	(ii) To Groundwater		
	- No treatment	0.00	0.00
	- With treatment - please specify level of treatment (Primary)	0.00	0.00
	(iii) To Seawater		
	- No treatment	0.00	0.00
	- With treatment - please specify level of treatment	0.00	0.00
	(iv) Sent to third parties		
	- No treatment	0.00	0.00
	- With treatment - please specify level of treatment (Primary)	6313.00	6997.44
	(v) Others		
	- No treatment	0.00	0.00
	- With treatment - please specify level of treatment (Secondary)	0.00	0.00
	Total water discharged (in kiloliters)	**6313.00**	**6997.44**
	Note 1: During FY 2025-26, water discharge for office operations were estimated based on a standard water discharge methodology wherever measurement of water was not available. Water discharge was estimated at 20 litres per head per working day. **Note 2:** The figures for FY 2025-26 have been derived considering only the data pertaining to the Offices of IRCON. Accordingly, the figures for the previous financial year have been restated on a comparable basis. The variation in total water discharged during FY 2025-26 is attributable to higher water consumption at the Offices of IRCON.		

5.	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
	Yes, IRCON has implemented a Zero Liquid Discharge (ZLD) system at its corporate office in New Delhi. Under this system, all wastewater generated is treated through Sewage Treatment Plant (STP), and the same is reused in flushing and horticulture work.

6.	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	**Please specify unit**	**FY 2025-26**	**FY 2024-25**
	NOx	µg/m^3	37.05	37.40
	SOx	µg/m^3	39.55	33.80
	Particulate matter (PM2.5)	µg/m^3	54.45	24.00
	Particulate matter (PM10)	µg/m^3	94.40	38.00
	Persistent organic pollutants (POP)	-	-	-
	Volatile organic compounds (VOC)	-	-	-
	Hazardous air pollutants (HAP)	-	-	-
	Others - please specify	-	-	-
	Note: The figures for FY 2025-26 have been derived considering only the data pertaining to IRCON Corporate Office. Accordingly, the figures for the previous financial year have been restated on a comparable basis. The year-on-year variation in the reported air emission parameters is attributable to differences in ambient air quality measurements recorded at the Offices of IRCON during the reporting period.			
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, EKI Energy Services Limited			

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

7.	**Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**			
	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)	Metric tonnes of CO_2 equivalent	204.13	218.85
	Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2425.13	2510.51
	Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emission / Revenue from operations)	MT/INR	0.00000003	0.00000003
	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/USD	0.0000006	0.0000006
	Total Scope 1 and Scope 2 emission intensity (optional) in terms of physical output.	-	-	-
	Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	–	-	-
	Note 1: For the calculation of intensity, adjusted purchasing power parity (PPP), conversion factor 20.34 and 20.66 as per IMF has been applied for FY 2025-26 and FY 2024-25, respectively https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN **Note 2:** The figures for FY 2025-26 have been derived considering only the data pertaining to the Offices of IRCON. Accordingly, the figures for the previous financial year have been restated on a comparable basis. There is no significant variation in the total emissions between the two financial years.			
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, EKI Energy Services Limited			

8.	**Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**
	IRCON is committed to reducing its Greenhouse Gas emissions through various innovation technologies i.e., use of New Track Laying & Linking Machine, etc., in the execution of works, which reduces overall greenhouse gas emissions. Furthermore, IRCON has been using renewable energy at its corporate office.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

9.	**Provide details related to waste management by the entity**		
	Parameter	**FY 2025-26**	**FY 2024-25**
	Total Waste generated (in metric tons)		
	Plastic waste **(A)**	0.18	0.00
	E-waste **(B)**	0.00	0.30
	Bio-medical waste **(C)**	0.00	0.00
	Construction and demolition waste **(D)**	1.82	9.00
	Battery waste **(E)**	0.00	0.26
	Radioactive waste **(F)**	0.00	0.00
	Other Hazardous waste. Please specify, if any. **(G)**	0.00	0.00
	Other non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
	Paper, Cardboard, Plywood Waste	7.70	6.50
	Total (A+ B + C + D + E + F + G + H)	9.70	16.06
	Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR)	0.0000000001	0.0000000002
	Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/USD)	0.000000002	0.000000003
	Waste intensity in terms of physical output	-	-
	Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
	For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
	Category of waste		
	(i) Recycled	0.00	0.00
	(ii) Re-used	0.00	0.00
	(iii) Other recovery operations	0.00	0.00
	Total	0.00	0.00
	For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
	Category of waste		
	(i) Incineration	0.00	0.00
	(ii) Landfilling	0.00	0.00
	(iii) Other disposal operations	9.70	16.06
	Total	9.70	16.06
	Note 1: For the calculation of intensity, adjusted purchasing power parity (PPP), conversion factor 20.34 and 20.66 as per IMF has been applied for FY 2025-26 and FY 2024-25, respectively https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/ADVEC/WEOWORLD/TWN **Note 2:** The figures for FY 2025-26 have been derived considering only the data pertaining to the offices owned by IRCON. Accordingly, the figures for the previous financial year have been restated on a comparable basis. Waste generated through construction and demolition was 9.00 MT in FY 2024-25 and reduced to 1.82 MT in FY 2025-26.		
	Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, EKI Energy Services Limited		

10.	**Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**
	IRCON is committed to minimizing environmental impact by adopting practices focused on optimal resource use, waste segregation, recycling, and responsible disposal of hazardous materials. The company operates a fully functional water treatment plant at its corporate office to ensure proper treatment of wastewater before discharge. Continuous improvement and strict regulatory compliance are central to IRCON's approach, underscoring its dedication to sustainability and safety.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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		
	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**
	Not Applicable, The Company did not have any offices or operational facilities located in or around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones) that required environmental approvals or clearances.		

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**
	EIA of projects have been done before awarding of project to IRCON. EIA related monitoring has been done by IRCON during the execution of work, as per the frequency defined.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances.				
	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**
		Nil			

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Essential Indicators

1.	**a. Number of affiliations with trade and industry chambers/ associations**		**9**
	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	Confederation of Indian Industry (CII) Northern Region	National
	2	National Real Estate Development Council (NAREDCO)	National
	3	PHD Chamber of Commerce & Industry (PHDCCI)	National
	4	Project Export Promotion Council of India (PEPC)	National
	5	National Highways Builders Federation of India (NHBFI)	National
	6	Construction Industry Development Council (CIDC)	National
	7	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
	8	Engineering Export Promotion Council (EEPC)	National
	9	BRICS Chamber of Commerce and Industry	National

2.	**Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.**		
	Name of authority	**Brief of the case**	**Corrective action taken**
	No case to report		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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, Social Impact Assessments for projects are conducted by the project proponents/authorities before the award of projects to IRCON, wherever required under applicable laws. Therefore, no SIA was undertaken by the Company during the reporting year.					

2.	**Provide information on project(s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by your entity**					
	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, IRCON functions as an executing agency/EPC contractor and is not responsible for rehabilitation and resettlement activities, which are undertaken by the project owner or relevant government authority. Therefore, no R&R projects are being undertaken by the Company.					

3.	**Describe the mechanisms to receive and redress grievances of the community**
	CPGRAMS, the Centralized Public Grievance Redress and Monitoring System, is a key initiative by the Indian central government to improve governance through efficient resolution of public grievances. IRCON uses this online platform to promptly address community grievances, monitor their status, and ensure each case is thoroughly reviewed by the relevant department. Timely and appropriate actions are taken to resolve issues, reflecting IRCON's commitment to responsive and effective public engagement via the CPGRAMS portal.

4.	**Percentage of input material (inputs to total inputs by value) sourced from suppliers**		
	Particulars	**FY 2025-26**	**FY 2024-25**
	Directly sourced from MSEs/ small producers	38.36%	26.56%
	Directly from within India	41.19%	55.77%

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	4.27%	6.22%
	Semi-urban	1.31%	1.01%
	Urban	31.77%	32.05%
	Metropolitan	62.65%	60.72%

(Place to be categorized as per RBI Classification system - rural/ semi-urban/urban/metropolitan)

Leadership Indicators

1.	**Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments**	
	Details of negative social impact identified	**Corrective action taken**
	Not Applicable, Social Impact Assessments for projects are conducted by the project proponents/authorities before the award of projects to IRCON, wherever required under applicable laws. Therefore, no SIA was undertaken by the Company during the reporting year.	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

3.	a.	**Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**
		Yes.
	b.	**From which marginalized /vulnerable groups do you procure?**
		Procurement is done from MSE including SC/ST and Women Entrepreneurs.
	c.	**What percentage of total procurement (by value) does it constitute?**
		The percentage of total procurement from MSEs owned by SC/ST entrepreneurs was 1.85%. The percentage of total procurement from MSEs owned by women entrepreneurs was 3.56%. The overall percentage of MSE Procurement was 38.36%.

4.	**Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge**			
	Intellectual Property based on traditional knowledge	**Owned/ Acquired (Yes/ No)**	**Benefit shared (Yes / No)**	**Basis of calculating benefit share**
	Not Applicable, the Company did not own or acquire any intellectual property based on traditional knowledge during FY 2025–26. Accordingly, no benefits arose from such intellectual property, and no benefit-sharing arrangement was required during the reporting period.			

5.	**Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**		
	Name of authority	**Brief of the Case**	**Corrective action taken**
	Not Applicable, the Company has not been involved in any intellectual property-related disputes concerning the use of traditional knowledge. Accordingly, no adverse orders have been received, and no corrective actions were required during FY 2025–26.		

6.	**Details of beneficiaries of CSR Projects:**		
S. No	**CSR Project**	**No. of persons benefitted from CSR Projects**	**% of beneficiaries from vulnerable and marginalized groups**
1.	Advancing Rail Infrastructure through Bridge and Tunnel Engineering by M/s Gati Shakti Vishwavidyalaya (A Central University sponsored by the Ministry of Railways, Govt. of India)	Not Yet Determinable – Project under implementation; beneficiary assessment will be undertaken upon completion of the project.	

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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**
	Not Applicable, IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion. Therefore, the disclosure relating to mechanisms for receiving and responding to consumer complaints and feedback is not applicable to the Company. Any project-related issues, feedback, or contractual concerns are addressed through established client engagement and project management mechanisms as per contractual arrangements.

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	Not Applicable, IRCON is primarily an EPC infrastructure company that executes projects as per client specifications and hands over the completed assets to the respective clients upon completion. IRCON does not manufacture or sell products and does not provide consumer-facing products/services requiring environmental and social labeling relating to safe usage, recycling, or disposal.
	Safe and responsible usage	
	Recycling and/or safe disposal	

3.	**Number of consumer complaints**						
		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	IRCON primarily operates as an infrastructure company. The Company does not have end-consumer customer base and does not market consumer products & services.			IRCON primarily operates as an infrastructure company. The Company does not have end-consumer customer base and does not market consumer products & services.		
	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	Not Applicable. IRCON does not manufacture or sell products to consumers.	
	Forced recalls		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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, IRCON has a comprehensive framework and a dedicated policy for managing cyber security and data privacy risks. The policy outlines different categories of cyber incidents, assigns associated roles and responsibilities, and establishes procedures for identifying, exchanging information about, responding to, and remediating malicious cyber incidents that could impact critical business functions and processes. The framework emphasizes the need for a coordinated and thorough approach to address cyber security incidents and breaches. IRCON's policy is based on the 'Cyber Crisis Management Plan for countering cyber-attacks and cyber terrorism' developed by CERT-In, MeitY, Government of India. This plan recognizes the evolving nature of cyber threats, including the emergence of new vulnerabilities that require regular policy updates and response strategies. It includes regular assessments of threats and risks to critical business functions and services, and it determines suitable response and mitigation measures accordingly. The policy covers all organizational units within IRCON, such as corporate offices, regional offices, and project offices, and extends to key business functions like finance, accounts, human resources, operations, procurement, plant maintenance, contract management, and IT. Additionally, IRCON follows the Railway Board's IT Security Policy to further strengthen its cyber security framework. For more details, the policy can be accessed at: Web Link of Data Privacy Policy: https://ircon.org/sites/default/files/2025-02/IRCON-Data_Privacy_Policy_V2.pdf

6.	**Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**
	Not Applicable, as disclosed above, IRCON does not manufacture or sell products to consumers and does not operate a consumer-facing business model. Consequently, matters relating to consumer advertising, customer data privacy complaints, product recalls, and penalties or regulatory actions concerning the safety of products/services are not applicable to the Company. Therefore, no corrective actions were required or undertaken during the reporting period in relation to these matters.

7.	**Provide the following information relating to data breaches:**	
	a. Number of instances of data breaches	There are no instances of data breaches reported during FY 2025-26.
	b. Percentage of data breaches involving personally identifiable information of customers	No instances of data breaches were reported during the reporting period. Accordingly, there were no data breaches involving personally identifiable information of customers.
	c. Impact, if any, of the data breaches	As no data breaches were reported during FY 2025-26, there was no resulting impact on the Company, or its other stakeholders.

Note: The figures, in this report, for the previous financial year have been restated, wherever necessary, to ensure comparability with the figures reported for the current financial year.

For and on behalf of the Board of Directors

Sd/-
(Saleem Ahmad)
Chairman & Managing Director & CEO
(DIN: 10119432

Date: August 25, 2026
Place: New Delhi

Independent Assurance Statement

To,

The Board of Directors
Ircon International Limited
C-4, District Centre, Saket,
New Delhi – 110017, India

Independent Reasonable Assurance Statement of Ircon International Limited on Business Responsibility and Sustainability Report (BRSR) Core Key Performance Indicators for FY 2025-26

Introduction and Objective

Ircon International Limited ("the Company" or "IRCON"), a Navratna Central Public Sector Enterprise under the Ministry of Railways, Government of India, has prepared its Business Responsibility and Sustainability Report ("BRSR") for the financial year 1st April 2025 to 31st March 2026 ("FY 2025-26"), in accordance with the format prescribed by the Securities and Exchange Board of India (SEBI) under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

EKI Energy Services Limited ("EKI" or "the Assurance Provider") appointed by the Company to provide independent reasonable assurance on the BRSR Core Key Performance Indicators ("BRSR Core KPIs") disclosed by the Company for FY 2025-26, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

The purpose of this engagement is to provide the Company's stakeholders with reasonable assurance on the reliability, accuracy, and completeness of the BRSR Core KPIs disclosed by the Company, in fulfilment of SEBI's mandatory reasonable assurance requirement applicable to BRSR Core disclosures.

Respective Responsibilities

The preparation and presentation of the BRSR, including the identification of material topics, data collection, consolidation, computation, and disclosure of the BRSR Core KPIs, are the sole responsibility of the management of IRCON. This responsibility includes the design, implementation, and maintenance of internal controls relevant to the preparation of BRSR Core KPIs.

EKI's responsibility is to independently examine the BRSR Core KPIs and to express a reasonable assurance conclusion thereon, based on the procedures performed in accordance with ISAE 3000 (Revised). This assurance engagement does not extend to an audit of financial information, nor to operational, legal, or regulatory matters outside the defined scope of assurance.

Scope of Assurance

The scope of the assurance engagement was limited to the BRSR Core Key Performance Indicators disclosed by IRCON for the reporting period 1st April 2025 to 31st March 2026 (FY 2025-26), as listed in Appendix 1 to this statement, covering the nine (9) BRSR Core attributes prescribed by SEBI across the Environment, Social, and Governance dimensions.

The reporting scope and boundary for the BRSR Core KPIs cover IRCON offices and Corporate Office at Saket, New Delhi.

The verification process involved a detailed review of underlying data, calculation methodologies, and supporting documentation, together with interactive discussions with the personnel responsible for ESG data ownership, consolidation, and reporting across the Company's locations.

Our verification procedures, commensurate with a reasonable level of assurance, included:

- Assessment of the appropriateness and consistent application of measurement and computation methodologies used to arrive at the BRSR Core KPI values disclosed;
- Detailed and substantive testing of source data and supporting documentation, including calculation sheets, log books, meter readings, invoices, registers, on a sample as well as extended basis appropriate to a reasonable assurance engagement;
- Site visits to selected location for on-ground verification of processes, systems, and controls governing the generation and reporting of BRSR Core KPI data;

- Evaluation of data collection, consolidation, and internal control mechanisms.
- Independent recalculation of quantitative indicators using authoritative external references, including the IPCC 2006 Guidelines, the IPCC Sixth Assessment Report (AR6), and the Central Electricity Authority (CEA) CO2 Baseline Database (User Guide Version 21.0, November 2025).
- Reconciliation of data and calculations shared by the Company against the values disclosed in the BRSR, followed by verification against primary source-level evidence to obtain a higher degree of assurance consistent with a reasonable assurance engagement;
- Identification, communication, and closure verification of data, gaps observed during the course of the engagement, prior to finalisation of this statement.

Level of Assurance and Standard Applied

The assurance engagement was conducted in accordance with the requirements of ISAE 3000 (Revised). A reasonable level of assurance was applied to the BRSR Core KPIs disclosed by the Company for FY 2025–26, as outlined in Appendix 1 to this statement.

A reasonable assurance engagement involves performing procedures to obtain sufficient and appropriate evidence to reduce assurance engagement risk to an acceptably low level, and is more extensive in nature, timing, and extent than a limited assurance engagement. Our procedures included, but were not limited to, testing of source documentation, on-site verification, independent recalculation, and evaluation of internal control mechanisms across the Company's reporting locations.

Limitations of the Engagement

There are inherent limitations in any assurance engagement, including the application of professional judgement and, where applicable, the use of testing on a sample basis for certain underlying data. Consequently, the engagement cannot provide an absolute guarantee that all misstatements or omissions, if any, have been identified. Non-financial data is also subject to more inherent limitations than financial data, given the nature and methods used for determining, calculating, and estimating such data.

Exclusions

The assurance engagement did not cover:

- Data or information relating to periods outside the reporting boundary of 1st April 2025 to 31st March 2026;
- Financial data and financial statements audited or reviewed by the Company's statutory auditors;
- BRSR disclosures other than the BRSR Core KPIs listed in Appendix 1 to this statement;
- The Company's statements or claims that are qualitative or forward-looking in nature, including expressions of opinion, belief, inference, aspiration, expectation, aim, or future intention.

Observations

Based on the procedures performed, the BRSR Core KPIs of IRCON for FY 2025–26, as defined within the scope of this assurance engagement, are found to be reliable and prepared in accordance with the Company's stated reporting criteria and the BRSR Core framework prescribed by SEBI.

During the course of the assurance process, certain data clarifications were raised with the Company's process owners. These were reviewed and addressed by the IRCON team.

Assurance Conclusion

In our opinion, based on the procedures performed and the evidence obtained, the BRSR Core Key Performance Indicators of IRCON for the financial year 1st April 2025 to 31st March 2026, as listed in Appendix 1 to this statement, present fairly, in all material respects, and are prepared in accordance with the BRSR Core framework prescribed by the Securities and Exchange Board of India and the Company's stated internal reporting criteria and processes.

Independence and Competence

EKI Energy Services Limited conducted this assurance engagement for IRCON as an independent third-party assurance provider. We have no financial or other conflicting interest in IRCON that could compromise our independence or objectivity in the conduct of this engagement.

EKI Energy Services Limited (EKI) is an independent professional services company specialising in climate change, carbon management, and sustainability. With over 18 years of experience, EKI provides comprehensive services in sustainability strategy development, carbon offset management, and non-financial reporting assurance. It is the only publicly listed carbon credit management company in India, serving over 3,000 clients across 40+ countries, with an operational presence in more than 14 nations. EKI is an IMS-certified company, is CDP-reported, and has extensive experience in conducting third-party verification of sustainability reports and ESG disclosures, including BRSR and GRI-based reporting. The firm demonstrates a strong technical understanding of internationally recognised standards and assurance frameworks, including ISAE 3000 (Revised) and the SEBI BRSR framework.

Purpose and Use of this Statement

Our work has been undertaken to enable us to express a reasonable level of assurance on the BRSR Core KPIs of IRCON for the financial year ended 31st March 2026, to the management of IRCON in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume responsibility or liability to any party other than IRCON for our work, for this statement, or for the conclusions we have reached.

Appendix 1

The BRSR Core Key Performance Indicators considered during the engagement, based on the SEBI BRSR Core framework, are presented below in Table 1:

Table 1: BRSR Core KPIs Covered for Assurance

Sr. No.	BRSR Core Attribute	BRSR Cross-Reference	KPI / Parameter Assured
1	Green-house Gas (GHG) Footprint	Principle 6, Q7	Total Scope 1 Emissions (CO_2, CH_4, N_2O)
			Total Scope 2 Emissions (purchased energy)
			GHG Emission Intensity (Scope 1 + 2)
2	Water Footprint	Principle 6, Q3	Total Water Consumption
			Water Consumption Intensity
		Principle 6, Q4	Water Discharge by Destination & Treatment Level
3	Energy Footprint	Principle 6, Q1	Total Energy Consumed & % from Renewable Sources
			Energy Intensity
4	Embracing Circularity (Waste Management)	Principle 6, Q9	Waste Generated by Category (Plastic, E-waste, Bio-medical, C&D, Battery, Radioactive, Hazardous, Non-hazardous)
			Waste Intensity
			Waste Recovered (Recycled / Reused / Recovered) & Disposed (Incineration / Landfill / Other)
5	Enhancing Employee Wellbeing & Safety	Principle 3, Q1(c)	Spending on Employee/Worker Wellbeing (% of revenue)
		Principle 3, Q11	Safety Incidents — LTIFR, Permanent Disabilities, Fatalities
6	Enabling Gender Diversity in Business	Principle 5, Q3(b)	Gross Wages Paid to Females (% of total wages)
		Principle 5, Q7	Complaints on POSH (reported, % of female employees, upheld)

Sr. No.	BRSR Core Attribute	BRSR Cross-Reference	KPI / Parameter Assured
7	Enabling Inclusive Development	Principle 8, Q4	Input Material Sourced from MSMEs / Small Producers within India (% of purchases)
		Principle 8, Q5	Job Creation in Smaller Towns (wages to persons in smaller towns as % of total wage cost)
8	Fairness in Engaging with Customers & Suppliers	Principle 9, Q7	Data Breaches — loss/breach of customer data (% of total breaches / cyber events)
		Principle 1, Q8	Number of Days of Accounts Payable
9	Open-ness of Business	Principle 1, Q9	Concentration of Purchases with Trading Houses / Dealers/ Related Parties
			Share of Related Party Transactions (RPTs) — Purchases, Sales, Loans & Advances, Investments

For and on behalf of EKI Energy Services Ltd.

Sd/-
Engagement Leader
Arun Victor Paulraj
Vice President
EKI Energy Services Ltd.
Place: Indore, Madhya Pradesh, India
Date: 18-08-2026

Sd/-
Technical Reviewer
Mukesh Bhalse
Assistant Vice President
EKI Energy Services Ltd.
Place: Indore, Madhya Pradesh, India
Date: 18-08-2026