

To,
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G Bandra Kurla
Complex, Bandra (E), Mumbai-400051

To
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai – 400001

SYMBOL: PTCIL

BSE Code: 539006

Dear Sir/Madam,

Sub: Submission of Business Sustainability & Responsibility Report FY 2024-25

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Sustainability & Responsibility Report (BRSR) for the financial year 2024-25.

We request you to kindly take the same on record.

Thanking You,

Yours Faithfully
For **PTC Industries Limited**

Pragati Gupta Agrawal
Company Secretary and Compliance Officer

Date: September 04, 2025

Place: Lucknow



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY 2024-25



SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L27109UP1963PLC002931
2.	Name of the Company	PTC Industries Limited
3.	Year of Incorporation	1963
4.	Registered Office Address	NH 25A, Sarai Shahjadi, Lucknow 227 101 Uttar Pradesh, India
5.	Corporate Address	Pradesh, India
6.	Email Address	companysecretary@ptcil.com
7.	Telephone	05227111017
8.	Website	http://www.ptcil.com/
9.	Financial Year Reported	2024-25
10.	Name of the Stock Exchanges where shares are listed	1. BSE Limited
11.	Paid-up Capital	2. National Stock Exchange of India Limited
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Pragati Gupta Agrawal Company Secretary Email- companysecretary@ptcil.com Phone- 0522 7111017
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Manufacturing	Casting of Iron and Steel	75%
2.	Manufacturing	Titanium and Articles thereof	23%

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

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Casting of Iron and Steel	2431	75%
2.	Titanium and Articles thereof	2420	23%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1	3

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	16 Countries

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

82%

c. Types of customers

PTC Industries Limited serves a diversified customer base comprising global aerospace and defence majors, Indian defence establishments and PSUs, as well as leading companies in the oil & gas, LNG, power generation, petrochemicals, pulp & paper, shipbuilding, marine and other specialised engineering sectors. Its portfolio includes critical and supercritical components such as titanium and superalloy castings, precision-machined aerospace parts, and air-melt industrial castings, supplied to customers that operate in high-technology and high-reliability environments. Long-standing relationships in industrial sectors, together with strategic partnerships with leading global firms such as Safran, Dassault Aviation, BAE Systems and Israel Aerospace Industries, reinforce PTC's positioning as a trusted supplier capable of meeting the most demanding technical and quality standards.

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)	217	199	91.71%	18	8.29%
2.	Other than Permanent (E)	20	18	90.00%	2	10.00%
3.	Total employees (D + E)	237	217	91.56%	20	8.44%
WORKERS						
4.	Permanent (F)	293	293	100.00%	0	0%
5.	Other than Permanent (G)	60	60	100.00%	0	0%
6.	Total workers (F + G)	353	353	100.00%	0	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	0	0	-	0	-
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total employees (D + E)	0	0	-	0	-
WORKERS						
4.	Permanent (F)	0	0	-	0	-
5.	Other than Permanent (G)	0	0	-	0	-
6.	Total workers (F + G)	0	0	-	0	-

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	2	66%

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

	FY'2024-25			FY'2023-24			FY'2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.1%	6.25%	14.35%	1.25%	0.78%	2.03%	0.90%	1.2%	2.10%
Permanent Workers	4%	0%	4%	0.77%	0%	0.77%	0.60%	0%	0.60%

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/ Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Aerolloy Technologies Limited	Subsidiary	100%	No
2.	Trac Holdings Limited	Subsidiary-Foreign	100%	No
3.	Broomco (4266) Limited*	Subsidiary-Foreign	100%	No
4.	Trac Group Limited*	Subsidiary-Foreign	100%	No
5.	Trac Precision Solutions Limited*	Subsidiary-Foreign	100%	No
6.	Advanced Materials (Defence) Testing Foundation	Joint Venture	20%	No

*Broomco (4266) Limited, Trac Group Limited and Trac Precision Solutions Limited are step-down subsidiary company of PTC Industries Limited.

VI. CSR Details

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

(ii) Turnover (in Rs. Lakhs): 24,118.56

(iii) Net worth (in Rs. Lakhs): 1,33,037.63

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY'2024-25			FY'2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes www.ptcil.com	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, Investors (other than shareholders)	0	0	NA	0	0	NA
Shareholders	can contact us at companysecretary@ptcil.com. Yes, shareholders can contact us at companysecretary@ptcil.com .	0	0	NA	1	0	NA
Employees and workers	Yes https://www.ptcil.com/PDF/Investors/policies/WhistleBlowerPolicy.pdf	0	0	NA	0	0	NA
Customers	Yes https://www.ptcil.com/ContactUs	0	0	NA	0	0	NA
Value Chain Partners	Yes https://www.ptcil.com/ContactUs	0	0	NA	0	0	NA
Others	-	-	-	-	-	-	-

26. Overview of the Company’s material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Disaster Recovery	R	Businesses remain exposed to operational risks from natural calamities such as earthquakes, floods, and extreme weather events, as well as large-scale disruptions like global health emergencies. The COVID-19 pandemic highlighted the vulnerability of supply chains and production systems to prolonged interruptions.	<ol style="list-style-type: none"> The Company has implemented a robust disaster recovery framework, supported by appropriate insurance coverage to safeguard assets and minimise financial impact in the event of natural calamities. Business continuity and contingency plans have been developed, including the creation of redundancies in key processes and critical infrastructure. Learnings from the COVID-19 pandemic have been institutionalised through health and safety protocols, remote working systems for non-operational functions, and flexible supply chain arrangements, demonstrating PTC’s resilience in responding to global emergencies. 	Negative
2	Health, safety and environment	R	Non-compliance with safety protocols or insufficient awareness of workplace hazards, particularly relating to the handling of chemicals and industrial processes, can pose significant risks to employees, operations, and the broader community. Such lapses may result in accidents, health hazards, or regulatory non-compliance, potentially affecting both workforce wellbeing and business continuity.	<ol style="list-style-type: none"> The Company has embedded a comprehensive Environment, Health and Safety (EHS) framework across all facilities, supported by regular training and awareness programmes to ensure strict adherence to safety protocols. Robust controls have been implemented at the source to minimise effluent generation, reduce emissions, and limit waste, ensuring compliance with environmental standards and reducing operational risks. In alignment with statutory requirements, periodic medical examinations, vaccination drives, and health camps are organised to safeguard employee wellbeing and promote a culture of occupational health. Continuous monitoring, audits, and safety drills are carried out to reinforce preparedness, while investments in modern safety equipment and protective infrastructure further strengthen the Company’s resilience. 	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Innovation	O	Emerging technological advancements combined with evolving market demands offer companies the opportunity to create innovative solutions that meet new requirements and improve existing offerings.		Positive
4	IT data centre & far sight disaster recovery	R	Inadequate data infrastructure or lapses in data centre security could expose the Company to operational disruptions, cyber threats, or data loss. As operations become increasingly digitised, ensuring resilience of IT systems and safeguarding sensitive information are critical to business continuity and stakeholder trust.	<ol style="list-style-type: none"> 1. A comprehensive Disaster Recovery (DR) and Business Continuity framework is in place and updated regularly. 2. Enhanced disaster recovery solutions, high-availability configurations, and SaaS-based platforms provide redundancy and protection of critical data. 3. Regular DR testing, IT audits, and robust cybersecurity protocols strengthen preparedness. 4. Certification under ISO 27001 reinforces compliance with global standards for information security management. 	Negative
5	Training and education	O	A skilled and capable workforce is a significant asset for any organization. Well-trained employees and workers are more proficient in carrying out their duties efficiently, completing tasks more quickly while also reducing the likelihood of workplace injuries.		Positive
6	Data Protection	R	Unauthorised exfiltration of confidential data (designs, process IP, customer and employee information) through USB/ flash drives, personal devices or unapproved channels could lead to regulatory non-compliance, contract breaches, operational disruption and reputational harm.	USB/flash drive access is disabled across company systems; DLP solutions and firewalls monitor all endpoints and networks; blacklisting of unauthorised sites and secure email gateways protect communications; privileged access rights are reviewed periodically and strong encryption is enforced, including for remote work.	Negative
7.	Customer Experience & Satisfaction	O	Providing an exceptional customer experience is crucial for building lasting relationships with clients, fostering their loyalty, and driving sustainable business growth. Several key factors contribute to customer satisfaction and positive experience, including the quality of the product or service, clear and effective communication,		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			timely delivery, ease of use and convenience, proactive support, and a focus on collecting feedback and making continuous improvements. By consistently excelling in these areas, organisations can meet and exceed customer expectations, fostering a strong sense of trust and confidence in their brand.		
8.	Skilled Manpower	0	Developing a highly skilled and competent workforce provides organizations with a clear competitive edge. This workforce enables companies to excel in delivering high-quality products or services, while also empowering them to drive innovation and demonstrate agility in responding to changing market dynamics, allowing them to stay ahead of competitors in these critical areas.		Positive
9.	Social engagement & Impact	0	By actively engaging with the local community and addressing social issues, the company can boost its brand reputation, build stronger customer loyalty, and establish itself as a socially responsible corporate entity. This, in turn, can lead to increased market share, enhanced employee morale, and open new opportunities for growth and innovation. Embracing this approach allows the company to differentiate itself from competitors, strengthen its competitive edge, and make a positive impact on the communities it serves.		Positive
10	Quality of Products and Project Delivery	0	By consistently delivering high-quality products and services within the committed timelines, the company reinforces its reputation for reliability, customer satisfaction, and operational excellence. This approach fosters greater customer loyalty, encourages positive word-of-mouth referrals, and provides a distinct competitive edge in the marketplace, ultimately supporting the company's growth and profitability.		Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Labour, Human Rights, and Supply Chain Ethics	R	Global aerospace and defence customers (Safran, Dassault, HAL, IAI, BAE) require strict compliance with labour laws, human rights, and ethical supply chain practices. Non-compliance can lead to reputational damage, contract cancellations, and loss of market access.	Implementation of POSH policy and whistle-blower mechanism; supplier due diligence and monitoring; adoption of CII/IWN frameworks; integration of Aspire Values to embed ethics and respect into organisational culture.	Negative
12	Regulatory & Compliance	R	Operating across multiple jurisdictions (India, UK, EU) exposes the Company to diverse and evolving regulatory requirements, including export controls and defence offset obligations. Non-compliance could result in penalties, reputational damage, or restrictions on business operations.	Oversight by the Board and its Committees; structured compliance calendar; periodic in-house and external audits; robust legal and secretarial review.	Negative
13	Skill Shortages & Workforce Development	R	Aerospace and defence manufacturing requires highly specialised skills (metallurgy, casting, welding, precision machining). Shortage of skilled professionals could constrain growth and delay execution of projects.	Establishment of STRIDE Academy for skill building will help to mitigate some of these risks in the future; Aspire Value integration to foster engagement and retention; engagement with engineering and specialised institutions along with implementation of in-house training programs; focus on global recruitment initiatives to fill niche roles.	Negative
14	Sustainability & Green Manufacturing	O	Rising global focus on decarbonisation and circularity opens significant opportunities for the Company's Green Titanium™ technology and sustainable manufacturing practices.		Positive
15	Global Partnerships & Market Access	O	Strategic collaborations with leading global aerospace and defence OEMs expand market access, integrate the Company into global supply chains, and unlock future growth opportunities.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Weblink of the policies, if available	<ul style="list-style-type: none"> • Code of Conduct • Dividend Distribution Policy • Code of Fair Disclosure • Corporate Social Responsibility Policy • Employee Data Privacy Policy • Human Resource Policy • Information Security Policy • Insider Trading Policy • Mission • Policy on Determination of Materiality for Disclosure • Policy on Disclosures • Policy on Determination of Materiality • Quality Policy • Safety Principles & Occupational Health Policy • Whistle Blower Policy 								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001 from TUV , • PED (Pressure Equipment directive) TUV W0 • MERKBLATT from TUV • The ISO 9001-2000 Certification by BVQI and AD-2000 • BVQI certification for the Pressure Equipment Directive • Various Marine Classification Approvals • ISO 14001:2015 from TUV • ISO 45001:2018 from TUV • Registration Certificate-DGAQA • Registration Certificate-DGQA • R&D Recognition • Certificate of Foundry Facility and Process Approval from ABS • Certificate of Foundry Facility and Process Approval from LR • Approval for Manufacturer Certificate from DNV • Approval certificate for Manufacturing Process from KR • Approval certificate for Manufacturing Process from BV • Certificate of Approval of Manufacturers of Materials from RINA 								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>PTC operates on the foundational principle of harmonizing its initiatives, alongside those of its stakeholders, in pursuit of the collective good and the overarching objective of achieving national self-reliance (Aatmanirbhar Bharat). This guiding purpose is intrinsically linked to the Company's aspiration of attaining Parity. PTC remains steadfast in its commitment to promoting equality across various dimensions—including capability, technology, skill, craftsmanship, talent, knowledge, quality, productivity, efficiency, and sustainability—striving to match global benchmarks within its sphere of influence.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	PTC has made steady progress towards its defined commitments, including the ongoing establishment of the Strategic Materials Technology Complex, successful pilot production of Green Titanium™, recruitment of Graduate Engineer Trainees to strengthen future talent, and the development of the STRiDE Academy. Partnerships with global OEMs have advanced further, and sustainability initiatives in water recycling and energy efficiency are underway. Certain targets, such as scaling of Green Titanium™ production and operationalising STRiDE Academy are in line with the sequencing of capital projects and customer programme schedules, and remain firmly on track to be delivered within the medium term.								

Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	<p>At PTC, we view sustainability not as an adjunct, but as an integral element of strategy and execution. Our commitment is reflected in the design of our new facilities, where rooftop solar, rainwater harvesting, and advanced material recycling are embedded from inception. By adopting Green Titanium™ technology and other recycling-led processes, we are reducing dependence on imports, conserving resources, and lowering our carbon footprint, while supporting India’s vision of Aatmanirbhar Bharat.</p> <p>We recognise that ESG implementation presents complex challenges—ranging from transitioning to low-carbon manufacturing to ensuring safe, equitable and inclusive workplaces. Yet, we remain committed to continuous improvement, supported by robust governance, data-driven monitoring, and accountability at every level. Our focus on employee well-being, workplace safety, and skills development reinforces our belief that human capital is as vital as technological capital.</p> <p>PTC’s journey is one of balancing responsibility with growth—optimising resources, minimising emissions, and deepening community engagement around our manufacturing units. By embedding ESG into our risk management and strategic decision-making, we aim not only to meet global benchmarks but to set new standards of responsible manufacturing in aerospace and defence.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Stakeholder Relationship Committee of the Board of the Directors responsible for implementation and oversight of the Business Responsibility and Sustainability policy.								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Stakeholder Relationship Committee of the Board of the Directors is responsible for implementation and oversight of the Business Responsibility and Sustainability policy.								

10. Details of review of NGRBCs by the Company:


Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Stakeholder Relationship Committee of the Company undertakes a comprehensive review of existing policies, incorporating a detailed assessment of the effectiveness of their implementation. Through this evaluative process, any necessary modifications to policies and procedures are identified and instituted, thereby facilitating the Company’s ongoing growth and continuous improvement.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	In alignment with all applicable principles, the Company ensures strict compliance with its legal obligations. In the event of any instances of non-compliance, the Stakeholder Relationship Committee promptly addresses and rectifies such matters, thereby upholding the Company’s integrity and reaffirming its unwavering commitment to ethical governance and regulatory adherence.									Annually								

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

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)						Not Applicable			
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



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

Essential Indicator: 

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Business Ethics, Corporate Governance, Environment, Health & Safety, Industry Developments, Business Outlook and Growth Prospects in Domestic and Foreign Markets, Equitable Growth and Development of Business, Discussion of Public and Regulatory Policy Framework in State and Central, ESG Principles, Investor Protection and Awareness.	100%
Key Managerial Personnel	1	Total Quality Management, Lean Management, Six Sigma, Team Building and Leadership, Human Factors, Environment, Health & Safety, Emerging Technologies, Energy Consumption, Cyber Security.	100%
Employees other than Board of Directors and KMPs	512	POSH 100% Ethics, Transparency & Accountability, Product Life Cycle, Sustainability, Employee Well-being, Stakeholder Engagement, Human Rights, Environmental Responsibility Policy Advocacy, Inclusive Growth and Equitable Development, Customer Value, Cyber Security	95%
Workers	72	Human Factors, Environment, Health & Safety, Employee Well-being Process Improvement Company Core Value Code of Conduct Total Quality management.	90%

2. Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	0	0	0	0	NA
Settlement	0	0	0	0	NA
Compounding fee	0	0	0	0	NA

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	NA
Punishment	0	0	0	NA

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

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

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

Yes. PTC Industries has adopted a zero-tolerance approach towards corruption and bribery. A comprehensive Anti-Corruption and Anti-Bribery Policy is in place, applicable across all employees, subsidiaries, joint ventures, affiliates, agents, suppliers, contractors, and business partners, irrespective of geography or level of engagement.

The policy mandates strict compliance with all applicable laws and regulations, and forms an integral part of the Company's Code of Conduct. New employees receive the policy at the time of joining and are required to provide an undertaking of compliance. Vendors and partners are also expected to adhere to the same standards of integrity and transparency.

The Company reinforces this commitment through regular training programmes and awareness initiatives, ensuring proactive prevention, early identification, and effective redressal of any unethical practices. Oversight is exercised through governance mechanisms, periodic reviews, and board-level monitoring.

The policy can be accessed at: <https://www.ptcil.com/PDF/Investors/policies/Code-of-Conduct-latest.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'2024-25	FY'2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY'2024-25		FY'2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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

Not Applicable

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	27	23

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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0	0
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	38%	30%
	b. Sales (Sales to related parties as % of Total Sales)	2%	3%
	c. Loans & advances given to related parties as % of Total loans & advances	0	0
	d. Investments in related parties as % of Total Investments made	100%	100%

Leadership Indicators**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

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

Yes. PTC Industries Limited has established robust governance mechanisms to prevent and manage potential conflicts of interest among its Board members. The **Company's Code of Conduct** requires all Directors and Senior Management to disclose any potential conflict at the outset and to **recuse themselves from discussions, deliberations, or voting** on matters where such conflicts exist.

Additionally, the Terms of Appointment of Directors expressly prohibit members of the Board from holding directorships in companies that compete directly with PTC, unless prior approval is obtained from the Board. These safeguards ensure that Board decisions are taken objectively, in the best interests of the Company and its stakeholders, reinforcing a culture of **ethical governance and transparent decision-making**.

2
Principle

Business should provide goods and services in a manner that is sustainable and safe

Essential Indicator:

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

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R & D	0.65%	0.63%	R&D efforts are directed towards sustainable manufacturing, with a focus on optimising processes for energy efficiency, minimising effluents, adopting advanced energy-efficient technologies, and promoting material reuse and recycling. Initiatives also include rainwater harvesting, waste reduction, and supply chain efficiency to reduce the carbon footprint and conserve resources.
Capex	54.33%	50.94%	A significant share of capital investments was channelled into sustainable technologies, including Green Titanium™ recycling facilities, energy-efficient furnaces (VAR, VIM, EBCHR, PAM), water recycling systems, and zero-liquid discharge infrastructure. These investments strengthen circularity, reduce environmental impact, and align with long-term sustainability goals.

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

Yes. In FY 2024–25, PTC Industries Limited operationalised a structured framework for sustainable sourcing, covering environmental, social, and governance parameters. The framework includes sourcing of recycled and circular inputs (such as Green Titanium™ from the Company’s materials plant), preference for long-term and ethically compliant suppliers, and ongoing monitoring of environmental and social criteria across the supply chain.

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

With the framework now operational, the Company has commenced quantifying the share of sustainably sourced inputs, including recycled metals, captive sourcing from its Strategic Materials Technology Complex, and suppliers assessed on ESG criteria. While a significant portion of inputs already fall within this definition, the exact percentage will be disclosed in subsequent reporting cycles as data stabilises.

- 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) Plastics (including packaging)	As most of the Company’s products are supplied directly to OEMs and exported, the scope for reclaiming them at end-of-life is limited. Nonetheless, PTC recognises its environmental responsibilities and has put in place systems to manage waste from its operations in a safe and compliant manner. Plastics, including packaging materials, are segregated and recycled; e-waste is channelled through certified recyclers; hazardous residues are treated and disposed of by authorised agencies; and other process wastes such as foundry sand and ceramics are responsibly recycled or disposed. These measures ensure that all waste generated within the Company’s control is handled sustainably and in accordance with statutory requirements.
(b) E-waste	
(c) Hazardous waste	
(d) Other waste.	

- 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

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.
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The Company has not conducted any life cycle assessment since it manufactures products as per the design and specifications its customers.

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
NA		

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'2024-25	FY'2023-24
Raw Material	63%	61%

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'2024-25			FY'2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	As most products are exported directly to OEMs, the Company has limited scope for end-of-life reclamation of products themselves . However, all waste generated within operations is responsibly managed through recycling or safe disposal in line with environmental regulations.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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A substantial share of the company's products is exported and supplied directly to Original Equipment Manufacturer (OEM) customers, which restricts the company's capacity to reclaim these products at the end of their lifecycle. Nevertheless, it is important to highlight that the company's primary input material comprises waste or scrap, enabling effective recycling and reuse. This practice underscores the company's commitment to sustainability and the efficient management of resources.

3

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

Principle

Essential indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	199	199	100%	199	100%	NA		199	100%		
Female	18	18	100%	18	100%	18	100%	NA			Nil
Total	217	217	100%	217	100%	18	100%	199	100%		
Other than Permanent employees											
Male	18	18	100%	18	100%	Nil	Nil	18	100%		
Female	2	2	100%	2	100%	2	100%	Nil	Nil		Nil
Total	20	20	100%	20	100%	2	100%	18	100%		

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	293	293	100%	293	100%						
Female	0	0	0	0	0			Nil			
Total	293	293	100%	293	100%						
Other than Permanent Workers											
Male											
Female											Nil
Total											

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

	FY'2024-25	FY'2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.40%	0.44%

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

Benefits	FY'2024-25			FY'2023-24		
	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	95%	100%	Y	95%	99%	Y
Gratuity	100%	100%	Y	97%	100%	Y
ESI	13%	78%	Y	16%	82.53%	Y
Others- please specify	NA			NA		

3. Accessibility of workplaces

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

Yes. The Company has undertaken measures such as ramps, lifts, handrails, and accessible washrooms across its premises to ensure barrier-free movement and usability for differently-abled employees. Facilities are being progressively upgraded to meet diverse mobility needs, reflecting PTC’s commitment to inclusion and a safe, accessible workplace for all.

4. Does the Company 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. PTC Industries Limited is committed to providing equal employment opportunities and ensuring a workplace free from discrimination on the basis of age, colour, disability, marital status, nationality, race, religion, sex, or sexual orientation. The Company’s Equal Opportunities Policy, aligned with the Rights of Persons with Disabilities Act, 2016 and other applicable regulations, emphasises evaluation solely on merit and qualifications.

The policy serves as a cornerstone for fostering fairness, diversity, and inclusion across the organisation. It is accessible to internal stakeholders through the Company’s intranet, ensuring transparency and awareness among employees of their rights and the Company’s commitment.

Policy link: <https://www.ptcil.com/PDF/Investors/policies/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes. PTC Industries Limited has implemented a comprehensive Grievance Redressal Policy applicable to all categories of employees and workers, including permanent and non-permanent. The policy provides a structured platform to raise concerns related to workplace behaviour, supervisory actions, or other employment-related issues.
Other than permanent workers	
Permanent employees	The mechanism encourages open communication and resolution at the supervisory level as the first step. If unresolved, employees may file a formal grievance through a dedicated Grievance Committee , which ensures impartial, timely, and fair resolution. Grievances can be submitted through prescribed forms available in both online and physical formats. All submissions are acknowledged, reviewed systematically, and addressed in alignment with the Company’s governance framework. To strengthen this framework further, the Company is integrating digital tools for grievance tracking and monitoring, which will enhance transparency, accountability, and timely redressal in future reporting periods.
Other than permanent employees	

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

Category	FY'2024-25			FY'2023-24		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	217	0	0	246	0	0
- Male	199	0	0	227	0	0
- Female	18	0	0	19	0	0
Total Permanent Workers	293	250	85%	293	255	87%
- Male	293	250	85%	293	255	87%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY'2024-25					FY'2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	199	181	90.95%	166	83.42%	227	193	85%	179	79%
Female	18	16	88.89%	13	72.22%	19	17	89%	15	79%
Total	217	197	90.78%	179	82.49%	246	210	85%	194	79%
Workers										
Male	293	293	100.00%	293	100%	293	293	100%	241	82%
Female						NA				
Total	293	293	100.00%	293	100%	293	293	100%	241	82%

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

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	199	199	100%	227	227	100%
Female	18	18	100%	19	19	100%
Total	217	217	100%	246	246	100%
Workers						
Male	293	293	100%	293	293	100%
Female				NA		
Total	293	293	100%	293	293	100%

10. Health and Safety Management System:

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

Yes. PTC Industries Limited has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) covering all employees, workers, and contractors across production and support functions. The system integrates detailed Standard Operating Procedures (SOPs), a structured Hazard Identification & Risk Assessment (HIRA) process, and regular safety audits to proactively mitigate risks.

Employees are empowered through induction and refresher training, including on critical areas such as working at heights and confined space entry. The Company operates a Safety Observation and Near Miss Reporting System to encourage hazard reporting and corrective actions. Preventive healthcare, ergonomic workplace design, wellness programmes, and safety videos/ inductions further strengthen the culture of safety.

The system has delivered strong performance outcomes, with zero fatalities, zero lost-time injuries, and zero recordable incidents in FY 2023–24 and FY 2024–25. Continuous improvements, such as the deployment of safety interlock systems and proactive equipment upgrades, have further enhanced resilience. This commitment to health and safety extends beyond its own

operations, as the company actively collaborates with suppliers and partners to uphold consistent safety standards across the entire supply chain.

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

PTC Industries Limited has instituted a structured Hazard Identification and Risk Assessment (HIRA) system to identify, evaluate, and mitigate work-related risks. The process is led by trained Safety Coordinators and Process Owners who conduct routine and non-routine assessments across all operational areas.

The HIRA framework follows a systematic methodology — from hazard recognition and risk evaluation to the implementation of preventive and corrective measures. Regular reviews, safety audits, and employee feedback are integrated to ensure dynamic updating of risks and controls. This approach not only safeguards employees but also fosters a proactive safety culture, where risk awareness and prevention are embedded into daily operations.

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

Yes. The Company has implemented a **Safety Observation and Near Miss Reporting System** that enables employees and workers to promptly report hazards, unsafe conditions, or near-miss incidents. This mechanism empowers individuals to remove themselves from unsafe situations without fear of reprisal, reinforcing a culture of vigilance and accountability.

Reports received through the system are reviewed, analysed for root causes, and addressed through corrective and preventive actions. By encouraging active participation and pattern recognition, the Company continuously strengthens its safety protocols, ensuring the well-being of employees and stakeholders.

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

Yes. PTC provides non-occupational medical and healthcare services to all employees and workers, including comprehensive medical and accident insurance for employees and their immediate families. This ensures financial protection in the event of illness or accident, supporting overall security and well-being.

The Company also conducts routine health check-ups, wellness initiatives, yoga sessions, and motivational programmes, fostering a culture of holistic health and work-life balance. These measures reflect PTC's commitment to employee welfare and continuous enhancement of its workplace well-being framework.

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

Safety Incident /Number	Category	FY'2024-25	FY'2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

PTC Industries Limited places the highest priority on ensuring a safe and healthy workplace, underpinned by a formal Safety Policy and a comprehensive Occupational Health and Safety Management System. Safety practices are embedded across operations, supported by induction programmes for new hires, periodic refresher trainings, and regular safety audits and inspections to proactively identify and mitigate risks.

The Company maintains an Occupational Health system with preventive healthcare measures and routine check-ups, complemented by wellness initiatives to support overall well-being. Risk assessments and contractor control mechanisms extend safety oversight across the value chain.

Workplace environments are designed to promote health and productivity, with ergonomically designed workstations, ample ventilation, natural lighting, and breakout areas that enable employees to recharge. Together, these measures foster a culture of safety, accountability, and holistic employee welfare, reflecting PTC's commitment to the well-being and sustainable development of its workforce.

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

	FY'2024-25			FY'2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

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

PTC has a robust framework for monitoring, investigating, and addressing safety-related incidents across all sites. While incidence rates remain consistently low, each event is documented, investigated, and followed by corrective and preventive actions that are communicated organisation-wide.

Recent initiatives to strengthen safety performance include:

- Safety interlock systems implemented within manufacturing facilities to minimise operational risks.
- Horizontal deployment of learnings from incidents, ensuring preventive measures are adopted across all departments and sites.
- Proactive equipment replacement and upgrades, based on insights from safety assessments, to mitigate potential hazards.

These measures reflect the Company's commitment to a safety-first culture, continuous improvement, and proactive risk management in line with global best practices.

Leadership Indicators 

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

Yes. PTC Industries Limited provides life insurance and compensatory benefits for both employees and workers. Coverage includes financial support in the event of permanent disability or loss of life, ensuring the well-being and security of their families during unforeseen circumstances.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

PTC ensures that its value chain partners comply with all statutory obligations through a structured compliance framework. The process begins with due diligence at the time of partner selection, followed by contracts that incorporate clear compliance clauses and penalties for violations.

Compliance is reinforced through regular audits, periodic submission of compliance reports, and training programmes to strengthen partner awareness. The Company also engages external auditors for independent verification, ensuring objectivity and transparency. Open communication channels are maintained to resolve issues swiftly, reinforcing a culture of collaborative compliance.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY'2024-25	FY'2023-24	FY'2024-25	FY'2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes. PTC Industries Limited is committed to supporting employees through career transitions by fostering continuous learning, skill development, and personal growth opportunities during their tenure. To extend this support beyond retirement, the Company has introduced a **retainership programme**, which enables retired employees to continue contributing in advisory or project-based roles. This initiative not only preserves organisational knowledge and expertise but also ensures that employees remain engaged and purposeful beyond formal employment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of critical suppliers (through supplier self-assessment) Suppliers are required to comply with specific terms on Health, Safety and Environment as part of Purchase Terms & Conditions. On-site audits and self-assessments are conducted to ensure adherence.
Working Conditions	100% of critical suppliers (through supplier self-assessment) Evaluations cover labour practices, workplace safety, and compliance with applicable laws and regulations. Non-compliances, if any, are addressed through corrective action plans.

Note: PTC have a system for the suppliers' on-site audit/self-assessment and also has specific terms & conditions in Purchase Terms & Conditions regarding Health, Safety and Environmental practices.

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

PTC enforces a **Supplier Code of Conduct** with specific requirements on health, safety, and working conditions. Critical suppliers are monitored through self-assessments and on-site reviews. Where gaps are identified—particularly for contractors operating within Company premises—corrective actions are mandated and compliance is re-verified.

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

Principle

Essential indicators

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

PTC adopts a structured and inclusive approach to stakeholder identification. Stakeholder groups are mapped based on the degree of influence they have on the Company's operations and outcomes, and the extent to which they are impacted by the Company's activities and decisions. This process ensures that all significant stakeholders — including employees, customers, suppliers, investors, regulators, communities, and industry partners — are recognised and engaged in alignment with business priorities and sustainability objectives.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Townhalls, trainings, mailers, notice boards, surveys, direct interactions	Monthly / as required	Communication of policies, values, and strategic goals; updates on welfare initiatives; recognition of achievements; two-way dialogue for concerns and suggestions.
Investors	No	Annual report, press releases, website, investor meets, AGMs/EGMs	Quarterly / annually / event-based	Transparent disclosures on financial results, strategy, governance, and sustainability; communication on major developments and outlook; strengthening investor trust.
Customers	No	In-person and virtual meetings, plant visits, exhibitions, conferences, regular emails and updates	Weekly / quarterly / as required	Product updates, technological advancements, customised solutions, and feedback collection; focus on quality, delivery, and service responsiveness.
Suppliers & Service Providers	No	Vendor meets, audits, trainings, IT-enabled platforms, mails, meetings	Periodically	Procurement requirements, quality standards, timelines, and compliance with HSE practices; feedback on payments, sustainability, and supply chain performance.
Business Partners	No	Joint meetings, conferences, seminars, publications, mail	Periodically	Collaboration on new business opportunities, innovation, knowledge exchange, and long-term synergies.
Government and Regulatory Bodies	No	Official communications, filings, compliance portals, inspections, plant/site visits	Monthly / annually / as required	Compliance with laws and regulations; submission of statutory reports; communication on environment, health & safety, and community programmes.
Communities	No	Events, community meetings, CSR initiatives, website, social media	Periodically / as required	Dialogue on community development, skilling, health, environment, employment opportunities, and CSR activities.

Leadership Indicators



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

PTC has established formal governance structures for consultation on economic, environmental, and social topics. The Stakeholders' Relationship Committee, chaired by an Independent Director, along with other Board Committees, oversees stakeholder-related matters. Inputs from internal reviews, stakeholder engagements, and ESG consultations are consolidated and presented to the Board at its quarterly meetings, ensuring systematic reporting and informed decision-making.

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

Yes. PTC engages proactively with key stakeholders including employees, customers, suppliers, regulators, and communities to identify and manage environmental and social priorities. Feedback received has informed policy updates on **sustainability, health and safety, and community development**, and guided initiatives such as expanded skill development programmes and enhanced environmental practices in manufacturing.

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

PTC is committed to inclusive development and engages with vulnerable and marginalized groups through its CSR initiatives. Programmes focus on community welfare, education, skill-building, and medical support for hospitals, creating opportunities for empowerment and upliftment. These efforts reflect the Company's responsibility towards building an equitable and inclusive society.

5

Business should respect and promote human rights

Principle

Essential Indicators

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

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	217	201	92.63%	200	181	91%
Other than Permanent	20	17	85.00%	46	41	89%
Total Employees	237	218	91.98%	246	222	90%
Workers						
Permanent	293	261	89.08%	293	248	85%
Other than Permanent	60	48	80.00%	-	0	NA
Total Workers	353	309	87.54%	293	248	85%

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

Category	FY'2024-25					FY'2023-24				
	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	217	0	0%	217	100%	219	0	0%	219	100%
Male	199	0	0%	199	100%	200	0	0%	200	100%
Female	18	0	0%	18	100%	19	0	0%	19	100%
Other than Permanent	20	0	0%	20	100%	46	0	0%	46	100%
Male	18	0	0%	18	100%	46	0	0%	46	100%
Female	2	0	0%	2	100%	0	0	0%	0	100%
Workers										
Permanent	293	0	0%	293	100%	293	0	0	293	100%
Male	293	0	0%	293	100%	293	0	0	293	100%
Female	0	0	0%	0	0	0	0	0	0	0
Other than Permanent	60	0	0%	60	100%	-	-	-	-	-
Male	60	0	0%	60	100%	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	3	78,38,722	1	44,05,478
Key Managerial Personnel	1	3,33,03,363	2	23,06,175
Employees other than BoD and KMP	172	3,87,610	16	4,01,030
Workers	274	2,23,920	0	NA

Note: Independent Directors are liable to only sitting fees. They did not receive any kind of remuneration. So, only whole-time directors have been considered in calculating the median remuneration of the Board of Directors.

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

	FY 2024-25	PY 2023-24
Gross wages paid to females as % of total wages	5.3%	5.1%

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. Responsibility for human rights matters rests with the Human Resources Department, supported by senior management oversight. The Company has adopted a Human Rights Policy that provides structured mechanisms for reporting and redressing concerns. Employees are encouraged to raise issues through HR or directly to management, with strict safeguards against retaliation, thereby ensuring confidentiality, fairness, and protection for all complainants.

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

PTC Industries Limited has instituted a Human Rights Policy that operates alongside the Grievance Policy to address human rights concerns promptly and effectively. The framework includes:

- Open reporting channels: Employees and stakeholders can raise concerns directly with HR or senior management under a strict non-retaliation policy.
- Investigation process: A designated committee investigates reported issues impartially and recommends corrective actions in consultation with management.
- Due diligence: Periodic assessments of human rights practices within operations and across value chain partners are undertaken to ensure alignment with global standards.
- Training & awareness: Regular training and sensitisation programmes reinforce respect for human rights and inclusion across the organisation.

Through this structured mechanism, the Company reaffirms its commitment to protecting the dignity, rights, and well-being of all employees and stakeholders.

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

The details are provided below:

	FY'2024-25			FY'2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour		NIL			NIL	
Wages						
Other Human rights related issues						

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

	FY 2024-25	PY 2023-24
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Complaints on POSH as a % of female employees / workers	0	0
iii) Complaints on POSH upheld	0	0

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

PTC enforces strict safeguards to protect complainants in all cases of discrimination or harassment. A dedicated **Internal Complaints Committee (ICC)** addresses such matters, in compliance with the PoSH Act. The grievance process is designed to be confidential, impartial, and sensitive to all parties, with a **zero-tolerance policy against retaliation or intimidation**. Any inappropriate behaviour during proceedings is treated as a serious disciplinary offence, ensuring that employees can raise concerns without fear of adverse consequences.

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

Yes. Human rights requirements are embedded in the Company's Code of Conduct and incorporated into supplier and partner agreements. PTC enforces a zero-tolerance policy against forced or child labour and prohibits discrimination on the basis of nationality, race, religion, gender, sexual orientation, or medical conditions. Suppliers and partners are expected to uphold internationally recognised human rights standards, with contractual clauses reinforcing compliance across the value chain.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	100%

Note: Audits are conducted in accordance with the audit schedule by both internal and external auditors. Government authorities also perform their own evaluations. PTC has ensured that all of its facilities and offices have undergone assessments by external auditors, who verify compliance with statutory requirements related to the aforementioned indicators. These evaluations occur on a quarterly basis. No non-compliance certifications have been received by the organization.

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 evaluation, all facilities and offices under PTC demonstrated no adverse effects, thereby eliminating the need for any corrective measures based on the previously mentioned criteria.

Leadership Indicators 

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

PTC is establishing a comprehensive Human Rights Due Diligence framework, underscoring its commitment to the highest ethical standards. This initiative is being introduced proactively, even in the absence of reported grievances, to strengthen oversight across operations and the supply chain. The framework includes regular audits, risk assessments, and impact evaluations, supported by structured stakeholder engagement.

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

Human rights considerations are integrated into PTC’s internal assessments and external audit processes. The due diligence framework covers the Company’s operations as well as its suppliers and partners, guided by international standards such as the Universal Declaration of Human Rights and the ILO Fundamental Conventions. The scope includes evaluation of workplace practices, labour conditions, and non-discrimination, with the objective of identifying, preventing, and mitigating potential risks across the value chain.

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

Yes. The Company has implemented measures including ramps, elevators, handrails, and accessible washrooms across its premises, ensuring barrier-free access for employees and visitors with disabilities. These steps reflect PTC’s commitment to fostering an inclusive and accessible environment.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	-

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

PTC enforces a rigorous Supplier Code of Conduct covering human rights, labour practices, and ethical standards. Critical suppliers are subject to audits and self-assessments. Where gaps are identified — for example, in workplace policies or compliance practices corrective actions are mandated and re-verified. This structured approach ensures supplier alignment with PTC’s commitment to safe, fair, and responsible operations across the value chain.

6

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

Principle

Essential indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	3,285.68	4,813.85
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	3,285.68	4,813.85
From non-renewable sources		
Total electricity consumption (D)	91,154.75	52,299.4
Total fuel consumption (E)	1,501.91	1,980.73
Energy consumption through other sources (F)	1,880.42	1,554.44
Total energy consumed from non- renewable sources (D+E+F)	94,537.08	55,834.57
Total energy consumed (A+B+C+D+E+F)	97,822.76	60,648.42
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0040	0.0024
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	0.084	0.055
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	NO	NO

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

No

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

The Company does not fall under the PAT scheme.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	5,500	42,953.7
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	2,480	3,107
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,980	46,060.7
Total volume of water consumption (in kilolitres)	7,980	46,060.7
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00033	0.0018
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0068	0.041
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

4. Provide the following details related to water discharged:

Parameter	FY'2024-25	FY'2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	2,480	3,107
- No treatment	0	0
- With treatment – please specify level of treatment	2,480	3,017
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	2,480	3,017

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

No

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

Yes. PTC Industries Limited operates its facilities on a Zero Liquid Discharge (ZLD) basis. Advanced Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) have been installed to ensure that all wastewater is treated and recycled. Treated water is reused in processes such as cooling, cleaning, and landscaping, thereby reducing freshwater consumption. No untreated or treated wastewater is released into the environment, reflecting the Company's commitment to sustainable water management.

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

Parameter	Unit	FY'2024-25	FY'2023-24
NO _x	Mg/Nm ³	126.2	158
SO _x	Mg/Nm ³	12.6	49.5
Particulate matter (PM)	Mg/Nm ³	64.3	62.8
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	-	-	-

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

No

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

Parameter	Unit	FY2024-2025	FY'2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,305.67	1,163.68
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9,267.06	8,535.24
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO ₂ e/lakhs Rupees	0.43	0.39
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)	MTCO ₂ e/lakhs US Dollar	8.88	8.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No

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

Yes. PTC Industries Limited has undertaken multiple initiatives to reduce its carbon footprint and improve energy efficiency across operations:

- **Renewable Energy:** Generated 891 MWh from solar and 446 MWh from wind in FY 2024–25. A long-term decarbonisation strategy is being developed to increase renewable share and substitute fossil fuels with low-emission alternatives.
- **Cleaner Fuels:** Integrated natural gas furnaces in casting and heat treatment operations, reducing CO₂ emissions by 50–60% compared to diesel systems. Existing equipment is being retrofitted to transition from Light Diesel Oil (LDO) to Compressed Natural Gas (CNG).
- **Energy-efficient Solutions:** Deployed induction heaters to replace conventional electric furnaces, significantly lowering power consumption during machining processes.
- **LED Lighting:** Implemented LED lighting across facilities, improving efficiency and cutting CO₂ emissions compared to conventional lighting.

Together, these measures have reduced dependence on high-carbon fuels, enhanced operational efficiency, and reinforced PTC's commitment to sustainable growth and climate responsibility.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	32.94	26.1
E-waste (B)	0.03	0.14
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.71	0.5
Radioactive waste (F)	0	0
MS Scrap, SS Scrap (Solid)(G)	4,211.99	4,575.83
Other Hazardous waste. Please specify, if any. (G)Used Oil (Liquid), Furnace Sludge (Solid)	2.12	2.8
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	188.85	110.3
Total (A+B + C + D + E + F + G + H)	4,436.24	4,725.67
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00018	0.00018
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0037	0.0039
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	223.91	139.20
(ii) Re-used	4,436.24	4,575.83
(iii) Other recovery operations	0	0
Total	4,660.15	4,715.03
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

No

10. Briefly describe the waste management practices adopted in your establishment. 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.

PTC integrates the 3R principle (Reduce, Reuse, Recycle) into all aspects of its waste management strategy, with a focus on reducing both hazardous and non-hazardous waste at source. Waste volumes are tracked through an environmental dashboard, enabling data-driven monitoring and progress measurement.

- **Hazardous Waste:** Hazardous wastes are registered and disposed of only through authorised agencies, in compliance with regulatory requirements. Initiatives include recycling of waste oil through alternative disposal methods and safe handling of ETP sludge to minimise landfill use.
- **Non-Hazardous Waste:** At the operational level, PTC reduces packaging and logistics waste by using recycled cardboard boxes as fillers and introducing reusable pallets for parts and product deliveries.
- **Process Chemicals:** The Company actively pursues process optimisation and cleaner technologies to reduce reliance on hazardous and toxic chemicals. Efforts are directed at substituting materials and refining processes to lower environmental impact.

Through this structured approach, PTC demonstrates its commitment to regulatory compliance, innovation, and continuous improvement in waste management, while addressing challenges such as costs and regulatory complexities.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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In all areas of its activities, PTC is dedicated to regulatory environmental compliance and ethical conduct and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest.

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
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In all areas of its operations, PTC Industries is in compliance with the regulatory environmental laws and ethical conduct.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

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

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

Leadership Indicators -

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

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

- (i) Name of the area – Nil
(ii) Nature of operations – Nil
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	-	-
Total volume of water consumption (in kiloliters)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

No

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

Parameter	Unit	FY'2024-2025	FY'2023-2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity			

PTC is currently developing a system to document all Scope 3 emissions and their intensity. In addition, PTC has begun calculating carbon footprints and GHG emissions, aligning with the Paris agreement, GHG protocol, and ISO 14064 standards. At present, no external agency has conducted an independent evaluation or assessment, as PTC continues to refine this system.

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

No

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

PTC conducts its operations within designated industrial zones, and therefore the direct impact on ecologically sensitive areas and biodiversity is minimal. The Company remains fully compliant with all applicable environmental regulations and ensures that preventive measures are embedded in its operations to avoid adverse effects.

While biodiversity impacts are limited, PTC emphasises responsible waste management, water conservation, and emission control measures as part of its broader environmental stewardship, thereby reinforcing its commitment to sustainable operations and minimising indirect impacts on surrounding ecosystems.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Use of Industry 4.0	Energy Meters connected to Central Energy Monitoring System	System will trigger automatic notification for excess energy consumption without manual Intervention

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

Yes. PTC Industries Limited has implemented a comprehensive Business Continuity and Disaster Management Plan that covers critical business functions, IT systems, supply chain, and employee safety. The plan is designed to ensure operational resilience during unforeseen events by enabling rapid response, recovery, and continuity of essential services. Regular reviews, mock drills, and updates to the plan foster a culture of preparedness and adaptability, ensuring the Company continues to deliver value to its customers, employees, and stakeholders even during disruptions.

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

No significant adverse environmental impacts have been identified within the value chain. PTC requires all suppliers to comply with its Supplier Code of Conduct, which incorporates environmental, social, and governance (ESG) principles. Regular assessments and audits ensure supplier alignment with sustainability requirements. Where improvement areas are identified, corrective actions are mandated, thereby fostering a supply chain that is transparent, equitable, and environmentally responsible.

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

100% of critical suppliers were assessed for environmental impacts during the reporting period, with no material adverse impacts identified.

8. How Many green credits have been generated or produced

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

7

Principle

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

Essential indicators

1. a. Number of affiliations with trade and industry chambers/associations.

- 12

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1.	Confederation of Indian Industries (CII)	International
2.	Society of Indian Defence Manufactures(SIDM)	International
3.	Casting Technology International (CTI)	International
4.	All India Management Association (AIMA)	National
5.	Federation of Indian Export Organisation (FIEO)	National
6.	UK India Business Council (UKIBC)	International
7.	Indo French Chamber of Commerce and Industry (IFCCI)	International
8.	Indian Industries Association (IIA)	National
9.	Associated Chambers of Commerce and Industry of India	National
10.	Lucknow Management Association (LMA)	National

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

Name of the authority	Brief of the case	Corrective action taken
There were no incidents of anti-competitive behaviour involving the Company during the reporting period		

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others- please specify)	Web Link, if available
1	Promotion of investment and employment generation in Uttar Pradesh	Participation in trade associations, industry chambers (e.g., CII), and direct representations	Yes	Annually	-
2	Policy support for growth of Defence & Aerospace manufacturing	Engagement with government bodies, industry consultations, and policy forums	Yes	Annually	-
3	Strengthening of MSME ecosystem and supply chains	Collaboration with industry bodies and submission of proposals through trade associations	Yes	Annually	-



Businesses should promote inclusive growth and equitable development.

Principle

Essential Indicators

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

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

Note: As PTC's operations are located within designated industrial areas, no projects requiring a Social Impact Assessment under applicable laws were undertaken during the year.

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

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

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

PTC engages with local communities primarily through its Human Resources and Administration functions, which serve as the contact points for community-related concerns around its operational sites. Community grievances, if any, are received through direct interactions, visits, or formal communication channels and are promptly recorded and addressed in coordination with plant management.

The Company emphasises open dialogue and timely resolution, ensuring that concerns are managed fairly and transparently. By integrating community feedback into its operations and CSR activities, PTC reaffirms its commitment to maintaining positive and responsible relationships with surrounding communities.

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

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/small producers	75%	75%
Sourced directly from within the district and neighbouring districts.	53%	22%

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 2024-25	PY 2023-24
Rural		
% of Job creation in Rural areas	19.70%	15.96%
Semi-urban		
% of Job creation in Semi-urban areas	0	0
Urban		
% of Job creation in Urban areas	80.30%	84.04%
Metropolitan		
% of Job creation in Metropolitan areas	0	0

(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 (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

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

S. No	State	Aspirational District	Amount spent (In INR)
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At present, PTC Industries has not embarked on any Corporate Social Responsibility initiatives in the specified aspirational districts

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

PTC does not maintain a formal preferential procurement policy exclusively for suppliers from marginalized or vulnerable groups. However, the Company actively prioritises procurement from local suppliers and Micro, Small, and Medium Enterprises (MSMEs) around its facilities in Lucknow and Mehsana. This approach reflects PTC's commitment to fostering local economic development while ensuring that procurement decisions remain guided by quality, reliability, cost efficiency, and capability.

At the same time, the Company remains open to supporting and building capacity of small-scale and community-linked suppliers in areas where alignment with its technical and quality standards is possible.

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

PTC primarily engages with local MSMEs and small community enterprises that form an integral part of its supply chain. Examples include small business partners managing canteen and food supply services at its AMTC Plant in Lucknow and Mehsana Plant in Ahmedabad, as well as local vendors and subcontractors providing specialised services such as rough machining, finishing, and ancillary processing work. These engagements not only support operational flexibility but also create livelihood opportunities and entrepreneurial growth within the surrounding communities.

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

The proportion of procurement from such marginalized and community-linked suppliers currently represents a small share of total procurement value. However, PTC values their contribution and impact in creating local employment and entrepreneurship. The Company is also exploring ways to expand community-linked sourcing opportunities, particularly in support services, skill-building programmes, and infrastructure-related needs, in line with its broader social responsibility goals.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	Not applicable – The Company has not developed or acquired any intellectual property based on traditional knowledge during the reporting period.	No	No	Not Applicable

The Company's intellectual property portfolio currently comprises advanced proprietary technologies; no IP based on traditional knowledge was developed or acquired during the year.

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Skill Development	100	100%
2	Food Distribution	2500	100%
3	Health Initiatives	150	100%

9
Principle

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.

PTC has established a structured mechanism for managing customer complaints and feedback. Customers can register concerns through a dedicated portal and direct communication channels, which are systematically tracked and addressed. Each complaint undergoes a root cause analysis, followed by corrective and preventive actions in consultation with the customer.

To ensure continuous improvement, trends in Non-Conformance Reports (NCRs) are reviewed at senior management level. Feedback from customers is actively used to enhance product quality, delivery performance, and service standards, reflecting the Company's commitment to responsiveness, accountability, and customer-centricity.

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	
Safe and responsible usage	These are not being calculated as percentage of total turnover.
Recycling and/or safe disposal	

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

Number of consumer complaints in respect of the following:	FY'2024-25		Remarks	FY'2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	No such complaints	0	0	No such complaints
Advertising	0	0	received during this period	0	0	received during this period
Cyber-security	0	0				
Delivery of essential services						
Restrictive Trade Practices			NA			
Unfair Trade Practices						
Other	0	0	No such complaints received during this period	0	0	No such complaints received during this period

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

	Number	Reasons for recall
Voluntary recalls	0	No such instances were reported during this period.
Forced recalls	0	

5. Does the Company 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, www.ptcil.com

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.

- No such instances were reported during this period.

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	No such instances were reported during this period.
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	No such instances were reported during this period.

Leadership Indicators

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

PTC website's contains all information related to the products, the link is as follows <https://www.ptcil.com/>

Social Media handles:

Twitter : <https://twitter.com/ptcil>

YouTube: <https://m.youtube.com/@ptcindustrieslimited9360>

LinkedIn : <https://www.linkedin.com/company/ptc-industries-limited>

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

PTC manufactures products strictly as per customer drawings and specifications, and the responsibility for end-use lies with customers. However, the Company ensures that all products are accompanied by clear handling and usage guidance wherever required, and maintains a dedicated customer support team to address safety or performance-related queries. Open communication channels enable customers to seek clarifications, reinforcing PTC's commitment to safety, accountability, and customer support.

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

As PTC supplies engineered components that are further assembled by its customers, it has limited direct control over the end-use. Nevertheless, the Company maintains transparent communication with customers on supply schedules and potential disruptions, and proactively engages with them to mitigate risks related to delivery timelines or continuity of supply.

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

Product Information: Not Applicable as PTC manufactures customised components to customer specifications and product information is governed by contractual requirements.

Customer Satisfaction Surveys: Yes, as appropriate. PTC engages with customers through regular interactions, audits, review meetings, and feedback sessions at major operating sites. Customer feedback is systematically analysed and forms a critical input into quality improvement and product development.