No. RITES/SECY/NSE **Date: September 03, 2026**

To	To
लिस्टिंग विभाग, नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड, एक्सचेंज प्लाजा, सी -1, ब्लॉक जी, बांद्रा - कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व), मुंबई – 400051 Listing Department, National Stock Exchange of India Limited, Exchange Plaza, C-1, Block G, Bandra - Kurla Complex, Bandra (E), Mumbai – 400051	कॉर्पोरेट संबंध विभाग, बीएसई लिमिटेड, रोटुंडा बिल्डिंग, पी जे टावर्स, दलाल स्ट्रीट, फोर्ट, मुंबई - 400 001 Corporate Relationship Department, BSE Limited, Rotunda Building, P J Towers, Dalal Street, Fort, Mumbai - 400 001
Symbol- RITES	**Scrip Code-** 541556

Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26

Dear Sir/ Madam,

Pursuant to provisions of Regulation 34(2) (f) the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26 which forms an integral part of the Integrated Annual Report of the Company for the financial year 2025-26. A copy of complete Integrated Annual Report along with Business Responsibility and Sustainability Report is also available on the website of the company at https://www.rites.com.

Kindly take this information on record.

Thanking You,

Yours sincerely,
For **RITES Limited**

NIKHIL AGARWAL
Digitally signed by NIKHIL AGARWAL
Date: 2026.09.03 17:18:05 +05'30'

Nikhil Agarwal
Company Secretary & Compliance Officer
Membership No.: A42626

Annexure- C

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	:	**L74899DL1974GOI007227**
2.	Name of the Listed Entity	:	**RITES Limited**
3.	Year of incorporation	:	**1974**
4.	Registered office address	:	**SCOPE Minar, Laxmi Nagar, Delhi – 110092**
5.	Corporate address	:	**Shikhar, Plot No. 01, Sector-29, Gurugram-122001, Haryana**
6.	E-mail	:	**info@rites.com**
7.	Telephone	:	**+91 1242818622**
8.	Website	:	**www.rites.com**
9.	Financial year for which reporting is being done	:	**Financial Year 2025-26 (April 1, 2025 to March 31, 2026)**
10.	Name of the Stock Exchange(s) where shares are listed	:	**BSE Limited, National Stock Exchange of India Limited**
11.	Paid-up Capital	:	**₹ 480.60 Crore**
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Name: **Mr. Nikhil Agarwal** Designation: **Company Secretary and Compliance Officer** Telephone Number: **+91 1242818622** E-mail id: **cs@rites.com**
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	:	**Standalone Basis**
14.	Name of assessment or assurance provider	:	**Sustainability Actions Private Limited**
15.	Type of assessment or assurance obtained	:	**Reasonable Assurance for BRSR Core Indicators**

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Consultancy and Turnkey	**Architectural and engineering activities; technical testing and analysis-** Engineering design, studies & consultancy, and project management for transport & infrastructure sector with focus on railways including operation & maintenance of railway assets, urban transport, urban engineering, roads and highways, buildings, ports, land ports, inland waterways, airports, ropeways,logistic park etc.	78.86
2.	Leasing	**Rental and leasing activities**-Leasing of locomotives and other railway rolling stock	7.59
3.	Exports	**Wholesale trade**-Export of railway rolling stock i.e. Locomotives, Coaches, Diesel Electric Multiple Units (DEMUs), wagons, spares, etc.	13.55

Note: The business activities have been regrouped and presented in alignment with the classification reported in MGT-7.

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

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	**Architectural and engineering activities; technical testing and analysis**-Engineering design, studies & consultancy, and project management for transport & infrastructure sector with focus on railways including operation & maintenance of railway assets, urban transport, urban engineering, roads and highways, buildings, ports, land ports, inland waterways, airports, ropeways,logistic park etc.	71	78.86
2.	**Rental and leasing activities**-Leasing of locomotives and other railway rolling stock	77	7.59
3.	**Wholesale trade**-Export of railway rolling stock i.e. Locomotives, Coaches, Diesel Electric Multiple Units (DEMUs), wagons, spares, etc.	46	13.55

Note: The business activities have been regrouped and presented in alignment with the classification reported in MGT-7.

III. Operations

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

Location	Number of plants	Number of offices	Total
National	N.A.[1]	14	14
International	N.A.[1]	9	9

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	9

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

16.52 % (including overseas services)

c. A brief on types of customers

Our domestic as well as overseas clients typically are national governments, governmental instrumentalities, public sector enterprises and large private entities. Such governments, governmental agencies and public sector undertakings are engaged in large scale infrastructure planning and development both in India and abroad. We also undertake and execute projects funded by multilateral funding agencies. Our customer base has a large base of multi sectoral clientele across the globe.

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)	1765	1583	89.69	182	10.31
2.	Other than Permanent (E)	1270	1218	95.91	52	4.09
3.	**Total employees (D + E)**	**3035**	**2801**	**92.29**	**234**	**7.71**
		WORKERS				
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	**Total workers (F + G)**	**-**	**-**	**-**	**-**	**-**

Note: As RITES does not employ workers as defined under the BRSR framework. All personnel engaged by the Company are reported under the employee category; accordingly, disclosures relating to workers are not applicable.

[1]Not applicable, as RITES is primarily engaged in consultancy, engineering, project management and related infrastructure services, and does not own or operate any manufacturing or processing plants. Its operations are carried out through offices and project sites.

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	39	35	89.74	04	10.26
2.	Other than Permanent (E)	08	08	100	-	-
3.	**Total differently abled employees (D + E)**	**47**	**43**	**91.49**	**04**	**8.51**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**-**	**-**	**-**	**-**	**-**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	0	0
Key Management Personnel	5	0	0

The power to appoint Directors, including Women Directors, vests with the Hon'ble President of India through the Ministry of Railways (MoR), the Administrative Ministry. However, for a substantial part of the financial year, the Company had one Woman Independent Director on its Board, resulting in women's representation of 10% on the Board of Directors during the year. Smt. Purnima Kerketta (DIN: 11192904) ceased to be an Independent Director w.e.f. 24.02.2026 consequent upon her resignation. As a result, no Woman Director remained on the Board as on 31.03.2026.

22. Turnover rate for permanent employees and workers*

	FY 2025-26 (Turnover rate (%) in current FY)			FY 2024-25 (Turnover rate (%) in previous FY)			FY 2023-24 (Turnover rate (%) in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.19	8.38	9.10	9.36	11.60	9.59	8.26	5.99	8.04
Permanent Workers	-	-	-	-	-	-	-	-	-

*Turnover rate includes employees leaving the employment due to dismissal, termination, retirement, resignation or death in service. However, attrition rate due to resignation has only been 2.59% (Male- 2.63% ; Female- 2.23%) during FY 2025-26, 3.05% (Male-2.64% ; Female-6.63%) during FY 2024-25 and 1.99 % (Male- 1.96% ; Female- 2.28%) during FY 2023-24.

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

23. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiative of the listed entity? (Yes/No)
1	RITES (Afrika) (Pty) Limited	Subsidiary	100	Yes
2	REMC Limited	Subsidiary	51	Yes
3	SAIL-RITES Bengal Wagon Industry Private Limited	Joint Venture	50	No
4	Indian Railway Stations Development Corporation Limited*	Joint Venture	24	No
5	Elicius Energy Private Limited	Associate Company	13	No
6	Metro Management Group Limited#	Associate Company	24.5	No

*Ministry of Railway (MoR) vide letter dated 18.10.2021 has decided in principle for closure of Indian Railway Station Development Corporation Limited (IRSDC), in which Company has an investment of ₹48 Crore. Pursuant to requisite approval of the Board and Shareholders of IRSDC, the voluntary liquidation of IRSDC is under process. The Board of IRSDC had resolved to transfer the assets and liabilities to the Rail Land Development Authority (RLDA) / MoR for consideration not less than the book value on slump sale basis. IRSDC entered into business transfer agreement with RLDA on 09.04.2025 and consideration has been released by RLDA to IRSDC on 11.04.2025. Consequent to the approval of its Board, Shareholders and Creditors, IRSDC has appointed the liquidator. Hence the Voluntary Liquidation process of the Company commenced on 05.05.2026, the date of passing of resolution in the Extra-Ordinary General Meeting.

#The Company has an investment of ₹0.60 Crore in MMG- Metro Management Group Ltd, incorporated in Israel, which was under dissolution and the investment is fully provided for as of 31 March 2026. Subsequent to the reporting date, the said entity has been struck off in the month of April 2026.

VI. CSR Details

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

(ii) Turnover (in Rs.) ₹ 2265.48 Crores (excluding the other operating income)

(iii) Net worth (in Rs.) ₹ 2564.45 Crores

VII. Transparency and Disclosures Compliances

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

Grievance redressal mechanism is in place to address grievances of various stakeholders. 'Samvedna' and 'Aabhar' committees constituted by Management are ensuring proper redressal and disposal of the grievances, requests and suggestions of existing and former-employees. Also, grievances from communities, investors, value chain partners etc. received through CPGRAM (Centralized Public Grievance Redress And Monitoring) system of Government of India, are attended promptly.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/	8	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	3	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal
Investors (other than shareholders)	N.A.[2]	N.A.[2]	N.A.[2]	N.A.[2]	N.A.[2]	N.A.[2]	N.A.[2]
Shareholders	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://scores.gov.in/scores/Welcome.html	4	Nil	SCORES Platform & through email, Jointly managed by RITES and its RTA.	4	1	SCORES Platform & through email, Jointly managed by RITES and its RTA. One complaint shown as pending was resolved prior to closure of FY 2024-25. However, the same was auto closed by SEBI on SCORES portal on April 04, 2025.
Employees and workers	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf http://reppi-puc2.rites.com:55100/irj/portal https://www.rites.com/Complaint https://vigilance.rites.com/ https://www.rites.com/Feedback	44	2	Serving employees grievances are handle through RITES Employee Self Service Portal, Grievances from retired/former-employees are handled through RITES Website	83	Nil	Serving employees grievances are handled through RITES Employee Self Service Portal, Grievances from retired/former-employees are handled through RITES Website

[2]Not applicable, as no separate category of investors other than shareholders has been identified by the Company for reporting purposes during the year.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/ https://www.rites.com/Complaint https://ritesinsp.com/RBS/Client_Feedback_Form.aspx	Nil	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	Nil	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal
Value Chain Partners	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/ https://www.rites.com/Complaint https://ritesinsp.com/RBS/Vendor_Feedback_Form.aspx	6	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	8	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal
Other (please specify)	Yes https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf https://pgportal.gov.in/ https://www.rites.com/Complaint https://ritesinsp.com/RBS/Email.aspx	Nil	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal	Nil	Nil	Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Integrating infrastructure and green solutions across Multi-Modal Project Portfolio	O	Government policy frameworks PM GatiShakti National Master Plan, National Infrastructure Pipeline (NIP), National Rail Plan 2030, and Union Budget 2026-27 green infrastructure allocations are channelling large-scale public investment into environmentally sustainable and socially inclusive infrastructure. Multilateral development banks (World Bank, ADB, NDB) increasingly condition project financing on environmental and social safeguard compliance, creating sustained and growing demand for RITES' consulting, design, and project management services across railways, highways, metro, ports, urban, and international markets.		**Positive:** Expanding order pipeline and RITES' focus on green solutions enhances opportunities for the company.
2	Adoption of Low-Carbon Design Standards and Green Construction Technologies across all Project Verticals including but not limited to design and energy saving devices for providing services for operation and maintenance of rolling stock, leasing, railways sidings etc.	O	Regulatory mandates and client requirements for sustainable construction materials, energy-efficient systems, and low-carbon design are expanding across all infrastructure categories railways (energy-efficient rolling stock, electrification), highways (recycled aggregates, warm-mix asphalt), buildings (GRIHA/IGBC green ratings), ports (shore power, emission controls), and urban engineering (sustainable drainage, EV-ready design). REMC Limited (RITES subsidiary) is spearheading Indian Railways' renewable energy mission, further strengthening RITES' positioning in the clean energy infrastructure space.		**Positive:** RITES' approach of providing future ready, cost effective and environmentally friendly solutions gives it an edge to be competitive in market.
3	Embedding Environmental and Social Safeguards in Infrastructure Project Advisory (EIA, SIA, Biodiversity Engagement), Feasibility studies, traffic study, design, quality audit, project management services for sustainable Mass Rapid Transit System, road/highways, bridges & tunnels, buildings, ports & water resources, airports, ropeway infrastructure etc.	O and R	As a multi-domain infrastructure consulting firm, RITES bears professional and regulatory responsibility for ensuring its project advisory embeds robust environmental and social safeguards. Legal obligations arise from EIA Notification 2006, Forest Conservation (Amendment) Act 1980, Wildlife Protection Act 1972, Wetlands (Conservation & Management) Rules 2017, and Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act and impact the project progress. Simultaneously, this positions RITES as a preferred partner for clients.	Insert Environment safeguard protocols in project DPRs; maintain dedicated EIA/SIA specialist teams; ensure compliance with latest MoEFCC EIA Notification requirements.	**Positive:** Environment-compliant project advisory commands premium in quality-conscious tenders. **Negative:** Inadequate safeguard advisory may expose RITES to reputational risk, client liability, and professional indemnity claims.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Facilitating Total Employee Experience for meeting skill/ knowledge with orientation for social and environmental solution	O and R	In a consultancy business, human capital is the primary asset. With a limited supply of skilled professionals creating a persistent demand–supply gap, continuous investment in employee training is essential to enhance satisfaction, build capabilities, and reduce attrition.	Structured retention policy for domain experts; flexible engagement of domain professionals on project/ contractual/retainer basis; continuous upskilling through Saksham portal with ESG-specific module development; leveraging RITES' 52 year old brand for employer value proposition.	**Positive:** Skill updation & increased satisfaction. **Negative:** Talent attrition increases project delivery risk, raises recruitment costs, and may delay high-value assignments.
5	Regulatory Compliance and Business Ethics	O and R	Effective governance mechanisms build trust among stakeholders and create long-term value. Stricter environmental regulations may lead to compliance penalties.	Maintain transparency and adhere to robust corporate governance practices. Implement continuous monitoring and regular compliance audits.	**Positive:** Increased stakeholder trust and potential for enhanced investment. **Negative:** Potential fines and reputation damage.
6	Climate Risk Integration in Infrastructure Planning and RITES' Own Operations (Physical and Transition Risk)	O and R	Infrastructure projects have multi-decade operational lifespans; assets designed today must account for climate projections to 2050-2070. India's NDC commitments under the Paris Agreement and Net Zero 2070 target create both regulatory push and market pull for climate-resilient infrastructure design. MDB project financing increasingly requires TCFD-aligned climate risk screening. For RITES' own operations, SEBI's evolving BRSR framework and investor expectations on Scope 1 and 2 GHG disclosures are progressively strengthening. REMC Limited's renewable energy portfolio (winning the India Climate Samman Award 2025 India Net Zero Leadership category) positions RITES strongly in the clean energy transition.	Develop climate risk screening protocols for integration into all DPR/feasibility assignments; incorporate climate projections (rainfall intensity, sea level rise, heat stress indices) in infrastructure design standards.	**Positive:** Improved service delivery outcomes and enhanced client confidence; REMC Limited's clean energy portfolio contributes to growing revenue. **Negative:** Projects not accounting for physical climate risk face cost overruns, structural failures, and redesign liability. Transition risk: Delayed adoption of low-carbon advisory may reduce competitiveness in internationally financed projects.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Digital Transformation and Innovation and Emerging Technology.	O and R	Adopting innovative technologies can enhance operational efficiency and reduce waste. Rapid technological advancements may outpace current skills and methodologies.	Implement IoT, AI, and data analytics in projects. Invest in training and development while monitoring technological trends.	**Positive:** Significant cost savings and improved service delivery outcomes. Becoming a market leader through early adaptation. **Negative:** Potential loss of competitiveness.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	P1	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Anti_Bribery_and_Anti_Corruption_Policy_pdf-2023-Jun-23-16-59-47.pdf							
	P2	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://rites.com/Upload/MediaGallery/PDF/3/CSR_Policy_pdf-2025-Aug-22-16-52-40.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf							

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	P3	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/RITES_GCC_for_Works,_February_2023_pdf-2023-Feb-25-11-14-35.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Policy_5_pdf-2026-Aug-20-12-28-58.pdf							
	P4	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://rites.com/Upload/MediaGallery/PDF/3/CSR_Policy_pdf-2025-Aug-22-16-52-40.pdf							
	P5	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://rites.com/Upload/MediaGallery/PDF/3/CSR_Policy_pdf-2025-Aug-22-16-52-40.pdf							
	P6	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Policy_Framework_on_Cyber_Security_pdf-2023-Jun-23-17-3-9.pdf							
	P7	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://rites.com/Upload/MediaGallery/PDF/3/CSR_Policy_pdf-2025-Aug-22-16-52-40.pdf							
	P8	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://rites.com/Upload/MediaGallery/PDF/3/CSR_Policy_pdf-2025-Aug-22-16-52-40.pdf.df https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf							
	P9	https://www.rites.com/Upload/MediaGallery/PDF/3/ESG_Policy-170223_pdf-2023-Feb-17-15-38-55.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf							
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 ISO: 17020:2012 ISO: 17025:2017 ISO: 17065:2012	ISO 9001:2015 ISO: 17020:2012 ISO: 17025:2017 ISO: 17065:2012	ISO 9001:2015 ISO: 17025:2017 ISO: 17065:2012	ISO 9001:2015 ISO: 17020:2012 ISO: 17025:2017 ISO: 17065:2012	ISO 9001:2015	ISO 9001:2015	ISO 9001:2015	ISO 9001:2015	ISO 9001:2015 ISO: 17020:2012 ISO: 17025:2017 ISO: 17065:2012
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Zero complaints/ grievances pertaining to corruption, conflict of interest, or ethical conduct pending resolution at the end of the financial year.	Incorporate green/ sustainability design parameters (e.g., energy efficiency, material optimization, climate-resilience considerations) as many new DPRs/ consultancy assignments undertaken during the year.	Extend Medical benefits to Manpower outsourced to RITES through external agencies.	Conducting structured stakeholder consultation with MSE Vendors atleast once a quarter. Resolve 100% of the stakeholder grievances in the reasonable turnaround time.	Increase coverage of employee training on human rights (including POSH, non-discrimination, and value-chain human rights awareness) by 5% over the previous year.	Increase solar/ renewable power capacity utilization by 4%.	Advocating sustainable practices in industry	Ensure minimum 25% of total procurement value including at least 3% from women-owned MSEs, and strive to increase the share of SC/ ST-owned MSEs in total procurement.	Provide value to customers

6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.

As in table below:

P1	Compliance to SEBI, DPE and other regulatory bodies backed by transparency, trust and ethical business practices.
P2	Preferring Vendor Selection through Sustainable Sourcing process and ensuring coverage of sustainability aspect in our services. RITES received the Rail Analysis Award for Excellence in Sustainable Engineering in Rail Sector
P3	During the year, RITES has provided 15150 man-days of training to its employees. Further apart from providing health insurance facilities to employees, RITES' organized 20 health camps at its various offices.
P4	Regular interaction with stakeholders and regular feedback from them. 50+ Media interactions and 20 + interactions with analysts and investors.
P5	RITES secured award from the WIPS (Women in Public Sector) Forum under the aegis of SCOPE.
P6	Integrating Infra and green solutions in our associates business conducts. Installation of solar panels in our newly constructed Lucknow office.
P7	Interactive collaborations through trade forums and industry affiliates and suggesting various sustainable measures through various projects undertaken for infrastructure sector.
P8	Procurement process of RITES gives due preference to MSMEs to promote inclusive growth in society. Under the PMIS scheme Phase I and II, RITES offered internship to 251 and 225 candidates respectively.
P9	Customer Satisfaction Index maintained above 90%.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

   "At RITES Limited, sustainability is fundamental to our vision of delivering responsible and resilient infrastructure solutions. We recognize ESG challenges such as climate change, resource efficiency, workplace safety, and evolving stakeholder expectations. During the year, we continued to advance our sustainability journey through improved environmental practices, employee well-being initiatives, strong governance standards, and community development programs. Our projects promote sustainable mobility and infrastructure development while creating long-term stakeholder value. We remain committed to enhancing ESG performance, strengthening transparency and accountability, and supporting India's sustainable development goals through responsible business practices and continuous improvement ."

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

   Shri Prem Singh Meena , Director (Projects) (w.e.f. 19.03.2026) (Executive Director; DIN: 10855590) ;

   Dr. Deepak Tripathi, Director (Projects) - Additional charge (w.e.f. 05.05.2025 till 18.03.2026) (Executive Director; DIN: 10090267)

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

   Yes, the Company has Sustainability and ESG committee consisting of Senior Management personnel formulating the sustainability strategy vested with the following roles and responsibilities:

   - To emphasize the importance of environmental measures, sustainability goals and performance, for various activities/ processes undertaken by the company.
   - To provide best practice on ESG structure, policies and regulations that impact the business
   - To instill understanding and awareness of corporate governance relating to social aspects that impact the industry
   - To implement and promote common and workable standards based on ESG parameters for good governance.
   - To Implement and review the ESG Policy and translating the same into procedures.
   - To recommend policy/ framework, that may be required for implementation and confirmation of BRSR requirements.
   - To review the performance of Anti-Bribery and Corruption Policy, Grievance Redressal Policy, Equal Opportunity Policy, Preferential Procurement Policy for marginalised or vulnerable groups and Policy on Cyber Security, Data Privacy and Business Continuity.

   Further, as mentioned in Point no. 8 above, Director (Projects) of the company is authorised to implement/ oversee and take decision on sustainability related issues.

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Half Yearly								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of Senior Management Officials									Half Yearly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, Sustainability Actions Private Limited The company is also subjected to Statutory audit, Secretarial audit, C&AG audit, Quality audit, ISO certification assessment, from independent auditors which cover various ESG parameters/aspects.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	N.A.[3]	NA[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]
It is planned to be done in the next financial year (Yes/No)	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]
Any other reason (please specify)	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]	N.A.[3]

SECTION C: MANAGEMENT AND PROCESS DISCLOSURES

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

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	All	55.55
Key Managerial Personnel	4	All	60.00
Employees other than BoD and KMPs	401	All	86.17
Workers	N.A.[4]	N.A.[4]	N.A.[4]

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

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	N.A.[5]	N.A.[5]
Settlement	Nil	Nil	Nil	N.A.[5]	N.A.[5]
Compounding fee	Nil	Nil	Nil	N.A.[5]	N.A.[5]

[3]Not applicable, as the Company has policies covering all the nine NGRBC Principles. Accordingly, the reasons for non-coverage of any Principle are not applicable.

[4]Not applicable, as RITES does not employ workers as defined under the BRSR framework. All personnel engaged by the Company are reported under the employee category; accordingly, disclosures relating to workers are not applicable.

[5]Not applicable, as there were no cases of penalty, settlement or compounding fee during the reporting period requiring disclosure of case details or appeal status.

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	N.A.[5]	N.A.[5]
Punishment	Nil	Nil	N.A.[5]	N.A.[5]

During the Financial year under review the NSE and BSE have levied fine of ₹ 25,46,440/- for non-compliance of Regulations 17 (1)(a), First Proviso to Reg 17(1)(a), 17(1)(b), 17(1E), 18(1)(a), 18(1)(b), 18(1)(d), 18(2)(b), 19(1)(b), 19(1)(c), 19(2), 19(2A), 20(2A), 21(2) of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015. ("Listing Regulations"). RITES being a Government Company, the power to appoint directors, including independent directors, lies with the Ministry of Railways (MOR). Accordingly, RITES has been in constant communication with the MOR requesting the appointment of the requisite number of independent directors so as to ensure compliance with Corporate Governance norms.

A waiver application for penalties imposed has been filed with the NSE & BSE.

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
N.A.[6]	N.A.[6]

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

Yes, https://www.rites.com/Upload/MediaGallery/PDF/3/Anti_Bribery_and_Anti_Corruption_Policy_pdf-2023-Jun-23-16-59-47.pdf

https://www.rites.com/Upload/MediaGallery/PDF/3/Whistle_Blower_pdf-2026-Feb-23-17-9-21.pdf

The policy, as available on the Company's website, inter alia, provides for:

- Zero tolerance towards bribery and corruption;
- Prohibition on offering, giving, soliciting, or accepting bribes or any undue advantage;
- Applicability to employees, Directors, and business associates;
- Mechanisms for reporting violations and disciplinary action

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	N.A.[4]	N.A.[4]

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.[7]	Nil	N.A.[7]
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	Nil	N.A.[7]	Nil	N.A.[7]

[6]Not applicable, as there were no reportable cases requiring disclosure of appeal or revision details under this question.

[7]Not applicable, as no complaints were received during the reporting period; hence, no remarks are applicable.

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

There were no fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Hence, there is no corrective action. The Company ensures that necessary policies, processes, systems and monitoring mechanism are in place to ensure compliances. The policies are regularly reviewed to update them with best industry practices. The implementation of these policies is ensured through regular training, communication and awareness building sessions. As part of the risk assessment methodology, all activities/ processes are regularly assessed for risks related to corruption, environment, and social aspects.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	91 days	116 days

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	N.A.[8]	N.A.[8]
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.[8]	N.A.[8]
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	N.A.[9]	N.A.[9]
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers /distributor	N.A.[9]	N.A.[9]
Share of RPTs In	a. Purchases (Purchases with related parties /Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales	0.65%	0.73%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	99.96%	84.78%

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
4	All	100%#

#Includes only the upstream value chain partners

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

Yes, The Company has a Code of Conduct for Board Members and Senior Management Personnel. The policy is placed on the Company's website. https://www.rites.com/Upload/upload/misc/Balancesheet/CODE-OF-CONDUCT-Policy.pdf

Further, all the board members provide directorship disclosures for the entities in which they are directors/ interested (MBP-1) at the first meeting of the Board in every financial year; or whenever there is any change in the disclosures already made, then at the first meeting held after such change.

[8]Not applicable, as the Company does not undertake purchases through trading houses in the ordinary course of its business.

[9]Not applicable, as the Company does not undertake sales through dealers or distributors in the ordinary course of its business.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	100%	N.A.[10]
Capex	Nil	Nil	N.A.[10]

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

   Yes, The Company ensures that sourcing is from suppliers who are compliant with social and environmental standards. This is ensured by incorporating relevant conditions in tender/contract documents and sustainable sourcing Program/Methodology as defined in the tender document procedure. Further details are available at :- https://www.rites.com/Upload/MediaGallery/PDF/3/RITES_GCC_for_Works,_February_2023_pdf-2023-Feb-25-11-14-35.pdf, https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf

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

   100% of inputs are sourced sustainably for project activities.

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.

   Not applicable, the company is not a producer of any product and is engaged in design, engineering consultancy and project management for the integrated solutions in transport and infrastructure development. Plastic waste, e-waste and hazardous waste generated at the office premises is disposed through authorised recyclers.

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, the company is not a producer of any product and is engaged in design, engineering consultancy and project management for the integrated solutions in Transport and infrastructure development.

   So, Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

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?

   Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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.

   Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

[10]Not applicable, as no R&D and capital expenditure (capex) investments were made in specific technologies to improve the environmental and social impacts of product and processes

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).

   Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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:

   Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

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

   Not applicable, Since RITES is primarily engaged in design, engineering consultancy and project management for integrated solutions in transport and infrastructure development.

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1583	1583	100	1583	100	N.A.[11]	N.A.[11]	1583	100	1583	100
Female	182	182	100	182	100	182	100	N.A.[12]	N.A.[12]	182	100
Total	**1765**	**1765**	**100**	**1765**	**100**	**182**	**100**	**1583**	**100**	**1765**	**100**
Other than Permanent employees											
Male	1218	1218	100	1218	100	N.A.[11]	N.A.[11]	1218	100	1218	100
Female	52	52	100	52	100	52	100	N.A.[12]	N.A.[12]	52	100
Total	**1270**	**1270**	**100**	**1270**	**100**	**52**	**100**	**1218**	**100**	**1270**	**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	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Female	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Total	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**
Other than Permanent workers											
Male	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Female	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Total	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**

[11]Not applicable, as Maternity Benefits are applicable only to female employees.

[12]Not applicable, as Paternity Benefits are applicable only to male employees.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	1.16%	1.36%

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

Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	N.A.[4]	Y	100%	N.A.[4]	Y
Gratuity	100%	N.A.[4]	Y	100%	N.A.[4]	Y
NPS	100%*	N.A.[4]	Y	100%*	N.A.[4]	Y
PRMS (Post-Retirement Medical Scheme)	100%*	N.A.[4]	Y	100%*	N.A.[4]	Y
Others-please specify	-	-	-	-	-	-

*To all eligible employees

3. Accessibility of workplaces

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

Yes, the premises and offices owned by the entity are designed to be accessible to differently abled employees in compliance with the requirements set forth by the Rights of Persons with Disabilities Act, 2016. Accessibility features have been implemented throughout our facilities, including ramps at entrances, wide doorways to accommodate wheelchairs, and intuitive signage to assist navigation. We recognize the importance of creating an inclusive work environment that supports all employees, including those with disabilities. Our commitment to accessibility not only aligns with legal requirements but also reflects our dedication to diversity and inclusion within the workplace.

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

Yes, https://www.rites.com/Upload/MediaGallery/PDF/3/Policy_5_pdf-2026-Aug-20-12-28-58.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%	N.A.[4]	N.A.[4]
Female	100%	100%	N.A.[4]	N.A.[4]
Total	**100%**	**100%**	**N.A.[4]**	**N.A.[4]**

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	N.A.[4]
Other than Permanent Workers	N.A.[4]
Permanent Employees	Yes
Other than Permanent Employees	Yes

The Company has constituted a forum known as **CONCERT (Consultative Council for Enhancement of Rapport and Teamwork),** which actively involves employees in the decision-making process on key issues such as service conditions and other important organizational matters.

In addition, the management has constituted two committees for serving and retired employees of RITES, namely '**Samvedna'** and **'Aabhar',** to address employee grievances.

Further, an online grievance redressal mechanism has been established to facilitate the lodging and resolution of complaints of all types in a transparent and efficient manner.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1765	1104	62.55	1755	1120	63.81
- Male	1583	984	62.16	1576	994	63.07
- Female	182	120	65.93	179	126	70.39
Total Permanent Workers	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
- Male	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
- Female	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2801	1240	44.27	2385	85.15	1576	987	62.63	667	42.32
Female	234	143	61.11	212	90.60	179	103	57.54	62	34.64
Total	**3035**	**1383**	**45.57**	**2597**	**85.57**	**1755**	**1090**	**62.11**	**729**	**41.54**
Workers										
Male	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Female	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Total	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**

Note: The disclosure for FY 2024-25 was limited to permanent employees, whereas the FY 2025-26 disclosure covers all employees. Accordingly, the figures for the two years are not directly comparable.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2801	2801	100%	1576	1576	100%
Female	234	234	100%	179	179	100%
Total	**3035**	**3035**	**100%**	**1755**	**1755**	**100%**
Workers						
Male	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Female	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Total	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**

Note: The disclosure for FY 2024-25 was limited to permanent employees, whereas the FY 2025-26 disclosure covers all employees. Accordingly, the figures for the two years are not directly comparable.

Performance Management System in RITES is carried out through online PMS tool using Employee Self Service (ESS). The robust and transparent system captures performance data of all regular employees across levels and facilitates timely completion of filling of APARs using system checks.

10. Health and safety management system:

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

Yes, RITES has implemented an Occupational Health and Safety (OHS) Management System to ensure the health, safety, and well-being of its employees. To facilitate access to quality healthcare, the Company has obtained a Group Medical Insurance Policy covering indoor medical treatment for employees and their dependent family members.

In addition, periodic health check-ups are conducted for all eligible employees as per RITES' policy to promote preventive healthcare and early detection of health issues. During the year, awareness sessions on critical health concerns such as Cancer and Tuberculosis were organized. Various programmes focusing on physical and mental well-being were also conducted to encourage a healthy lifestyle and enhance employee wellness.

Further, the Company provides reimbursement of expenses incurred on Outpatient Department (OPD) treatment, thereby extending comprehensive healthcare support beyond hospitalization and statutory requirements.

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

The most common work-related hazards identified by the Company include occupational stress, fatigue, workplace violence and harassment, road traffic accidents, electric shocks, fire incidents, slips, trips, and falls. These risks are systematically identified and assessed through regular workplace inspections, safety audits, monitoring mechanisms, and feedback from employees, vendors, and contractors.

For high-risk and critical activities, such as girder launching, railway electrification works, and other specialized infrastructure projects, focused risk assessments are undertaken to identify potential hazards and implement appropriate preventive and mitigation measures. The Company places special emphasis on ensuring compliance with safety protocols, conducting periodic safety reviews, and providing necessary training and supervision to minimize occupational risks and maintain a safe working environment.

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

Yes, the majority of the Company's operations are carried out at client sites. As a prerequisite for the execution of work, potential occupational health and safety hazards associated with the work environment are identified, assessed, and communicated to all relevant stakeholders. These hazards are managed and mitigated through established safety processes and control measures implemented jointly by the client, vendors/contractors, and RITES.

The Company works in close coordination with clients and project partners to ensure compliance with applicable health and safety requirements, conduct risk assessments, implement preventive measures, and monitor workplace conditions. This collaborative approach helps minimize risks and promotes a safe working environment for all personnel involved in project execution.

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

Yes, the Company provides a range of healthcare benefits to support the well-being of its employees. These include personal healthcare facilities such as regular medical check-ups, reimbursement of medical treatment expenses, and the availability of medical practitioners at office premises.

In addition, the Company regularly organizes free medical camps for employees, covering various aspects of preventive and wellness healthcare. These initiatives reflect the Company's commitment to promoting employee health, ensuring timely medical support, and fostering a healthy and productive work environment.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	N.A.[4]	N.A.[4]
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	N.A.[4]	N.A.[4]
No. of fatalities	Employees	Nil*	Nil*
	Workers	N.A.[4]	N.A.[4]
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	N.A.[4]	N.A.[4]

*There were no work-related fatalities in FY 2025-26 and FY 2024-25.

12. Describe the measures taken by the entity to ensure a safe and healthy work place. At RITES, the health, safety, and well-being of employees are of paramount importance. The Company remains committed to fostering a healthy work environment for its employees, associated personnel, and the community at large. To ensure access to quality healthcare services, RITES has empaneled a number of hospitals across India, and the list is reviewed periodically to further enhance and expand healthcare benefits.

RITES regularly organizes various health and wellness initiatives throughout the year, including Health Camps and talks, Yoga and Meditation Camps, Dental Check-up Camps, Gynecology Camps, and other preventive healthcare programs aimed at promoting employee well-being.

In addition to statutory benefits, the Company provides several enhanced healthcare facilities, such as regular medical check-ups, reimbursement of OPD medical expenses—including expenses related to prolonged treatment and dental care—and the availability of

medical practitioners at the RITES office campus both at Shikhar and Srijan. To ensure prompt medical assistance in emergencies, first-aid kits are maintained at workplaces for immediate care until comprehensive medical treatment can be arranged.

The Company also promotes employee welfare by providing adequate sanitation facilities, safe drinking water, and maintaining high standards of workplace hygiene. Additional employee-friendly initiatives include the provision of a crèche facility for working parents, a gymnasium to support the overall health, fitness, and well-being of employees, and a dedicated recreation room, "**Ulhas**," which provides employees with a space for relaxation, engagement, and rejuvenation.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	N.A.[13]	Nil	Nil	N.A.[13]
Health & Safety	Nil	Nil	N.A.[13]	Nil	Nil	N.A.[13]

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	An internal committee has assessed the health and safety practices and working conditions at office premises
Working Conditions	

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

Company undertakes construction supervision activities at project/ client site. Corrective actions on health and safety working conditions are governed by contract provisions. Compliance for the same is assessed by designated project engineer/ incharge.

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, RITES provides Life Insurance of varying amounts to employees. Also ex gratia is paid to family in case of death of regular employees while in service as per company norms.

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

Relevant provisions are incorporated in standard tender document. Compliance by vendors are verified/ ensured as part of project management and work certifying procedures.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]

[13]Not applicable, as no complaints relating to working conditions or health & safety were received during the reporting period; accordingly, no remarks are required.

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, suitable training and development programs are imparted to all employees throughout their career to ensure their continued employability. Such trainings are also provided to employees before/at the ending of their career period.

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% on project site
Working Conditions	100% on project site

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.

There were no significant risks / concerns arising from the assessments. Company undertakes construction supervision activities at project/ client site. Corrective actions on health and safety working conditions are governed by contract provisions. Compliance for the same is assessed by designated project engineer/ incharge.

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

Essential Indicators

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

RITES has a wide range of stakeholders to effectively recognize their requirements and expectations. Based on its experience, the management of the company through its various activities identify the entities who are affected by our activity or entities affecting our business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes /No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, email, social media, press release	Annual, Quarterly, Regular	Providing guidance on future prospects of the company and Understanding Shareholders expectations
Investors and Analysts	No	Investor Meet, Analyst Meet, email, Exhibitions, social media, press release	Annual, Quarterly, Regular	Engagement with investors to brief on financial performance of the company and clarifying on their observations, providing guidance to the investors during the meeting
Customers/ Clients	No	Personal Meetings and virtual communications, social media, email, website, SMS, Advertisement, Exhibitions, press release	Continuous	Understanding client requirement and feedback and creating awareness about varied service profiles/ segments

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes /No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	ESS Portal, Management Communication, Periodic employees meet, email, Video Conferences, one-on-one counselling, social media, press release	Continuous	Employee engagement, Career Management, Employee feedbacks, suggestions, reviews and grievance redressal
Vendor/ Contractor	Yes	Vendor Meet, email, calls, vendor events, social media, press release	Continuous	Feedback, suggestions, reviews, grievance redressal, knowledge upgradations regarding sustainable sourcing.
Communities	Yes	CSR activities, social media, Site visits, press release	Continuous	Sustainable Development
Regulators	No	Filings, Conferences, Seminars, Surveys, Website, social media	Continuous	Ensure Compliance and providing inputs for policy development to various authorities

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.

   RITES endeavours to understand the stakeholder expectations through a structured engagement process and communication strategy and leverages this understanding for their betterment.

   Meetings/interactions are held on regular basis with regulators, shareholders, media. Corporate financial and business plans/initiatives are shared as per company norms.

   Regular interaction is also made with employees/families on various occasions such as company's annual day/ festival celebrations, sports activities, get together at PUs/project sites, medical health camps, recognition/award to their children for excellence in academics, superannuation of employees etc.

   Interaction with communities and civil society is made under various CSR initiatives and during project initiation & during survey/study under rehabilitation program etc.

   Interaction is made with value chain partners/customers as part of the regular project meetings, client meets, discussion on project report/ presentations etc.

   Salient points during such interactions are brought to the notice of Board through Policy changes/ discussions, etc.

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, based on the inputs provided by stakeholders in meetings and various forums, Social policies are being framed and reviewed on its merits by the company from time to time.

   Interactions with stakeholders also cover Consultation for ES (Environment and Social) matters. Their suggestions on these issues are incorporated in various corporate policies, programmes, strategy etc. on its merits.

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

   RITES frequently engages with vulnerable and marginalized stakeholder groups. The company also endeavours to focus on aspirational districts for its CSR initiatives.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
Employees						
Permanent	1765	1093	61.93	1755	126	7.18
Other permanent than	1270	82	6.46	959	47	4.9
Total Employees	**3035**	**1175**	**38.71**	**2714**	**173**	**6.37**
Workers						
Permanent	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Other permanent than	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Total Workers	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**	**N.A.[4]**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1765	Nil	N.A.	1765	100	1755	Nil	N.A.	1755	100
Male	1583	Nil	N.A.	1583	100	1576	Nil	N.A.	1576	100
Female	182	Nil	N.A.	182	100	179	Nil	N.A.	179	100
Other Permanent than	1270	Nil	N.A.	1270	100	959	Nil	N.A.	959	100
Male	1218	Nil	N.A.	1218	100	910	Nil	N.A.	910	100
Female	52	Nil	N.A.	52	100	49	Nil	N.A.	49	100
Workers										
Permanent	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Male	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Female	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Other Permanent than	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Male	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]
Female	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	₹ 76,83,338	-	N.A.
Key Managerial Personnel	5	₹74,70,370	-	N.A.
Employees other than BoD and KMP	2796	₹12,75,444	234	₹14,226,97
Workers	N.A.[4]	N.A.[4]	N.A.[4]	N.A.[4]

Notes:

1) In FY2024-25, comparable median remuneration for employees other than BoD & KMP for 2348 male and 223 female employees were ₹15,50,789 and ₹15,81,533 respectively.
2) Directors/KMPs to whom remuneration has been given only for part of the year have not been considered for computing Median Remuneration.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to Female employees as % of total wages	8.49%	8.72%

Note: The disclosure for FY 2024-25 has been recomputed to cover all employees.

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, all the issues related to Human Rights are addressed to Chief People Officer.

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

All the grievances related to human rights can be lodged at https://www.rites.com/GrievanceComplaints

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	N.A.[14]	Nil	Nil	N.A.[14]
Discrimination at workplace	Nil	Nil	N.A.[14]	Nil	Nil	N.A.[14]
Child Labour	Nil	Nil	N.A.[14]	Nil	Nil	N.A.[14]
Forced Labour/ Involuntary Labour	Nil	Nil	N.A.[14]	Nil	Nil	N.A.[14]
Wages	Nil	Nil	N.A.[14]	Nil	Nil	N.A.[14]
Other human rights related issues	Nil	Nil	N.A.[14]	Nil	Nil	N.A.[14]

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

All the complainants reporting discrimination and harassment issues are reassured that any retaliation will be dealt with sensitively and will be subject to disciplinary action. Complaint mechanism is confidential to avoid any adverse impact or retaliation towards the complainant.

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

Yes

[14]Not applicable, as no complaints relating to sexual harassment, discrimination, child labour, forced labour/involuntary labour, wages or other human rights issues were received during the reporting period; accordingly, no remarks are required.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	RITES internally monitors all its offices for assessments pertaining to these issues.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no significant risks/concerns arising from human rights assessment.

Leadership Indicators

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

The business processes are primarily designed in compliance of government guidelines/directives which address all human rights issues.

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

Company encourages its employees/ vendors/ value chain partners to report any violation of human rights. Awareness programs are also held to disseminate information on human rights aspects. Scope and coverage of human rights due diligence is as per the extant guidelines issued by government from time to time.

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

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	The contractual provisions facilitate assessment of value chain partners on these parameters.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
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

There were no significant risks/concerns arising from human rights assessment.

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

Essential Indicators

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From Renewable Sources		
Total electricity consumption **(A)**	451.45 GJ	140.00 GJ
Total fuel consumption **(B)**	-	-
Energy consumption through other sources **(C)**	-	-
Total energy consumed from Renewable sources **(A+B+C)**	451.45 GJ	140.00 GJ
From Non-Renewable Sources		
Total electricity consumption **(D)**	13921.30 GJ	12949.14 GJ
Total fuel consumption **(E)**	1793.56 GJ	3309.80 GJ
Energy consumption through other sources **(F)**	-	-
Total energy consumed from Non-renewable sources (D+E+F)	**15714.86 GJ**	**16258.95 GJ**
Total energy consumed (A+B+C+D+E+F)	**16166.31 GJ**	**16398.90 GJ**
Energy intensity per rupee of turnover (Total energy consumed / Turnover)	7.14 Gj/₹Cr.	7.95 Gj/ ₹Cr.
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Turnover adjusted for PPP)	14.51 GJ/million $	16.43 GJ/million $
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The energy intensity data for the FY 2024-25 has been restated attributing to a modification in the methodology used for data collection and analysis and to confirm with SEBI Circular Dt. Dec 20, 2024 (industry Standards Note on BRSR Core). This change reflects a shift towards more accurate and comprehensive measurement practices, ensuring that the data we utilize is both reliable and relevant.

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

Yes, Sustainability Actions Private Limited

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

No

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground water	-	-
(iii) Third party water	26,181 KL	22,527 KL
(iv) Sea water / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,181 KL	22,527 KL
Total volume of water consumption (in kilolitres)	5236 KL	4505 KL
Water intensity per rupee of turnover (Water consumed / turnover)	2.31 KL/₹Cr.	2.19 KL/₹Cr.
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Turnover adjusted for PPP)	4.70 KL/million $	4.51 KL/million $
Water intensity in terms of physical output		-
Water intensity (optional) – the relevant metric may be selected by the entity		-

Note: The water intensity and water consumption data for the FY 2024-25 has been restated attributing to a modification in the methodology used for data collection and analysis. This change reflects a shift towards more accurate and comprehensive measurement practices, ensuring that the data we utilize is both reliable and relevant.

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

Yes, Sustainability Actions Private Limited

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment (Environmental water quality)		
(iii) To 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 – (Primary and Secondary)	20945 KL	18,022 KL
Total water discharged (in kilolitres)	**20945 KL**	**18,022 KL**

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

Yes, Sustainability Actions Private Limited

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

No, However, RITES is using treated water from Sewerage Treatment Plant (STP) for horticulture, flush tanks and working towards Zero Liquid Discharge by implementing latest trend.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	kg	43.36	122.91
Sox	kg	4.60	9.31
Particulate matter (PM)	kg	5.91	19.08
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please Specify	-	-	-

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

Yes, Sustainability Actions Private Limited

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	125.48	230.26
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2745.59	2615.00
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emission / Turnover)		1.27 $MTCO_2e$/₹Cr.	1.38 $MTCO_2e$/₹Cr.
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 / Turnover adjusted for PPP)		2.58 $MTCO_2e$/ million $	2.85 $MTCO_2e$/ million $
Total Scope 1 and Scope 2 emission intensity in terms of physical output		N.A.[15]	N.A.[15]
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The scope 1 and scope 2 intensity data for the FY 2024-25 has been restated attributing to a modification in the methodology used for data collection and analysis. This change reflects a shift towards more accurate and comprehensive measurement practices, ensuring that the data we utilize is both reliable and relevant.

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

Yes, Sustainability Actions Private Limited has conducted reasonable assurance for BRSR Core matrices.

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

Yes, RITES has undertaken a few initiatives like setting-up of Solar Power Plants, Wind Power Plants and implementation of energy-efficiency measures besides suggesting/undertaking various energy conservation measures through energy efficiency studies and their implementation for various Clients, RITES Offices & various Zonal Railways in the country. All these steps have resulted into the conservation of energy to RITES as well as its clients through saving in electricity consumptions besides reduction in their carbon emissions. Further, REMC Limited (subsidiary company of RITES), has been actively working towards achieving the Net Zero Carbon Emission Goal of Indian Railways by 2030 in harnessing green energy through non-fossil fuel sources - renewable energy resources (mainly Solar & Wind).

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	-	-
E-waste **(B)**	3.85 MT	2.90 MT
Bio-medical waste **(C)**		-
Construction and demolition waste **(D)**		-
Battery waste **(E)**	0.08 MT	0.21 MT
Radioactive waste **(F)**		-
Other Hazardous waste. Please specify, if any. **(G)**		-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	6.81 MT	0.35 MT
Total (A+B + C + D + E + F + G + H)	**10.74 MT**	**3.46 MT**
Waste intensity per rupee of turnover (Total waste generated/Turnover)	0.0047 MT/₹Cr.	0.0017 MT/₹Cr.
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Turnover adjusted for PPP)	0.0096 MT/million $	0.0035 MT/million $
Waste intensity in terms of physical output		
Waste intensity (optional) The relevant metric may be selected by the entity		

[15]Not applicable, as the Company is primarily engaged in consultancy, engineering and project management services and does not have any physical production output. Accordingly, emission intensity in terms of physical output is not applicable.

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
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	9.12MT	3.46MT
(ii) Re-used		
(iii) Other recovery operations		
Total	**9.12MT**	**3.46MT**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations	1.62MT	
Total	**1.62MT**	

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

Yes, Sustainability Actions Private Limited

Note: The increase in Non-hazardous waste generated during the FY 2025-26 is primarily attributable to comprehensive inclusions.

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

RITES being a consultancy organization, there is no major waste generation in the business process. E-waste/ scarp are disposed through authorized /registered re-cycle vendors. RITES does not use hazardous and toxic chemicals in day to day use. RITES is also providing project management consultant (PMC) services in the area of waste management.

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: No

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.
	N.A.[16]	N.A.[16]	N.A.[16]

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
N.A.[17]	N.A.[17]	N.A.[17]	N.A.[17]	N.A.[17]	N.A.[17]

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: Yes, the entity is compliant with the applicable environmental laws and regulations in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and the associated rules.

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
	N.A.[18]	N.A.[18]	N.A.[18]	N.A.[18]

[16]Not applicable, as the Company does not have any operations or offices located in or around ecologically sensitive areas where environmental approvals or clearances are required.

[17]Not applicable – we have no EIA notification. RITES undertakes EIA studies for various projects of its clients. However, need based Environmental impact assessments are done for various infrastructure projects undertaken by company for itself

[18]Not applicable, as the Company is compliant with the applicable environmental laws, regulations and guidelines during the reporting period; accordingly, there were no instances of non-compliance requiring disclosure.

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

   (ii) Nature of operations

   (iii) Water withdrawal, consumption and discharge

   N.A. [19]

2. Please provide details of total Scope 3 emissions & its intensity.

   The Company is currently in the process of developing a system for the computation and reporting of Scope 3 emissions and their intensity.

3. With respect to the ecologically sensitive areas reported at 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.

   N.A.[20]

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Usage of renewable energy	Operationalization of 130KWp solar panels on rooftop at the RITES' office building in Kolkata. RITES already has solar panels installed at its offices in Gurugram (Shikhar & Srijan) and Rest House at Gurugram. RITES through its subsidiary company REMC Limited owns a wind power plants of 26 MW in Rajasthan.	Reduced impact due to emissions
2.	Round the Clock (RTC) renewable energy	REMC Limited (Subsidairy of RITES) has tied-up of 2,600 MW of renewable energy for Indian Railways under innovative RTC mode, ensuring uninterrupted 24x7 green power supply, making it one of the first in the country to adopt such a model.	Increased usage of renewable energy, resulting in improved resource efficiency
3.	Usage of environment friendly energy resource for mass transportation of goods and passengers	RITES (through its subsidiary REMC Limited), has been actively working towards achieving the Net Zero Carbon Emission Goal of Indian Railways by 2030 by harnessing green energy through non fossil fuel energy resources.	Reduction in GHG emissions

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

   Yes, The plan is a comprehensive framework designed to mitigate and effectively respond to various emergencies and disasters that may occur and aim to safeguard the lives of employees, protect company assets, and ensure the business continuity in the face of adverse situations.

   For business continuity and security of data, RITES has also implemented/maintained Disaster Recovery site. RITES adheres to Information Security Management System (ISMS) standard in accordance with the requirements specified by ISO 27001:2013 standard.

   Risk assessment is done to identify potential hazards such as fires, natural disasters, chemical spills, medical emergencies, or security breaches. Based on the evaluation, the plan outlines specific response protocols https://www.rites.com/Upload/MediaGallery/PDF/3/Policy_Framework_on_Cyber_Security_pdf-2023-Jun-23-17-3-9.pdf

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

   Nil. No significant adverse impact was made to the environment.

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

   100% at project sites

8. How many Green Credits have been generated or procured:
   a. By the listed entity
   b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

   The Company has not generated or procured any Green Credits during the reporting period.

   The Company is currently in the process of developing a system for the collation and assessment of data relating to Green Credits generated or procured by its value chain partners.

[19]Not applicable, as the Company does not own or operate any manufacturing facilities or plants located in water-stressed areas.

[20]Not applicable, as the Company does not have any operations or offices located in or around ecologically sensitive areas; accordingly, there are no significant impacts on biodiversity requiring disclosure.

PRINCIPLE 7

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

Essential Indicators

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

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industries (CII)	National
3	TIC Council	International
4	Engineering Export Promotion Council (EEPC), Ministry of Commerce, Govt. of India	National
5	Consulting Engineers Association of India (CEAI)	National
6	ICC India (ICC)	National
7	Institute of Directors	National
8	Institute of Permanent Way Engineers (IPWE)	National
9	Indian Institute of Bridge Engineers	National
10	Project Management Association	National

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

Name of authority	Brief of the case	Corrective action taken
There has been no anti-competitive conduct by the company and there are no adverse orders received from any regulators in this regard.		

Not Applicable[21]

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- please specify)	Web Link, if available
N.A.[22]	Nil	N.A.[22]	N.A.[22]	N.A.[22]	N.A.[22]

RITES' contribution in these matters is by means of advisory to its clients for public policies i.e. through projects awarded by regulated authority and inputs provided for policy framework to various regulatory authorities

[21]Not applicable, as there were no instances of anti-competitive conduct or adverse orders from any regulatory authority during the reporting period; accordingly, no corrective action was required.

[22]Not applicable, as the Company did not advocate any public policy positions during the reporting period; accordingly, the related disclosures are not applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and bried details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Nil	N.A.[23]	N.A.[23]	N.A.[23]	N.A.[23]	N.A.[23]

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

   As part of our consultancy services to various clients for development of infrastructure projects, RITES provides plans for Rehabilitation and Resettlement (R&R) for affected families/ communities, if any.

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

   Public grievances are handled through CPGRAM PG Portal and CPGRAM Appeal Portal.

   Further, complaints can also be made at the RITES website:

   https://www.rites.com/Complaint

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

   As a consultancy organization operating in the design, engineering, and project management sectors for transport and infrastructure, RITES does not heavily rely on sourcing raw input materials.

   However, we prioritize sourcing from MSMEs and local suppliers in accordance with government guidelines. Additionally, we encourage our subcontractors and subsuppliers to do the same through provisions in our tender documents and contracts. Our Preferential Procurement Policy further supports this initiative. The policy can be accessed from : https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	33.76%#	29.61%#
Directly from within India	100%	100%

#Includes percentage of inputs directly sourced from MSEs : 32.66% & 26.78% respectively for FY 2025-26 and FY 2024-25

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	1.24%	1.15%
Semi-urban	0.85%	1.18%
Urban	37.56%	36.87%
Metropolitan	60.36%	60.79%

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

Note: The disclosure for FY 2024-25 has been restated attributing to modification in methodology used for data classification for better presentation in alignment with RBI Classification system.

[23]Not applicable – we have no SIA notification. RITES undertakes SIA studies for various projects of its clients. However, need based social impact assessments are done for various infrastructure projects undertaken by company for itself.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable[24]	Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR) (₹ Lacs) (including 5% Admin Overheads)
1.	Assam	Barpeta	14.96
2.	Haryana	Nuh	90.99
		Total	**105.95**

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)
Yes, https://www.rites.com/Upload/MediaGallery/PDF/3/Preferential_procurement_policy_framework_pdf-2023-Jun-23-17-3-48.pdf

(b) From which marginalized /vulnerable groups do you procure?
Being a CPSE, the company follows the extant government guidelines for procurement from marginalized/vulnerable groups.

(c) What percentage of total procurement (by value) does it constitute?
33.76%

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

RITES handles design projects/works on behalf of its clients for various engineering disciplines.

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.

No adverse order has been passed against the company.

6. Details of beneficiaries of CSR Projects:

Company conducts CSR in the areas of eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation, making available safe drinking water, promoting education, promoting gender equality, empowering women, setting up homes and hostels for women and orphans, nursing environmental sustainability, ecological balance for the benefit of public at large. (For more details including beneficiaries refer Annexure- II of Board's Report.)

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Financial support for running "Jan Arogyam" Community Healthcare Programme in Khora, District Ghaziabad, Uttar Pradesh for a period of 6 months from April '25 to September '25	7,000	100
2	Financial support for running "Jan Arogayam" Community Healthcare Programme in Village Chhapera, District Nuh, Haryana for a period of 6 months from April '25 to September '25	8,000	100

[24]Not applicable, as no negative social impacts requiring corrective action were identified through the Social Impact Assessment during the reporting period.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3	Financial support for running "Jan Arogayam" Community Healthcare Programme in Village Hilalpur, District Nuh, Haryana for a period of 6 months from April '25 to September '25	12,000	100
4	Financial assistance for running a Health Clinic in District Nuh, Haryana	1,000	100
5	Financial assistance for running of Health Camps in District Tumkuru, Karnataka	2,000	100
6	Financial assistance for conducting mega health camps in various Aspirational districts of Uttar Pradesh	3,000	100
7	Financial assistance for Community Health Check-up and Preventive Care Camps in Barpeta District, Assam	2,000	100

PRINCIPLE 9

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

Essential Indicators

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

   Any concerns related to the products/ services by any of our consumers are registered, reviewed and resolved through concerned desk and monitored for satisfactory redressal through CPGRAM PG Portal, CPGRAM Appeal Portal and through email. An MIS is also generated for records and corrective action, if any. The Company interacts on regular basis with its B2B customers with respect to timely delivery of quality parameters within the project milestones. A grievance redressal policy is already in place and can be accessed from :

   https://www.rites.com/Upload/MediaGallery/PDF/3/Grievance_Redressal_Policy_pdf-2023-Jun-23-17-1-33.pdf

   As per standard practices followed by the company, a Project Coordinator is assigned in each process for addressing all consumer related issues.

   As part of ISO, client feedback is also assessed for delivery of satisfactory services.

   https://ritesinsp.com/RBS/Client_Feedback_Form.aspx

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

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

*100% of applicable products and services

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	N.A.[25]	N.A.[25]	Nil	N.A.[25]	N.A.[25]
Advertising	Nil	N.A.[25]	N.A.[25]	Nil	N.A.[25]	N.A.[25]
Cyber-security	Nil	N.A.[25]	N.A.[25]	Nil	N.A.[25]	N.A.[25]
Delivery of essential Services	N.A.[26]	N.A.[26]	N.A.[26]	N.A.[26]	N.A.[26]	N.A.[26]
Restrictive Trade Practices	Nil	N.A.[25]	N.A.[25]	Nil	N.A.[25]	N.A.[25]
Unfair Trade Practices	Nil	N.A.[25]	N.A.[25]	Nil	N.A.[25]	N.A.[25]
Other	Nil	N.A.[25]	N.A.[25]	Nil	N.A.[25]	N.A.[25]

[25]Not applicable, as no complaints were received during the reporting period; accordingly, no remarks are required.

[26]Not applicable, as the Company is not engaged in the provision of essential services for the purpose of this disclosure.

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

	Number	Reasons for recall
Voluntary recalls	Nil	N.A.[27]
Forced recalls	Nil	N.A.[27]

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
Yes
https://www.rites.com/Upload/MediaGallery/PDF/3/Policy_Framework_on_Cyber_Security_pdf-2023-Jun-23-17-3-9.pdf
https://www.rites.com/Public/Theme1/assets/pdf/Rites_ISMS_Manual.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.
No such incident warranting corrective action occurred during the financial year.

7. Provide the following information relating to data breaches:
   a. Number of instances of data breaches: Nil
   b. Percentage of data breaches involving personally identifiable information of customers : Nil
   c. Impact, if any, of the data breaches: N.A.[28]

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
   https://www.rites.com/
   www.facebook.com/officialritesltd
   https://x.com/RITESLIMITED
   https://www.instagram.com/accounts/login/?next=/ritesltdindia/
   https://www.linkedin.com/in/rites-ltd-990ab4155/

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

   RITES provides services to their clients who in turn provide services to end consumers. The reports/ output provided by RITES covers aspects to educate clients as well as end users for safe and responsible usage. RITES provides detailed user manual covering safety aspects to educate client as well as users.

   Our consultancy reports also cover safety aspects, as RITES does not have any major products and/or services that can entail safety issues or usage abuse. However, for our product, rolling stock, spares etc. we provide a manual having detailed hand holding training to educate the consumers about safe and responsible usage.

[27]Not applicable, as no product recalls were undertaken during the reporting period; accordingly, no reasons for recall are required to be disclosed.

[28]Not applicable, as no instances of data breaches were reported during the reporting period; accordingly, there was no impact requiring disclosure.

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

   Since RITES is engaged in design, engineering consultancy and project management for the transport and infrastructure sector, the company is not directly engaged in provision of essential services. However, as part of our PMC services for commissioning of infrastructure projects of our clients, disruption of services is managed and minimized through meticulous planning.

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

   Yes, the company is not a producer of any product and is engaged in design, engineering consultancy and project management for the integrated solutions in transport and Infrastructure development. However, the only product of the company supplied is rolling stock and spares etc, which displays elaborate information for its safe operation and usage.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

   Yes, as a part of quality management system, regular feedback from clients is taken on various parameters and the clients satisfaction index is measured and reviewed by top level management and discussed during the corporate management review for corrective action, if any. For the Financial Year 2025-26, the average Customer Satisfaction Index (CSI) is calculated as 97.48%.

Note- As per the communications of the stock exchanges, the XBRL filing of BRSR is presented alongwith the Annual Report. Some answers in the XBRL filing will be zero/No/100% in place of NA/ Blank in this report to maintain the intent of this report.