24th August, 2026

National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex
Bandra (E), Mumbai – 400051
Symbol – TEXRAIL

BSE Limited
P. J. Towers,
Dalal Street,
Mumbai – 400001
Scrip Code – 533326

Subject: Business Responsibility and Sustainability Report for the FY 2025-26

Dear Sirs,

In continuation to our letter dated 24th August, 2026 submitting Annual Report of the Company for the Financial Year 2025-26, we are now enclosing herewith a copy of Business Responsibility and Sustainability Report ('BRSR') in terms of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, which also forms part of the Annual Report.

The BRSR is also available on the website of the Company at https://www.texmaco.in/wp-content/uploads/2026/08/BRSR-2025-26.pdf.

This is for your information and record.

Thanking you,

Yours faithfully,
For **Texmaco Rail & Engineering Limited**

SANDEEP KUMAR SULTANIA
Digitally signed by SANDEEP KUMAR SULTANIA
Date: 2026.08.24 18:15:18 +05'30'

Sandeep Kumar Sultania
Company Secretary &
Compliance Officer

Registered Office:
Belgharia, Kolkata - 700 056, India
+91 33 2569 1500
texmail@texmaco.in
www.texmaco.in
CIN: L29261WB1998PLC087404

Annexure - G

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details

1.	Corporate Identity Number (CIN) of the Listed Entity	L29261WB1998PLC087404
2.	Name of the Listed Entity	Texmaco Rail & Engineering Limited
3.	Year of incorporation	1998
4.	Registered office address	Belgharia, Kolkata – 700 056
5.	Corporate address	Belgharia, Kolkata – 700 056
6.	E-mail	texrail_cs@texmaco.in
7.	Telephone	033 2569 1500
8.	Website	www.texmaco.in
9.	Financial year for which reporting is being done	1st April 2025 to 31st March 2026
10.	Name of the Stock Exchange (s) where shares are listed	BSE Limited National Stock Exchange Limited
11.	Paid-up Capital (INR)	₹ 40,68,64,572
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sandeep Kumar Sultania Company Secretary & Compliance Officer Contact No. 033 2569 1500 E-mail: texrail_cs@texmaco.in
13.	Reporting boundary-Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis*
14.	Whether the Company has undertaken reasonable assurance of the BRSR Core?	NA
15.	Name of the assurance provider	NA
16.	Type of assurance obtained	NA

Includes Texmaco West Rail Limited (formerly a subsidiary of the company), which has been amalgamated with the Company during the year pursuant to the NCLT Order dated 4th August, 2025.

II. Product/Services

17. 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	Freight Car	Railway Freight Cars, Loco Components and Loco Shells, and Steel Castings.	78.08
2	Infra Rail, Green Energy & Electrical	EPC contracts for Execution of Railway Track, Signaling & Telecommunication Projects, Rail Electrification & Automatic Fare Collection, Hydro-mechanical Equipment Industrial Structure's and Steel Girders for Bridges.	21.92

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

S.No.	Product / Service	NIC Code	% of total Turnover contribute
1	Railway Freight Cars, Loco Components and Loco Shells, and Steel Castings.	302	78.08
2	EPC contracts for Execution of Railway Track, Signaling & Telecommunication Projects, Rail Electrification & Automatic Fare Collection, Hydro-mechanical Equipment Industrial Structure's and Steel Girders for Bridges.	439	21.92

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	5	5	10
International	-	1	1

20. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	20

b. What is the contribution of exports as a percentage of the total turnover of the entity? **3.36%**

c. A brief on types of customers: **Government, B2B. Other clients are private companies, including foreign companies, in various sectors and industries.**

IV. Employees

21. Details as at the end of Financial Year 2025-2026:

a. Employees and workers (including differently abled)

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	%	No. (C)	%(C/A)
	EMPLOYEES					
1.	Permanent (D)	1133	1085	95.76	48	4.23
2.	Other than Permanent (E)	105	105	100	-	-
3.	**Total Employees (D+E)**	**1238**	**1190**	**96.12**	**48**	**3.87**
	WORKERS					
4.	Permanent (F)	746	743	99.59	3	0.4
5.	Other than Permanent (G)	5101	5066	99.31	35	0.68
6.	**Total Workers (F+G)**	**5847**	**5809**	**99.35**	**38**	**0.65**

b. Differently abled Employees and workers

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	%	No. (C)	%(C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	3	3	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total Differently abled Employees (D+E)**	**3**	**3**	**100**	**-**	**-**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	1	1	100	-	-
6.	**Total Differently abled Workers (F+G)**	**1**	**1**	**100**	**-**	**-**

22. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Female	
		No. (B)	% (B/A)
Board of Directors*	12	1^	8.33
Key Management Personnel#	2	-	-

**Includes Executive Directors*
#Includes CFO and Company Secretary
^1 (one) woman independent director.

23. Turnover rate of permanent employee and workers

	Turnover rate of FY' 2025-2026(%)			Turnover rate of FY' 2024-2025 (%)			Turnover rate of FY' 2023-2024 (%)		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Permanent Employees	16.47	12.5	16.32	15.54	0.56	15.78	8.62	15.15	13.87
Permanent Workers	11.04	-	10.99	6.58	-	6.58	6.55	-	4.17

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

24. Names of holding / subsidiary / joint ventures

S.No.	Name of the holding / subsidiary / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by listed entity	Does the entity indicated at column A, participated in the Business Responsibility Initiatives of the listed entity? (Yes/no)
1.	Texmaco Nymwag Rail & Components Private Limited *(Formerly known as Belur Engineering Private Limited)*	Subsidiary	51	No
2.	Texmaco Transtrak Private Limited	Subsidiary	51	No
3.	Texmaco Rail Systems Private Limited	Subsidiary	51	No
4.	Saira Asia Interiors Private Limited	Subsidiary	51	No
5.	Texmaco Defence Technologies Limited *(Formerly known as Texmaco Rail Electrification Limited)*	Subsidiary	100	No
6.	Belgharia Engineering Udyog Private Limited	Subsidiary	100	No
7.	Texmaco Middle East DMCC	Subsidiary	100	No
8.	Panihati Engineering Udyog Private Limited*	Associate	48	No
9.	Touax Texmaco Railcar Leasing Private Limited	Joint Venture	50	No
10.	Wabtec Texmaco Rail Private Limited	Joint Venture	40	No

**Ceased to be a Subsidiary of the Company and was accordingly classified as an Associate during the year.*

VI. CSR Details

25. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: **Yes**

(ii) Turnover (in ₹): **4371.40 Crores**

(iii) Net Worth (in ₹): **2312.01 Crores**

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (if yes, then provide web- link for grievance redress policy)	FY' 2025-2026			FY' 2024-2025		
		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 Relevant policies can be accessed at www.texmaco.in	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)		Nil	Nil	NA	Nil	Nil	NA
Shareholders		1	Nil	NA	132	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA
Other (please specify)		Nil	Nil	NA	Nil	Nil	NA

27 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 Risk/ Opportunity (R/O)	Rationale for identifying the Risk/Opportunity	In case of Risk, approach to adapt or mitigate	Financial Implication of the Risk or opportunity (Indicate positive/ negative implication)
1	Occupational Health & Safety	Risk	The operations of the Company require employees to work with heavy machinery, material handling equipment, all of which carry risk of injury. Failure to protect workers from occupational hazards can result in legal and financial claims against the Company. By prioritizing the well-being of all employees and workers, the Company can enhance its employer brand value.	Employees and workers are provided with safety protocols, training, and preventive measures to protect its workforce, minimize risks, and ensure a safe working environment. Plants are ISO 45001 standard certified.	Negative: Failure to effectively manage occupational health and safety risks may result in workplace accidents, regulatory penalties, legal liabilities and operational disruptions, adversely impacting the Company's profitability and financial performance.
2	Energy efficiency and energy management	Risk	Since the operations are highly energy intensive increase in production leads to high energy consumption. Resorting to more energy efficient measures including adoption of non-conventional and renewable energy options would help the Company to reduce cost of operations in the long run.	The Company is monitoring its energy consumption and taking measures to improve energy intensity and to explore renewable power systems.	Negative: Failure to optimize energy consumption may lead to reduced operational efficiency, and higher compliance costs, adversely affecting the Company's financial performance.
3	Waste Management & Circularity	Risk	The Company's manufacturing operations generate various types of industrial waste, including metal scrap, foundry waste, hazardous waste, and packaging waste. Adopting circular economy practices can improve resource efficiency, reduce waste generation, and enhance operational sustainability.	The Company ensures responsible disposal of waste through agencies authorized by the West Bengal Pollution Control Board. To promote resource efficiency and circularity, an oil filtration process has been implemented for hydraulic and transformer oils used in operations, enabling their reuse while maintaining the required quality and performance standards.	Negative: Failure to effectively manage waste may lead to increased waste disposal and raw material costs, regulatory penalties, operational inefficiencies, and reputational risks, adversely affecting the Company's profitability and long-term financial performance.
4	Government's increased focus on infrastructure development especially rail infrastructure	Opportunity	The Government continues its focus on investments in rail infrastructure, with the objective of reducing logistics cost, in line with the global benchmarks. The Railways Industry will see investments growing. The GOI is also focusing on reducing carbon footprint, which will result in more freight on rails and also increase in urban mobility through metro, light metro etc. The Company foresees positive impact of these initiatives on is operations. Also with new logistics policy and endeavors of GOI, the Company expects sharp spurt in opportunities and corresponding benefits.	NA	Positive: Increased government investments in rail infrastructure and sustainable mobility initiatives may drive higher order inflows, revenue growth, improved capacity utilization, and enhanced long-term profitability for the Company.
5	Talent Attraction and Retention	Opportunity	Company that offers a positive work environment by providing work life balance and opportunities for professional growth is more likely to attract top talent in the industry. This can give the Company a competitive advantage, as it will have a skilled and motivated workforce that can help drive innovation and growth.	NA	Positive: Effective talent attraction and retention strategies may strengthen organizational capabilities, improve operational efficiency, and contribute to long-term revenue growth and financial performance.
6	Corporate Governance and Regulatory Compliance	Risk	Corporate governance or regulatory issues can negatively impact the investor confidence, long-term business continuity and value creation.	We have taken various measures to enhance our Governance practices and ensuring regulatory compliances.	Negative: Inadequate governance practices and regulatory breaches may lead to financial losses, increased legal and compliance costs, reputational risks, and diminished shareholder value.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping business demonstrate the structure, 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	Certain policies are restricted for internal use and are accessible only to employees. Some policies are a combination of internal documents and those disclosed publicly on the Company's website : www.texmaco.in								
2. Whether the entity has translated the policy into procedures. (Yes/No)	YES								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	QMS: ISO: 9001:2025 OHSAS: ISO 45001: 2018 EMS: ISO 14001: 2015 ISO 3834-2 :2021 EN 15085-2: 2023 ASME BPVC -2026 (U Stamping) ISO/TS 22163 :2017								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Environment:** ● Improve energy efficiency across manufacturing facilities through process optimization and adoption of energy-efficient technologies ● Increase the use of renewable and cleaner sources of energy across operations ● Reduce greenhouse gas emissions through operational improvements and low-carbon initiatives ● Continue to strengthen water stewardship by enhancing water conservation, recycling, and reuse practices ● Promote circular economy principles through responsible resource utilization, waste minimization, and increased material recovery ● Enhance environmental compliance and continuously improve environmental management systems across all facilities ● Strengthen climate resilience by identifying and managing climate-related risks and opportunities ● Promote sustainable procurement by encouraging environmentally responsible practices across the supply chain **Social:** ● Foster a safe and healthy workplace by strengthening occupational health and safety practices across all operations ● Promote diversity, equity, and inclusion by creating an equitable and inclusive work environment ● Strengthen employee engagement and well-being through initiatives that support physical, mental, and financial wellness ● Uphold human rights and fair labour practices across operations and the value chain ● Build a skilled workforce by investing in talent attraction, retention, and career development ● Contribute to community development through initiatives focused on education, healthcare, skill development, and livelihood enhancement ● Enhance stakeholder engagement to better understand and address the expectations of employees, customers, suppliers, and local communities								

	Governance: ● Strengthen corporate governance practices through transparency, accountability, and ethical decision-making ● Maintain a robust compliance framework to ensure adherence to applicable laws, regulations, and industry standards ● Embed ESG considerations into business strategy, enterprise risk management, and decision-making processes ● Strengthen risk management practices to improve business resilience and long-term value creation ● Improve the quality, transparency, and timeliness of ESG disclosures in line with evolving stakeholder expectations and reporting frameworks
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	**Environment:** ● 18% reduction in energy intensity compared to FY 2024-25 ● Improved water use efficiency, resulting in an 8% reduction in water intensity compared to FY 2024-25 ● Strengthened climate-related disclosures by reporting Scope 1 and Scope 2 greenhouse gas emissions in FY 2025-26, compared to no disclosure in the previous year ● 10% reduction in waste intensity compared to FY 2024-25 **Social:** ● Achieved 100% health insurance coverage for all eligible employees ● Significantly strengthened occupational health and safety awareness, with health and safety training coverage increasing from 38% in FY 2024-25 to 82% in FY 25-26 for employees and from 43% in FY 2024-25 to 79% in FY 25-26 for workers. ● Enhanced workforce capabilities through focused learning and development initiatives, with skill upgradation training coverage increasing from 46% in FY 2024-25 to 73% in FY 25-26 for employees and from 16% in FY 2024-25 to 73% in FY 25-26 for workers. ● Strengthened the Company's commitment to human rights by increasing human rights training coverage from 61% in FY 2024-25 to 87% in FY 25-26 for employees and from 44% in FY 2024-25 to 87% in FY 25-26 for workers. **Governance:** ● Strengthened Board-level oversight of ESG matters through periodic review of sustainability-related risks, opportunities, and disclosures by the Board and the Risk Management Committee ● Maintained a strong ethical governance culture with no reported cases of corruption, bribery, conflict of interest, or regulatory penalties during the reporting year ● Strengthened governance awareness by providing 100% coverage of Board members and Key Managerial Personnel through governance-related training on regulatory updates, business ethics, strategy, and Code of Conduct ● Enhanced governance mechanisms through continuous internal monitoring of business responsibility policies and regular policy reviews to align with evolving regulatory requirements

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	The Board of Directors of the Company endorses responsible business practices to face ESG related challenges and are committed towards continuous improvement in business operations catering sustainability. Manufacturing industry has inherent environmental risks. The Company is focusing on optimizing resource consumption and maintains equitable development in and around its plant locations. The Company has also implemented a range of initiatives for its employee health and safety, fostering inclusive and diverse workplaces, ensuring fair labour practices, and promoting community engagement. The Company is dedicated in maintaining effective governance framework with transparent reporting, accountability mechanisms and ethical behavior at all levels of our organization.
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policies.	Board of Directors
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.	The Company has established a dedicated Corporate Social Responsibility (CSR) Committee to oversee its CSR initiatives and ensure alignment with statutory and strategic objectives. In compliance with the Prevention of Sexual Harassment of Women at the Workplace Act, the Company has constituted an Internal Complaints Committee (ICC), which includes a mandatory external member to ensure impartiality and adherence to best practices in workplace safety and gender sensitivity. The Risk Management Committee plays a pivotal role in embedding sustainability considerations into the Company's overall risk framework, thereby strengthening long-term resilience and value creation. All ESG-related matters are periodically reviewed and deliberated at Board meetings, with the Board according final approval prior to public disclosure — reflecting the Company's commitment to Board-level oversight and accountability in ESG governance. The Company maintains robust internal controls to ensure effective review, implementation, and continuous monitoring, in line with sound corporate governance practices.

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	Performance against the above mentioned policies and follow up action is reviewed on ongoing basis by respective Department heads/ Senior management and related briefs are placed before Board of Directors. The review by Board of Directors or Board Committees is carried out on need basis to align with updates in applicable regulatory laws.																	

Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with applicable laws and regulations. The Board of Directors reviews the status of compliance of all the applicable laws on a quarterly basis.								
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	No, the evaluation/assessment of the policies of the Company is done internally both at the management level and the Board level.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	Not applicable, as all principles are covered by respective policies								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)									
The entity does not have the financial or human and technical resources available for the task (Yes/ No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

1. Percentage coverage by training and awareness programs 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 and Key Managerial Personnel	6 (as part of Board Meetings)	Updates and awareness related to: ● Regulatory requirements ● Strategy update ● Industry outlook and changes ● Business update ● Code of Conduct are conducted for the Board of Directors & KMPs.	100

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
Employees other than BoD and KMPs	68	Training on Safety, IMS, QMS, NDT, Welding, Quality, HSE, Kaizen, PMS, Technical, Leadership, Skill development etc.	87.80
Workers	241	Health & Safety	77.56

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

Monetary

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

Non-Monetary

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

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

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

4. Does the 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. The existing policy like Code of Conduct (including Whistle Blower Policy), rules and regulations adopted by the Company are in conformity with the legal and statutory framework on anti- bribery and anti-corruption legislation prevalent in India. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees and such other person acting on behalf of the Company. The Policy reflects the Commitment of the Company and its maintaining highest ethical standards while undertaking open and fair business practices and culture and implementing and enforcing systems to detect, counter, prevent bribery and other corrupt business practices.

Relevant policies are available at www.texmaco.in

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

There has been no cases involving disciplinary action taken by any law enforcement agency on the changes of bribery/ corruption against directors / KMPs/ employees / workers that have been brought to the Company's attention.

	FY' 2025-2026	FY' 2024-2025
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY' 2025-2026		FY' 2024-2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of conflict of interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. **Not Applicable**

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

	FY' 2025-2026	FY' 2024-2025
Number of days of accounts payables	59	59

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' 2025-2026	FY' 2024-2025
Concentration of Business	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Shares of RPT in	a. Purchases (Purchases with related parties as % of Total Purchases)	0.62	1.25
	b. Sales (Sales to related parties as % of Total Sales)	4.36	5.66
	c. Loans & advances given to related parties as % of Total loans & advances	8.31	4.62
	d. Investments in related parties as % of Total Investments made	39.75	89.60

Leadership Indicators

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

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

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

   Yes, the Company has a Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company has processes on management of conflict of interests involving members of the Board which would take place during the course of normal business activities. The Company receives an annual declaration from its Board of Directors and Senior Management Personnel on the entities they are interested in and ensures approvals as required under the applicable laws are taken prior to entering into transactions with each entities, if any, and are entered in normal course of business and on arm's length basis.

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 improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY' 2025-2026	FY' 2024-2025	Details of improvements in environmental and social impacts
R & D	-	-	The Company ensures to put process in place to track the R&D related expenses and Capex investment in specific technologies, as and when required.
Capex	2.16	4.74	

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

   Yes, the Company has a procedure for sustainable sourcing where all the new and existing supply chain partners are mandatorily evaluated on environment, health & safety and sustainability parameters before onboarding. The Company has all the quality an inspection system in place to ensure that all goods and services provided by the Company are safe and sustainable throughout their life cycle. The Company places a high premium on techno commercial aspects and the Company's procedures with regard to finalizing vendors emphasizes on safe working practices, technical certifications etc. The selection procedure of the Company's transport vendors (Trucks and Containers) involves scrutiny at various levels like age of vehicle / container fleet, well laid out systems of mandatory inspections, and safe driving procedures. Raw materials, components, stores and packing materials are generally procured from vendors close to the manufacturing units, wherever feasible.

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

   The Company procure items as per Customer Specification and prefer Vendors close to units/place of performance, wherever feasible.

3. Describing 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 other waste. **Not Applicable**

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 plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. **Not Applicable**

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link.
Life Cycle Perspective / Assessments (LCA) has not been conducted for the products.					

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate Input Material	Recycled or re-used input material to total material (%)	
	FY' 2024-2025	FY' 2023-2024
Returns from Foundry	34.00	33.34

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

	FY' 2025-2026			FY' 2024-2025*		
	Re-used	Recycled	Safely Disposed	Re- used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste (Lub Oil, Paint Filter & Drum, Cotton Waste)	Nil	Nil	Nil	Nil	Nil	Nil
Other waste (Non Ferrous)	Nil	19.36	Nil	Nil	Nil	Nil

**Last year's figures have been updated*

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

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	1,085	1,085	100	-	-	-	-	-	-	1,085	100
Female	48	48	100	-	-	48	100	-	-	48	100
Total	**1,133**	**1,133**	**100**	**-**	**-**	**48**	**4.23**	**-**	**-**	**1,133**	**100**
	Other than Permanent Employees										
Male	105	105	100	-	-	-	-	-	-	105	100
Female	0	0	0	-	-	-	-	-	-	0	0
Total	**105**	**105**	**100**	**-**	**-**	**-**	**-**	**-**	**-**	**105**	**100**

 # The Company complies with the provisions of the Maternity Benefit Act and ensures that all eligible employees receive the prescribed benefits. Further, the Company is evaluating and benchmarking leading employment practices with a view to introducing paternity leave benefits for its employees.

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

Category	Total (A)	% of Workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/ A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	Permanent Workers										
Male	743	743	100	-	-	-	-	-	-	743	100
Female	3	3	100	-	-	3	100	-	-	3	100
Total	**746**	**746**	**100**	**-**	**-**	**3**	**0.40**	**-**	**-**	**746**	**100**
	Other than Permanent Workers										
Male	5,066	5,066	100	-	-	-	-	-	-	5,066	100
Female	35	35	100	-	-	35	100	-	-	35	100
Total	**5,101**	**5,101**	**100**	**-**	**-**	**35**	**0.68**	**-**	**-**	**5,101**	**100**

At Texmaco, safety is a core organizational priority. All employees and workmen undergo mandatory safety training and competency assessments to ensure adherence to safe working practices. Our facilities are subject to regular safety audits and compliance checks to mitigate risks to both personnel and assets. Further, we are continuously evaluating and benchmarking our employee practices against industry standards to drive excellence and strengthen our safety culture.

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

	FY' 2025-2026 (Current Financial Year)	FY' 2024-2025 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.19	0.15

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

Benefits	FY' 2025-2026			FY' 2024-2025		
	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 employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI*	15.83	100	Y	24.34	100	Y

* *It includes only those employees and workers who are eligible for ESI.*

3. **Accessibility of workplaces:**

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

Yes, most of the office buildings and operation locations are accessible to differently abled employees and workers, as per requirements of the Rights of persons with Disabilities Act, 2016.

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

The Company is committed to provide equal employment opportunities without any discrimination on the grounds of age, colour, origin, nationality, disability, religion, race, caste, gender, sex etc. The Company believes that diversity at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress. Please refer https://www.texmaco.in/investors-relation/code-of-conduct/. Equal opportunity policy is covered under Code of Conduct, refer to point no IV "RESPECT FOR THE INDIVIDUAL".

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

	Permanent Employee (%)		Permanent workers (%)	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	NA	NA	NA	NA
Female	100	100	100	100
Total	**100**	**100**	**100**	**100**

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

	Yes/No **(If yes, then give details of the mechanism in brief)**
Permanent Workers	We conduct periodic welfare meeting, safety committee meeting, for effective grievance redressal and ensuring a healthy workplace environment. Unit meetings are periodically held for both contractual and non-contractual workers and employees to discuss any concerns or grievances. We have a robust 'Whistle Blower Policy' in place which acts as a mechanism for employees, workers and senior management to approach the Compliance Officer or the Chairman of the Audit Committee in situations of misconduct or breach of code of conduct and any other grievances which hamper the functioning of the organization. This policy ensures responsible whistle blowing through efficient redressal and disciplinary action. We strive to ensure transparency and effective redressal through open communication and access for all employees and workers to voice their concerns to the senior management. Besides the above we also have a Prevention of Sexual Harassment (POSH) Policy to ensure a safe and secure working environment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	**FY ' 2025-2026**			**FY' 2024-2025**		
	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	**1,133**	**-**	**-**	**1,076**	**-**	**-**
- Male	1,085	-	-	1,023	-	-
- Female	48	-	-	53	-	-
Total Permanent workers	**746**	**746**	**100**	**748**	**748**	**100**
- Male	743	743	100	745	745	100
- Female	3	3	100	3	3	100

8. Details of training given to employees and workers:

Category	**FY' 2025-2026**					**FY' 2024-2025**				
	Total (A)	**On Health and safety Measures**		**On Skill upgradation**		**Total (D)**	**On Health and safety**		**On Skill upgradation measures**	
		No. (B)	**% (B / A)**	**No. (C)**	**% (C / A)**		**No. (E)**	**% (E / D)**	**No. (F)**	**% (F / D)**
Employees										
Male	1,190	979	82.26	876	73.61	1,163	445	38.26	530	45.57
Female	48	35	72.91	33	68.75	53	18	33.96	26	49.06
Total	**1,238**	**1014**	**81.91**	**909**	**73.42**	**1,216**	**463**	**38.08**	**556**	**45.72**
Workers										
Male	5,809	4,597	79.14	4,211	72.49	6,265	2,686	42.87	1023	16.33
Female	38	38	100	30	78.95	17	-	-	-	-
Total	**5,847**	**4,635**	**79.27**	**4,241**	**72.53**	**6,282**	**2,686**	**42.76**	**1023**	**16.28**

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

Category	FY'2025-2026			FY' 2024-2025		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,190	1,190	100	1,163	1163	100
Female	48	48	100	53	53	100
Total	**1,238**	**1,238**	**100**	**1,216**	**1216**	**100**
Workers						
Male	NA			NA		
Female						
Total						

10. Health and safety management system:

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

Yes, A Health & Safety Management System (HSMS) is a structured approach to managing health and safety risks in the workplace. It typically involves several key components:

1. Policy and Planning: The company has established a clear health and safety policy, setting objectives, and developing plans to achieve them.
2. Risk Assessment: Identifying potential hazards and assessing the risks associated with them by HIRA.
3. Controls and Procedures: Implementing measures to control risks, such as safe work procedures, engineering controls, and administrative controls.
4. Training and Education: Providing training and education to employees on health and safety topics relevant to their roles.
5. Emergency Preparedness: Developing plans and procedures to respond effectively to emergencies such as fires, chemical spills, or medical incidents.
6. Monitoring and Evaluation: Regularly monitoring and evaluating the effectiveness of the HSMS, including incident reporting and investigation processes.
7. Continuous Improvement: Continuously improving the HSMS based on lessons learned, feedback from employees, and changes in regulations or best practices.

Implementing an HSMS helps organizations create a safe and healthy work environment, reduce the risk of accidents and injuries, and comply with legal and regulatory 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 Company has in place systematic risk management process to identify and control all the hazards in manufacturing units, project sites etc. The Company's risk management process is applied through five steps (Identification, Assessment, Mitigation, Monitoring and Reporting) and all the Construction Engineers, design and planning engineers, production in charges are involved in risk assessments and the risk management process, All the identified risks and risk mitigation plans are required to be documented, approved and communicated to all relevant parts involved in the activity. The Company is having certification of ISO 45001 for Occupational Health & Safety. To identify work-related hazards and assess risks on a routine and non-routine basis, entities can implement several processes:

1. Regular Inspections: Conduct regular inspections of the workplace to identify potential hazards, such as unsafe conditions or practices.
2. Risk Assessments: Perform comprehensive risk assessments for different tasks and activities to determine the level of risk involved
3. Employee Involvement: Involve employees in hazard identification and risk assessment processes as they often have valuable insights into the day-to-day operations.
4. Documentation: Maintain records of identified hazards, risk assessments, and control measures implemented.
5. Training and Awareness: Provide training to employees on hazard recognition, risk assessment techniques, and appropriate control measures.
6. Incident Investigation: Investigate incidents and near misses to identify underlying hazards and areas for improvement.

7. Regulatory Compliance: Ensure compliance with relevant health and safety regulations and standards.
8. Continuous Improvement: Regularly review and update hazard identification and risk assessment processes to account for changes in the workplace or work practices.

   By incorporating these processes into their operations, entities can effectively identify work-related hazards and assess risks on both routine and non-routine bases.

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

   Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risks. There are processes and mechanism whereby employees and workmen raise their safety related concerns both directly and anonymously, and the Company is inclined to take action on the same, if required.

   As per ISO 45001 standard there is a provision of consultation & participation of the workmen. The Company conducts safety committee meeting on quarterly basis where workers are equally participating and raising their concern, if any. Apart from this there is a provision of safety suggestion which is routed through line in-charge where any worker can give their suggestion and it is taken care by their line in-charge including group of workers to resolve the issue, if any.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) **Yes,** medical centres and first aid facilities are available for both employees and workers. Moreover, employees & workers also have access to various benefits provided under ESI & EDLI coverage, as applicable.

   We are running health care services through Arogyam drive. In this service we provide concessional/free medical consultations for Allopathy & Homeopathy both for workers and their families also.

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

Safety Incident/Number	Category*	FY' 2025-2026	FY' 2024-2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	-	-
	Worker	1.97	1.99
Total recordable work-related injuries	Employee	-	-
	Worker	28	30
No. of fatalities	Employee	-	-
	Worker	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employee	-	-
	Worker	-	-

**including contract work force*

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

    The Company's plants, facilities and manufacturing equipment are designed based on careful consideration of statutory and non-statutory requirements, for healthy and safety workplace, applicable Indian and International Standards. One of the key focus areas remains safety of employees and minimize the manual interfaces with machines. The health and safety management systems is based on ISO 45001, the International Standard for Occupational Health and safety. The Company has a systematic process for identification of work- related hazards.

    The Company is having defined framework for implementing health and safety at workplace. i.e. Safety Training Management, Risk Assessment System, Emergency Preparedness Plan, Permit to Work system, Safety Performance Monitoring System, Accident/Incident Management System, Fire Safety Management System, PPEs Management System, Occupational Health Centre Management System, Employee Health Management System and Statutory and Legal Compliance

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

	FY' 2025-2026			FY' 2024-2025		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	73 (Internal Assessment by the entity)
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.

    Internal reviews are conducted on a periodic basis. Corrective and preventive measures are taken based on the findings. Detailed investigations are carried out for all accidents to identify the root causes and to understand the measures required to prevent recurrence. Accidents, if any, and investigation findings with corrective and preventive measures are disseminated across the organisations to make all the employees and workers alert and stay safe.

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).

   The Company covers employees & workers under ESI & PF as per requirement of applicable Statute.

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

   At the time of processing invoice payments to contract labour supply agencies, the Company ensures that the agencies comply with their statutory compliance obligations, such as timely remitting payments for Provident Fund, ESI/ Workman Compensation Insurance, Professional Tax and Labour Welfare Fund, if applicable. To facilitate compliance, the Company withholds the agency's invoice payment partly until they have paid the relevant statutory compliance dues in accordance with the appropriate regulations. This procedure ensures that vendors/ contractors meet their legal requirements before receiving their payments, demonstrating our commitment of ensuring fulfilment of statutory payment requirements.

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 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' 2025-2026	FY' 2024-2025	FY' 2025-2026	FY' 2024-2025
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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. The Company continually invests in human capital development which includes building skills and capabilities that are contemporary while providing employees with a diversity of experiences. The Company provides the pension benefits for those members of staff who qualify. Workers are provided pension benefits covered under the relevant statute.

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	**Nil,** we co-ordinate with our value chain partners for compliance to applicable health & safety practices & working condition.
Working Conditions	

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.

   The Company's guidelines are shared with the value chain partners.

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

Essential Indicators

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

   The Company considers Stakeholders as an important and integral part of the Company. They are one amongst various key drivers of business viability and long term profitability.

   The Company has mapped its major Internal and external stakeholders through a structured approach which includes Government and regulatory authorities, Employees, Customers, Local Communities, Investors & Shareholders, Suppliers, Trade Unions and NGOs, wherever required.

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**
Investors	No	General meetings, investor calls etc.,	Event based	Transparency, disclosure
Local community	No	One to one meetings, various public hearings	Regular	Addressing concerns, seeking co-operation, taking care of health and safety issues
Suppliers	No	Email, meetings	On need basis	Mutual engagement, address concerns, exchange of ideas
Customers	No	Email, meetings, conferences	On need basis	Resolution of grievances, product promotion, exchange of ideas, interactive engagement
Industry Association	No	Conferences, Emails	Event based	Transparency, collective representation
Regulators	No	Letters, emails, conferences	Event based	Transparency, Disclosure, compliance, Constructive engagement
Employees	No	Annual meets, regular unit level interactions, annual appraisal, celebration of events	As and when required	Empathy, trainings, caring, addressing concerns, to encourage increased participation

Leadership Indicators

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

   The Board engages with the stakeholders through executives looking after the respective functions. The EDs and the senior management team of the Company regularly update the Board and various Board Committees on relevant issues. These updates are provided during the Board meetings and the Committee meetings.

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, expert firm are consulted for identifying environmental related aspects. The stakeholder groups, especially the workmen and employees are consulted for identification of environmental and social issues. The Company conducts its operations keeping in mind the concerns of the communities around its plant operations based on the inputs and feedback received from community representatives and employees.

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

   Various CSR activities undertaken by the company is testimony to its commitment to addressing the concerns of vulnerable stakeholder groups. The Company used to indulge in CSR activities even prior to introduction of CSR related provisions on mandatory basis.

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'2025-2026			FY'2024-2025		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,133	983	86.77	1,076	680	63.20
Other than permanent	105	94	89.52	140	64	45.17
Total Employees	**1,238**	**1,077**	**86.99**	**1,216**	**744**	**61.18**
Workers						
Permanent	740	651	87.97	748	355	47.46
Other than permanent	5,101	4,456	87.36	5,534	2,418	43.69
Total Workers	**5,847**	**5,107**	**87.34**	**6,282**	**2,773**	**44.14**

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

Category	FY'2025-2026					FY'2024-2025				
	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 & Other than Permanent										
Male	1,085	-	-	1,085	100	1,023	-	-	1,023	100
Female	48	-	-	48	100	53	-	-	53	100
Other than Permanent										
Male	105	-	-	105	100	140	-	-	140	100
Female	-	-	-	-	-	-	-	-	-	-
	Workers									
Permanent										
Male	743	-	-	743	100	745	-	-	745	100
Female	3	-	-	3	100	3	-	-	3	100
Other than Permanent										
Male	5,066	All employees and contractors have been paid more than or equal to minimum wages in accordance with the laws where the Company operates.								
Female	35									

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)	11	13,98,014	1	11,70,000
Key Managerial Personnel	2	1,01,53,402	-	-
Employees other than BoD and KMP	1,188	5,02,368	48	4,95,835
Workers	743	3,89,458	3	2,87,867

b. Gross wages paid to females:

	FY'2025-2026	FY'2024-2025
Gross wages paid to females (Gross wages paid to females as % of total wages)	0.40	0.67

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. The respective HR head is responsible for addressing the issues related to Human Rights. Further, any person who has any concerns relating to Human Rights can raise the concerns as per the detailed mechanism provided in the Whistle Blower Policy of the Company without fear of being retaliated or discriminated.

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

   The Company believes in diversity and inclusiveness that respects and promotes human rights. The Company has in place, a code of conduct policy to safeguard the rights of its employees, vendors and service providers across its businesses, which abides by the laws of country. The policies of the Company are in line with national standards and relevant international standards for its operation and business pursuits, taking into account the human rights of not only employees but also people likely to be affected by the operations of the Company. The internal policies of Company on code of conduct and CSR recognizes the key aspect of human rights which lays down the acceptable behaviour of the employees and provides for stringent disciplinary actions in case of violations of these policies.

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

	FY'2025-2026			FY'2024-2025		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY'2025-2026	FY'2024-2025
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
ii) Complaints on POSH as a % of female employees / workers	NIL	NIL
iii) Complaints on POSH upheld	NIL	NIL

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

   The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or non compliance which may have a detrimental effect on the organisation. Company is committed to a workplace free of harassment, including sexual harassment at workplace, and has zero tolerance for unacceptable conduct. The Company encourages reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Internal Complaints Committee have been constituted to enquire into complaints of sexual harassment and to recommend appropriate action, wherever required.

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

   Yes. All the business agreement and contracts which are entered/to be entered into by the Company with any party include relevant clauses on the affirmation of applicable regulatory requirements which include human rights as well.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% Internal assessment
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – human rights related issues	

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

    No significant risks or concerns were identified during the reporting period that required any specific corrective action.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. **Not Applicable**
2. Details of the scope and coverage of any Human rights due-diligence conducted. **Not Applicable**
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

   Yes. The Company is committed to ensure that its premises and offices are accessible to everyone including visitors as per the requirement of Rights of Person with Disabilities Act, 2016. Wherever required, temporary or permanent ergonomic changes are made to ensure differently abled visitors do not face any challenge while accessing the Company's premises
4. Details on assessment of value chain partners:

   Currently the provisions relating to assessment of value chain partners are not applicable to Company.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Nil
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. **Not Applicable**

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

Essential Indicators

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

Parameter	**FY'2025-2026**	**FY'2024-2025**
From renewable sources		
Total electricity consumption (A)	36,435.37	162.06
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	36,435.37*	162.06
From non-renewable sources		
Total electricity consumption (D)	2,23,612.27	2,95,508.68
Total fuel consumption (E)	1,06,083.37	1,32,603.75
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	3,29,695.64	4,28,112.43
Total energy consumed (A+B+C+D+E+F)	3,66,131.01	4,28,274.49
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.83	1.01
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	17.76	22.62
Energy intensity in terms of physical Output	**43.73 (GJ/ unit production)**	**53.52 (GJ/ unit production)**
Energy intensity (optional) – the relevant metric may be selected by the entity	**-**	**-**

* *Inclusion of Urla Plant operating on Solar energy source for the first time during the year 2025-26.*

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. **Not Applicable**
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY'2025-2026	FY'2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,48,975	1,55,750
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**1,48,975**	**1,55,750**
Total volume of water consumption (in kilolitres)	**1,48,975**	**1,55,750**
Water intensity per rupee of turnover (Water consumed / turnover)	**0.34 KL per lakh**	**0.37 KL per lakh**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) - (Kilolitres/Lakhs USD) (PPP correction Factor Xppp : 21.40 per 2021 ppp) (Total water consumption / Revenue from operations adjusted for PPP)	**7.2**	**8.29**
Water intensity in terms of physical output	**17.79 (KL/ unit production)**	**19.46 (KL/ unit production)**
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY'2025-2026	FY'2024-2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
No treatment	1,08,425	1,17,425
With treatment – please specify level of treatment	37,425 *	38,325 *
(iii) To Seawater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**1,45,850**	**1,55,750**

* *Tertiary (advance)*

The difference between water consumed and discharged by 3,125 Kilolitres is due to company's policy to reuse water. As part of its ongoing sustainability efforts, the Company is finalizing the installation of Effluent Treatment Plants (ETPs) designed to recycle and reuse water, further advancing its water conservation framework.

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

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

Texmaco Rail has undertaken the following measures in furtherance of its commitment to achieving Zero Liquid Discharge (ZLD):
1. Utility Monitoring Systems: The Company has installed advanced monitoring systems to track and manage utility losses in a phased manner — Phase 1 covering electricity consumption, and Phase 2 extending to water and air usage — enabling more precise resource management and loss reduction.

2. Discharge Control: As part of its infrastructure modernization efforts, the Company has replaced its legacy pump house system, which had been in operation for nearly 80 years, with a state-of-the-art pumping system. This upgrade is aimed at eliminating leakages entirely and reinforcing the Company's commitment to zero liquid discharge.

3. Effluent Treatment Plant: The Company is in the final stages of installing Effluent Treatment Plants (ETPs) designed to recycle and reuse water, further strengthening its water conservation and sustainability framework

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

Parameter	Units	FY'2025-2026	FY'2024-2025
NOx	µg/m3	37	43
Sox	µg/m3	14	10
Particulate matter (PM)	µg/m3	145	142
Persistent organic pollutants (POP)	µg/m3	-	-
Volatile organic compounds (VOC)	ppm	2	2
Hazardous air pollutants (HAP)	ppm	2	-
Others – please specify - Amb. Noise	dB(A)	Day – 71.30 Night- 61.51	

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

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

Parameter	Units	FY'2025-2026	FY'2024-2025
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	10,172.58	Not Available
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	54,860.43	Not Available
Total Scope 1 and Scope 2 emissions per Lakh rupees of turnover	Metric tonnes of CO2 equivalent	0.14704	Not Available
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*)	Metric tonnes of CO2 equivalent	3.14	Not Available
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent	5.98	Not Available
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

PPP rate is constant 21.40

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. The Company is constantly taking initiatives to reduce energy consumption that results in greenhouse gas emissions. In order to keep pace with sustainable best practices, energy efficient lighting solution (LED Lights) have been installed at all office premises and manufacturing unit. The Company has undertaken significant initiatives to modernize its emission control infrastructure, notably through the installation of an Advanced Fume Extraction System in its 5-tonne Electric Arc Furnaces (EAF). In line with this commitment, similar upgrades are planned for the 15-tonne EAF units, reflecting the Company's continued focus on adopting cleaner, more sustainable technologies. The Company is transitioning towards renewable energy sources and is in process of installing solar power system at its manufacturing units which has notably improved from previous year.

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

Parameter	FY'2025-2026	FY'2024-2025
Total Waste generated (in metric tonnes)		
Plastic waste (A)	30.06	32.05
E-waste (B)	45.5	48.6
Bio-medical waste (C)	0.19	0.2
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Paint Drum – 7.25 Empty Container, Paint Drum Sludge – 2.75 Used Oil – 1.40	Paint Drum: 8.41 Empty Container, Paint Drum Sludge: 3.09 Used Oil : 1.54
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Ferrous- 7,435 Non-ferrous- 0.26	Ferrous – 8,131 Non-ferrous – 0.28
Total (A+B + C + D + E + F + G + H)	**7,522.41**	**8,225.17**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.018	0.02
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.39**	**0.44**
Waste intensity in terms of physical output	0.91	1.03
Waste intensity (optional) – the relevant metric may be selected by the entity		-

Parameter	FY'2025-2026	FY'2024-2025
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	7,436	8,131
(ii) Re-used	52	47
(iii) Other recovery operations	-	-
Total	**7,488**	**8,178**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	12.2	13.04
(ii) Landfilling	-	-
(iii) Other disposal operations	32.4	33.43
Total *	**44.60**	**46.47**

* *Through authorized agencies of Pollution Control Board*

The Company has implemented an oil filtration process for hydraulic and transformer oils used in its operations, enabling these oils to retain their original composition and qualities. This initiative has resulted in a reduction in waste generation, reflecting the Company's commitment to resource optimization and responsible waste management practices as part of its broader environmental stewardship efforts.

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

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

    It is the Company's endeavour to continually look for ways to reduce waste. The Company is disposing wastes through authorized agencies of West Bengal Pollution Control Board.

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No			

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
NA					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules thereunder (Y/N/NA). If not, provide details of all such non-compliances, in the following format: **YES**

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
NA				

Leadership Indicators

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

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

i. Name of the area: **NA**

ii. Nature of Operations: **NA**

iii. Water withdrawal, consumption and discharge in the following format: **NA**

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

2. Please provide details of total Scope 3 emissions & its intensity, in the following format: **The Company is the process of calculating the Scope 3 GHG emissions.**

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. **Not Applicable**

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
Nil			

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

   The business continuity plans are integrated in the Company's Risk Management Policy which guides for risk mitigation and continuing business processes in case of uncertainties.

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.

   We are in the process of evaluating the significant adverse impact to the environment arising from the value chain partners.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. **None**

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

a. By the listed entity	During the reporting year there were no green credits generated or procured by Texmaco.
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	

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. **8**

   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/International)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industries (CII)	National
3	Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	International Chamber of Commerce (ICC)	International
5	The Bengal Chamber of Commerce and Industry (BCC&I)	State
6	EEPC India	National
7	Institute of Indian Foundrymen (IIF)	National
8	Chamber of Railway Industries (CRI)	National

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

Name of authority	Brief of the case	Corrective action taken
No adverse order was received by the Company from regulatory authorities during the financial 2024-2025. Hence, no corrective action was required to be taken.		

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
NIL					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

None, since nature of business operation of the Company does not require any such steps to be undertaken.

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

   Grievance Redressal Mechanism is an important aspect of assuring the Company's strong relation with the community as it provides social license to operate and execute the community initiatives projects. As part of the Company's grievance Redressal mechanism, The Company proactively meets the community representatives and marginal stakeholders. The Company have deployed local employees who regularly visit the community and interact with people to gauge and address community concerns. If any issue, which stands unresolved or needs management intervention, stands escalated to the respective business heads and resolved accordingly.

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

	FY'2025-2026	FY'2024-2025
Directly sourced from MSMEs/ small producers	The Company is in the process of enhancing its vendor master data and procurement systems to enable this classification and intends to report this metric in subsequent reporting periods. Further, In alignment with the 'Make in India' initiative, the Company has prioritized indigenous manufacturing and local procurement across its operations.	
Sourced directly from within India		

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:

	FY'2025-2026 (%)	FY'2024-2025 (%)
Rural	7.05	12.32
Semi-urban	-	-
Urban	79.73	67.86
Metropolitan	13.22	19.82

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
None	NA

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)
-			

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

   (b) From which marginalized /vulnerable groups do you procure? **Not Applicable**

   (c) What percentage of total procurement (by value) does it constitute: **Not Applicable**

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: **Not Applicable**

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. **None**

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Health	6,097	*
2	Hunger Eradication	1,334	100
3	Education	52,386	*
4	Sports	302	100

**Company's initiative in the areas of Health and Education are specifically targeted towards benefitting vulnerable and marginalised groups in society. However, presently, it is challenging to provide an accurate percentage of beneficiaries from these groups. Nevertheless, the Company remains committed to supporting and uplifting these sections of society through its CSR initiatives.*

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.

   The Company treats customer complaints with utmost importance and believe that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily. There's an effective compliant handling procedure that facilitates prompt logging, investigation, resolution and closure. It is ensured that all the complaints are closed to the fullest customer satisfaction. The Company grants right to information to its customers. It is ensured that product information provides adequate information relating to safety, operation and maintenance of the products created/services provided to its customers.

   To understand customers better, the Company follows several modes of engagement such as customer's surveys, direct feedback, visits by manager's/ plant personnel and production facilities visit organised for customers. The Company also conducts one-to-one meetings with customers in order to enable efficient communication and redressal of customer's grievances, if any.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable as the Company does not have specific consumer product or product range.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY'2025-2026		Remarks	FY'2024-2025		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

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

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, the Company has a policy on cyber security and risk related to data privacy, which is available on the Company's website at www.texmaco.in.

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. **None**

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches along-with impact: **NIL**

   b. Percentage of data breaches involving personally identifiable information of customers: **NIL**

   c. Impact, if any, of the data breaches: **Not Applicable**

Leadership Indicator

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

   The information relating to work and businesses are available on the Company's website at www.texmaco.in.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. **Not Applicable**

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. **Not Applicable**

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). **Not Applicable**