Date: 29th August, 2026
Ref: TARIL/SECT/2026-27/NSE-BSE/COMPL/044

To, **BSE Limited** **Phiroze Jeejeebhoy Towers,** **Dalal Street,** **Mumbai - 400 001** **Security Code : 532928**	**To,** **National Stock Exchange of India Limited** **Exchange Plaza, C-1, Block G,** **Bandra - Kurla Complex,** **Bandra (E), Mumbai - 400 051** **Trading Symbol : TARIL**

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year 2025-26.

The BRSR forms part of the Annual Report of the Company for the financial year 2025-26 and is also available on the website of the Company at www.transformerindia.com.

Please take the same on your record.

Thanking you,

Yours faithfully,
For Transformers and Rectifiers (India) Limited

Rakesh Kiri
Digitally signed by Rakesh Kiri
Date: 2026.08.29 16:47:05 +05'30'

Rakesh Kiri
Company Secretary

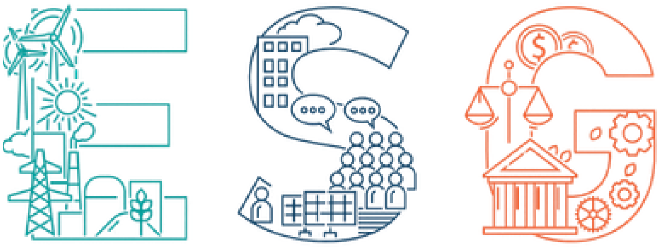
Transformers and Rectifiers (India) Ltd
RegisteredOfficePlant: Tr1
Survey No. 427 P/3-4, & 431 P/1-2, Sarkhej-Bavla Highway, Village: Moraiya, Taluka: Sanand, Dist. Ahmedabad - 382213, Gujarat, INDIA.
Tel.: +91 2717 661661/500/501 | Fax: +91 2717 661716 | E-mail : marketing@transformerindia.com Website: www.transformerindia.com
CIN No. L33121GJ1994PLC022460 | ISO 9001:2015 | ISO 14001:2015 | ISO 45001:2018

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

FY 2025-26

TRANSFORMERS AND RECTIFIERS (INDIA) LIMITED

Contents

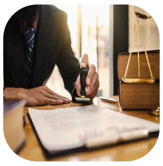


Section A: General Disclosures

Section B: Management And Process Disclosures

Section C: Principle-wise Performance Disclosure

Independent Assurance Statement



Principle 1

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

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Principle 2

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

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Principle 3

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

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Principle 4

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

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Principle 5

Businesses should respect and promote human rights

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Principle 6

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

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Principle 7

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

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Principle 8

Businesses should promote inclusive growth and equitable development

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Principle 9

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

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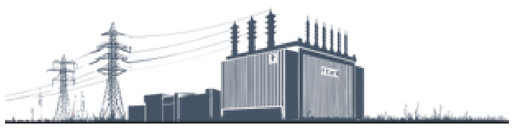


SECTION A

GENERAL DISCLOSURES

At TARIL

Our ambition is to support a billion aspirations by building on our strengths, encouraging innovation and strengthening our portfolio. We are focused on sourcing responsibly, reducing our carbon emissions and improving resource efficiency. By embedding sustainability into our operations, we strive to make a meaningful difference to the planet while continuing to deliver steady growth and long-term value.

33.33%

female representation in Board of Directors

0

complaints are pending for resolution under any principles of BRSR

I Details of the listed entity

S.No	Particular	Response
1	Corporate Identity Number (CIN) of the Listed Entity	L33121GJ1994PLC022460
2	Name of the Listed Entity	Transformers and Rectifiers (India) Limited
3	Year of incorporation	11-07-1994
4	Registered office address	Survey No. 427 P/3-4 & 431 P/1-2 Sarkhej Bavla Highway, Village: Moraiya, Tal: Sanand, Ahmedabad, Ahmedabad, Gujarat, India, 382213
5	Corporate address	Survey No. 427 P/3-4 & 431 P/1-2 Sarkhej Bavla Highway, Village:Moraiya, Tal: Sanand, Ahmedabad, Ahmedabad, Gujarat, India, 382213
6	E-mail	cs@transformerindia.com
7	Telephone	Tel: 02717-661500
8	Website	https://www.transformerindia.com
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 of India Limited
11	Paid-up Capital (In ₹)	Rs. 300165834 (Thirty Crore One Lakh Sixty-Five Thousand Eight Hundred Thirty-four Rupees)
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. Rakesh Kiri Email: cs@transformerindia.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).	The disclosures in this report are made on a standalone basis and cover the manufacturing operations of the Company. Environmental disclosures under Principle 6 are limited to plant-level operations and do not include regional office activities.
14	Name of assurance provider	Bureau Veritas (India) Private Limited
15	Type of assurance obtained	Reasonable Assurance has been provided 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	Manufacturing and supplier of Electrical Transformers	The Company specialises in the manufacturing and supply of various types of transformers, including Power Transformers, Distribution Transformers, Furnace Transformers, Rectifier Transformers, Special Transformers and Reactors. Additionally, we provide after-sales services related to these transformers.	100

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	Transformers	27102	100

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	4	4	8
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	25

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

1.59% contribution of exports as a percentage of the total turnover of the entity.

c. A brief on types of customers

We serve customers across India and international markets, catering to a diverse range of industry sectors. Our portfolio spans utilities, infrastructure, data centers, electronics, food & beverage, oil, gas & chemicals, cement, mining & metals, pharmaceuticals & healthcare, ports, automotive, railways, paper, renewables, conventional power generation, power transmission & distribution, water utilities, textiles, fertilisers, information technology, real estate and other industries.

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)	463	447	96.54	16	3.46
2	Other than Permanent (E)	35	33	94.29	2	5.71
3	Total employees (D + E)	498	480	96.39	18	3.61
WORKERS						
4	Permanent (F)	166	166	100	0	0
5	Other than Permanent (G)	1487	1481	99.60	6	0.40
6	Total workers (F + G)	1653	1647	99.64	6	0.36

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)	1	1	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+ E)	1	1	100	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	6	1	16.67

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.33	20	25.15	21.69	41.66	22.34	29.12	18.18	28.77
Permanent Workers	2.45	0	2.45	4.36	0	4.36	3.59	0	3.59

Note: Worker turnover rate has reduced from 4.36% to 2.45%, reflecting an approx. 43.8% decline and indicating improved retention and workforce stability.

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 initiatives of the listed entity? (Yes/No)
1	Transpares Limited	Subsidiary	51	No
2	Transweld Mechanical Engineering Works Limited	Subsidiary	100	No
3	Taril Infrastructure Limited	Subsidiary	100	No
4	Savas Engineering Company Private Limited	Subsidiary	100	No
5	Taril Switchgear Private Limited	Subsidiary	100	No
6	Triveni Transtech (India) Private Limited	Subsidiary	51	No

VI. CSR Detail

24. (i) Whether CSR is applicable as per section135 of Companies Act, 2013: (Yes/No): Yes

(ii) Net worth: ₹ 144018.97 Lakhs

(iii) Turnover: ₹ 239549.49 Lakhs

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:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	(If yes, then provide web-link for grievance redress policy)	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, Communities can reach out to TARIL for any grievances through Drop Boxes present at site - Moraiya, Changodar and Odhav.	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Investor engagement is facilitated through structured interactions such as conference calls, meetings and the Annual General Meeting, enabling transparent communication on the Company's performance, initiatives and long-term strategy.	Nil	Nil	Nil	Nil	Nil	Nil

	The dispute resolution mechanism is available at https://www.transformerindia.com/investor-relations/investors-contact/.						
Shareholders	Yes, Any grievances originating from shareholders can be communicated through the contact information provided on TARIL's website. https://www.transformerindia.com/investor-relations/investors-contact/	3	0	All complaints are resolved.	Nil	Nil	Nil
Employees and workers	Yes, TARIL has implemented a Grievance Redressal Procedure to resolve complaints from employees and workers. The details of this procedure can be found on TARIL's website at the provided link. https://www.transformerindia.com/investor-relations/investors-contact/	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, Customers and Value Chain Partners can register their grievances by directly contacting the marketing team or Service Team and Procurement Team respectively. https://www.transformerindia.com/contact/	41	0	All complaints are resolved.	24	0	Nil
Value Chain Partners	Yes, Value Chain Partners can register their grievances by directly contacting the marketing team or Service Team and Procurement Team respectively. https://www.transformerindia.com/contact/	Nil	Nil	Nil	Nil	Nil	Nil

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 opportnity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	Risk	Climate Change represents a significant risk for the business, affecting operational efficiency, maintenance costs, demand patterns, regulatory compliance and supply chain resilience.	TARIL is committed to addressing climate change by integrating climate action into its overall management framework, with clearly defined roles and responsibilities for assessing and managing climate-related risks. These considerations are embedded across key processes, including strategy development, risk management, budgeting, performance monitoring and major investment decisions. As part of this commitment, TARIL has proactively adopted renewable energy, strengthening its transition towards a low-carbon and more sustainable operational model.	**Negative:** Programmes aimed at mitigating climate change risks may result in increased costs in the short to medium term; however, these can be partially offset over time through improved operational efficiency. More importantly, such initiatives enhance business resilience and help safeguard long-term value.
2	Energy and emission management	Risk	Dependency on fossil fuel–based energy sources expose the Company to rising energy costs driven by price volatility and supply constraints. As India transitions towards a low-carbon economy, evolving regulatory expectations are likely to necessitate additional compliance measures and capital investments. These developments may lead to higher operational costs, increased exposure to carbon pricing mechanisms, supply chain disruptions and reputational risks.	By installing rooftop solar systems, TARIL is proactively advancing its efforts to reduce greenhouse gas emissions and minimise its carbon footprint. Currently, renewable energy contributes approximately 15% to the Company's energy mix, with plans to further enhance this share going forward. A 1 MW captive solar project is also under installation to strengthen renewable energy adoption.	**Negative:** The transition towards renewable energy may require higher upfront capital expenditure in the short term. **Positive:** In the long term, it is expected to generate cost savings through reduced dependence on conventional energy sources and improved operational efficiency.

				In addition, the Company continues to focus on process optimisation and energy efficiency initiatives to further support emission reduction and improve overall energy performance.	
3	Waste & Hazardous Materials management	Risk	Improper management of waste and hazardous materials can expose the business to multiple risks, including regulatory non-compliance, adverse impacts on employee health and safety, environmental pollution, reputational damage and significant financial liabilities arising from penalties, remediation costs or legal action.	TARIL ensures strict adherence to regulatory requirements by channelling all generated waste to authorised government approved recycling and disposal facilities. In addition, the Company follows the 3R principles (Reduce, Reuse and Recycle) to enhance resource efficiency and support sustainable waste management practices.	**Positive:** Circular waste management practices can generate positive outcomes by improving resource efficiency, enabling recovery of value from waste streams and reducing overall waste handling and disposal burden.
4	Water and Wastewater Management	Risk	Ineffective water and wastewater management can pose significant risks to businesses, including non-compliance with regulatory requirements, increased environmental pollution and operational disruptions. It may also strain relationships with local communities and lead to reputational damage, thereby impacting long-term business performance.	TARIL complies with all applicable regulations by treating wastewater through Sewage Treatment Plants and reusing the treated water for landscaping and gardening activities across its facilities.	**Negative:** Water and wastewater compliance incurs costs for treatment systems, monitoring, testing, reporting and regulatory adherence.
5	Supply Chain	Risk	Shortcomings in supply chain ESG management can expose the Company to multiple risks, including reputational damage from supplier misconduct, operational disruptions due to environmental or labour issues at supplier sites, financial losses or lost business, etc. These risks, if not managed effectively, can affect stakeholder trust, business continuity and long-term resilience.	TARIL has implemented a Supplier Code of Conduct that sets clear ESG expectations for all vendors, covering environmental stewardship, ethical governance and social responsibility. The company enforces this code throughout the supplier lifecycle from vendor registration to ongoing performance evaluation to ensure sourcing decisions align with sustainability principles.	**Positive:** By enforcing ESG standards across its supply chain through a Supplier Code of Conduct, TARIL can reduce operational disruptions and associated costs, avoid regulatory fines and penalties, enhance stakeholder trust, attract ESG-conscious business partners and strengthen long-term financial resilience.

				These efforts encourage sustainable practices, promote transparency, uphold fair labour standards, and support overall ESG compliance across the supply chain.	
6	Worker Welfare and Human Rights at Workplace	Risk	Ensuring safe and fair working conditions supports an equitable society and stable economy. However, failure to respect human rights or adequately address worker welfare may lead to reputational damage, legal and regulatory liabilities, financial losses and increased stakeholder scrutiny. Such violations or unsafe working conditions can adversely impact employee well-being and disrupt business operations.	TARIL has established a comprehensive framework of workplace policies to uphold human rights, including the Human Rights Policy, Anti-Discrimination and Anti-Harassment Policy, Anti-Slavery Policy, Child Labour Policy and Freedom of Association Policy. These policies are effectively communicated to all employees and workers through onboarding and regular training programs to ensure awareness, understanding and compliance.	**Negative:** Non-compliance with human rights and worker welfare standards may result in reputational damage, legal and regulatory penalties, increased employee turnover, reduced productivity, loss of stakeholder trust and potential disruption of business operations.
7	Heath Safety	Risk	Failure to comply with evolving health and safety regulations can result in fines, sanctions or legal actions. Such penalties may be substantial and can negatively impact the Company's financial performance and overall financial position.	At TARIL, safety of our own workforce forms the foundation of our operations, supported by a comprehensive Occupational Health and Safety (OHS) framework that ensures a safe and secure work environment. Each year, we organise Safety Week programmes aimed at strengthening safety awareness and fostering a culture of prevention through activities such as quizzes, poster competitions and specialised training sessions. These efforts play a vital role in maintaining a safe workplace. Additionally, we have implemented ISO 45001:2018 Occupational Health and Safety Management System.	**Negative:** Workplace incidents can lead to expenses such as medical costs, legal charges, regulatory penalties and loss of productivity, which may affect overall performance.

8	Community Welfare	Opportunity	Cultivating strong community relationships enhances an organisation's reputation and helps secure a sustainable social license to operate.	-	**Positive:** Strengthens stakeholder relationships, enhances brand reputation, fosters local support, contributes to long-term social and economic value creation.
9	Diversity, Equity and Inclusion (DEI)	Opportunity	A diverse and inclusive work environment drives creativity, innovation and employee satisfaction. Embracing diversity improves decision-making and nurtures a culture of belonging.	-	**Positive:** Enables businesses to drive innovation, gain competitive advantage, enhance reputation as an inclusive employer, boost employee engagement and nurture talent growth.
10	Awareness of Electrical Safety	Risk & Oportunity	Inadequate understanding of electrical safety can lead to workplace accidents, equipment failures, regulatory non-compliance, legal liabilities and reputational damage.	TARIL organises safety awareness programmes and training for its employees and workers.	**Positive:** Electrical safety and awareness can enhance operational reliability, reduce accident-related costs, ensure regulatory compliance, strengthen employee confidence and improve the Company's reputation for workplace safety.
11	Learning and Development	Opportunity	As a transformer manufacturing company, TARIL recognises that a highly skilled workforce is essential for driving productivity and operational excellence. To strengthen employee capabilities, the Company has launched several skill development initiatives, including Uday and Aarambh, designed to enhance the competencies of its current workforce while developing new talent through partnerships with Industrial Training Institutes (ITIs).	-	**Positive:** Increased productivity, improved product quality, strong competitiveness and long-term profitability.
12	Cybersecurity and data privacy	Risk	Cybersecurity and data privacy risks present major challenges for businesses, exposing them to potential cyberattacks, data breaches, regulatory violations, operational interruptions, supply chain risks, reputational harm and financial losses.	TARIL has established a strategic mechanism to safeguard data by implementing an Information Security Policy. The use of all organisational data and applications is limited to Company employees.	**Positive:** This proactive approach helps in reducing the likelihood of cyberattacks, data breaches and operational disruptions, thereby avoiding potential financial losses, regulatory penalties and recovery costs.

				Additionally, access from outside can only be made through a Virtual Private Network (VPN).	
13	Corporate Governance and Business Ethics	Risk & Opportunity	Weak corporate governance or unethical business practices can expose the Company to legal liabilities, regulatory penalties, employee misconduct, conflicts of interest, reputational harm and increased scrutiny from stakeholders. Failure to address these risks may affect stakeholder confidence, operational integrity and long-term sustainability.	TARIL has established governance frameworks that reinforce its commitment to corporate governance and business ethics. The Employee Code of Conduct defines clear standards for integrity, accountability and legal compliance, guiding employees and management in avoiding conflicts of interest, ensuring transparency and promoting ethical decision-making. These principles are further strengthened through the Whistleblower Policy, Grievance Handling Policy, Equal Opportunity Policy and Human Rights Policy, collectively supporting responsible and transparent business conduct across the organisation.	**Positive:** Implementing well-defined policies and procedures that support effective corporate governance plays a key role in ensuring long-term business sustainability.
14	Product Design and Safety	Risk& Opportunity	If not effectively managed, product design and safety risks may lead to product defects, operational failures, user injuries, regulatory non-compliance and significant reputational damage to the brand.	TARIL conducts quality checks on its products and obtains customer feedback for continuous improvement. Additionally, our accreditation to ISO 9001 Quality Management Systems - Requirements demonstrates our commitment to ensuring superior product quality.	**Positive:** Ensuring superior product quality builds customer confidence, driving business growth and increased revenue.

SECTION B

MANAGEMENT AND PROCESS DISCLOSURES

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

At TARIL

Our ESG goals strike a balance between ambition and practicality, making them a natural part of how we run our business. We harness the strength of our brand to create positive impact guided by purpose and driven by innovation, with the intent to deliver meaningful benefits for communities and the environment. A strong governance structure underpins these efforts, reinforcing ethical conduct, transparency and long-term sustainability across our operations.

60%

reduction in GHG intensity by March 2030

100%

reduction of Scope 2 GHG emissions by 2030

S.No	Disclosure Question	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, TARIL strictly follows the National Guidelines for Responsible Business Conduct (NGRBC) principles through a set of Board and management-approved policies. These policies cover all nine principles and their core elements, ensuring responsible business conduct.								
1(b)	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1(c)	Web Link of the Policies, if available	Yes, the Company has established relevant policies, which are hosted on its official website. An annexure has also been provided below containing individual web links to each of the policies. https://www.transformerindia.com/investor-relations/policies/								
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.									

International Standards	NGRBC Principle								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
ISO 14001:2015 Environmental Management Systems	✓	✓	✓	✓	✓	✓	✓		
ISO 45001:2018/OSHAS 18001 Occupational Health and Safety	✓	✓	✓	✓	✓		✓		
ISO 9001:2015 Quality Management System	✓	✓						✓	✓
ISO/IEC 17025:2017 Testing and Calibration Laboratories	✓	✓				✓			✓
BIS Certificates	✓	✓							✓

S.No	Disclosure Question	Response
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	• 60% reduction in GHG intensity by March 2030 from Baseline FY 2025-26. • 100% reduction of scope-2 GHG emissions by March 2030 from Baseline FY 2025-26. • 60% sustainable sourcing of raw materials by March 2030. • 70% Supply chain assessment on ESG by March 2030 as per SEBI Norms.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	• 1 MW rooftop solar system at the Moraiya plant (operational since June 2024) generated 4023 GJ in FY 2025-26, with ~97% utilised internally, avoided 793 tCO_2e emissions. • During the year, the Company set up structured mechanisms and deployed a digital platform to track and monitor supplier performance, supporting progress towards its sustainable sourcing and supply chain assessment targets in line with standard norms.

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).

We considered sustainability not merely as a regulatory obligation but as a strategic enabler of long-term value creation. Our sustainability approach is built on the integrated pursuit of economic growth, social responsibility and environmental stewardship and is aligned with the expectations of our customers, employees, value chain partners, investors, regulators and the communities in which we operate.

Harmonizing with Nature:

Environmental responsibility is embedded in our operations and business practices. Our environmental priorities focus on climate action, efficient resource conservation (energy and water) and effective waste management. To strengthen our decarbonisation efforts, a 1 MW rooftop solar power system has been installed at our Moraiya plant, while a similar installation is currently under implementation at the Changodar plant. Our company also demonstrates strong commitment to responsible water management through the installation of a rainwater harvesting system and the reuse of treated wastewater from Sewage Treatment Plants (STPs) for gardening and greenbelt development within plant premises. In addition, our waste management practices, including disposal through authorised recyclers, reflect our continued focus on circular economy principles and resource utilisation.

Inclusive Growth:

At TARIL, our primary focus is the well-being, safety and growth of our people. Safety remains a fundamental priority across all operations, supported by a strong Occupational Health and Safety (OHS) management system that ensures a safe and secure working environment for all employees and workers. The Company's annual Safety Week initiatives, which include awareness campaigns, quizzes, poster competitions and targeted training sessions, play a vital role in building a strong safety culture and reinforcing its commitment to maintaining a safe workplace.

Furthermore, our commitment to skill development is reflected through initiatives such as the Uday and Aarambh programmes, which focus on enhancing the capabilities of the existing workforce and developing skilled talent through collaborations with Industrial Training Institutes (ITIs). Our Corporate Social Responsibility (CSR) programs focus on empowering communities and ensuring equitable access to opportunities.

Governance and Ethical Conduct:

Strong governance is central to our operations. We adhere to high standards of corporate governance, transparency and accountability. Our governance framework is reinforced through well-defined policies, including Code of Conduct, Whistleblower Policy, Human Rights Policy and others. We maintain systems that support ethical business practices, stakeholder trust and long-term value creation.

While the Company has made steady progress across ESG areas, certain challenges continue to evolve. These include the transition of legacy infrastructure to more sustainable alternatives, cost considerations associated with advanced technologies and monitoring sustainability practices across the value chain. To address this, TARIL has initiated a structured assessment to improve visibility into supplier practices and ESG risks. In parallel, a digital ESG data management tool has been deployed to streamline data collection, enhance data accuracy and strengthen ESG reporting.

Despite these challenges, the Company remains focused on addressing them through technology enablement, process strengthening, strategic partnerships and continuous improvement.

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

TARIL has established a Sustainability Committee to oversee the implementation and monitoring of its Business Responsibility policies. The details of the committee are provided below:

Sr. No.	Name	Designation	Category
Sustainability Committee			
1	Mr. Satyen J. Mamtora	Managing Director & CEO	Chairman
2	Mr. Chanchal S S Rajora	Director- Finance	Member
3	Mr. Mehul Shah	Chief Financial Officer	Member
4	Mr. Ajay Bamzai	Chief Human Resource Officer	Member
5	Mr. Rakesh Kiri	Company Secretary and Compliance officer	Member
6	Mr. Vijaykumar Godhani	DGM-Industrial Engineering	Member
7	Mr. Kalpesh Raval	Manager- IMS	Member

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, TARIL has constituted a dedicated Sustainability Committee to oversee and strengthen sustainability governance.
The Sustainability Committee is entrusted with providing strategic direction as well as overseeing the implementation of ESG initiatives, sustainability performance, regulatory compliance and BRSR reporting. It integrates both oversight and execution functions ensuring cohesive planning, effective coordination and timely monitoring of sustainability-related activities across the organisation.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, TARIL's Sustainability Committee reviews of all policies as necessary, particularly in response to changes in regulatory obligations.									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the statutory requirements as applicable.									-								

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
Y, external agency* (ISO/IEC 17025:2017)	N	Y, external agency* (ISO:14001)	N	N	Y, external agency* (ISO: 45001)	N	N	Y, external agency* (ISO:9001)

*Bureau Veritas has assessed TARIL for ISO 14001:2015, ISO 45001:2018 and ISO 9001:2015.
*National Accreditation Board for Testing and Calibration Laboratories (NABL) has assessed ISO/IEC 17025:2017.

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

Not Applicable

Name of the Policy	Weblink
P1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability. TARIL conducts its business activities with utmost importance to ethics, transparency, and accountability.	
Whistle Blower Policy	Whistleblower policy
Sustainability Policy	Sustainability Policy
Code of Conduct of Employee	Code of Conduct
Code of Fair Practice	Code of Fair Practice
Dividend Distribution Policy	Dividend Distribution Policy
Archival Policy on Website Disclosure	Archival Policy on Website Disclosure
Policy for Materiality of Event	Policy for Materiality of Event
Anti-Discrimination and Anti-Harassment Policy	Anti-Discrimination and Anti-Harassment Policy
Policy on Related Party Tranaction	Policy on Related Party Transaction
Equal Opportunity Policy	Equal Opportunity Policy
P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle. TARIL has drafted several policies to contribute to sustainability throughout its operations.	
Supplier Code of Conduct	Supplier Code of Conduct
Sustainability Policy	Sustainability Policy
QHSE Policy	QHSE Policy
P3 Businesses should promote the well-being of all employees. The Company has adopted various employee-oriented policies in line with the general laws and regulations and sound ethical practices.	
Equal Opportunity Policy	Equal Opportunity Policy
Sustainability Policy	Sustainability Policy
QHSE Policy	QHSE Policy
Anti-Discrimination and Anti-Harassment Policy	Anti-Discrimination and Anti-Harassment Policy
Human Rights Policy	Human Rights Policy
Emergency Preparedness Plan	Emergency Preparedness Plan

Grievance Handling	Grievance Handling
Whistle Blower Policy	Whistle Blower Policy
P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized. The Company respects the interest of all its stakeholders, including those who are disadvantaged, vulnerable & marginalised.	
Whistle Blower Policy	Whistle Blower Policy
CSR Policy	CSR Policy
Dividend Distribution Policy	Dividend Distribution Policy
Sustainability Policy	Sustainability Policy
Grievance Handling	Grievance Handling
Policy on Material Subsidiaries Policy	Policy on Material Subsidiaries Policy
P5 Businesses should respect and promote human rights. TARIL strives to safeguard and uphold human rights in all ways possible.	
Human Rights Policy	Human Rights Policy
Anti-Slavery policy	Anti-Slavery policy
Anti-Discrimination and Anti-Harassment Policy	Freedom of association Policy
Code of Conduct of Employee	Code of Conduct of Employee
Sustainability Policy	Sustainability Policy
Grievance Handling	Grievance Handling
Child Labour Policy	Child Labour Policy
Freedom of association Policy	Freedom of association Policy
P6 Businesses should respect, protect, and make efforts to restore the environment. The Company takes various sustainability principle into account for restoring the environment.	
Sustainability Policy	Sustainability Policy
QHSE Policy	QHSE Policy
P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner. TARIL supports responsible and transparent policy engagement with ethical business practices	
Sustainability Policy	Sustainability Policy

P8 Businesses should support inclusive growth and equitable development. The Company supports growth and development of all its employees, workers and individuals associated in its value chain activities.	
Sustainability Policy	Sustainability Policy
CSR Policy	CSR Policy
Code of Conduct of Employee	Code of Conduct of Employee
P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner. The Company prioritizes the customers and has drafted specific policies to serve them better.	
Information security policy	Information Security Policy

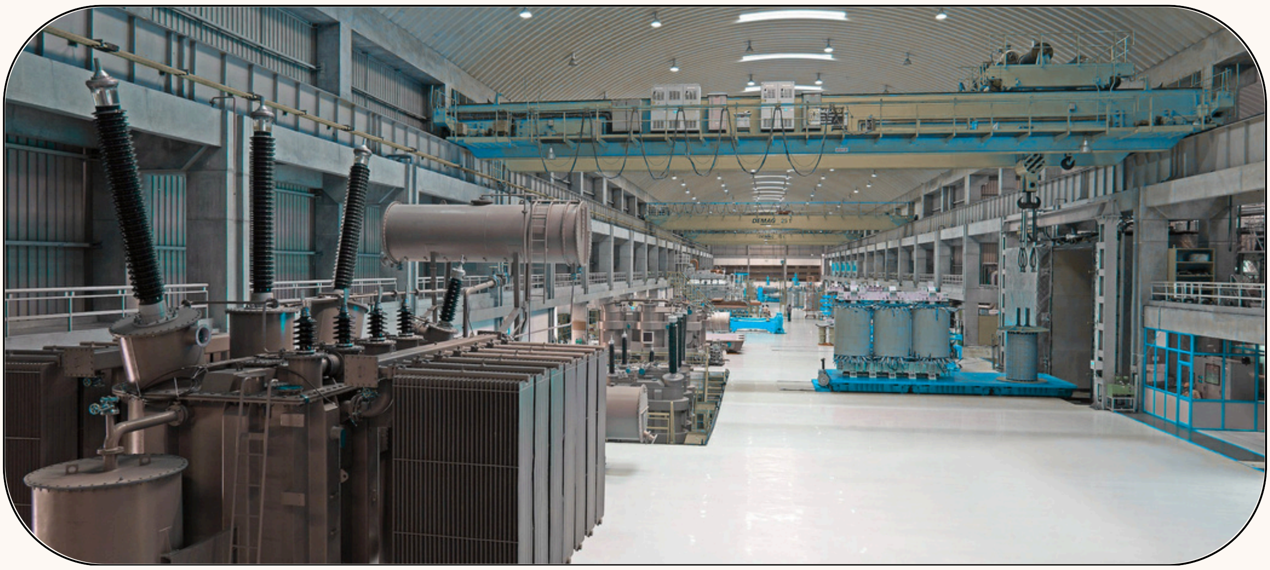
SECTION C

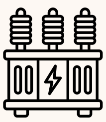
PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

At TARIL

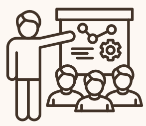
We aim to build a workplace culture based on integrity, respect, accountability and a proactive mindset. Employees are encouraged to raise concerns openly and address issues at an early stage. The Company clear policies and defined processes support the prevention of misconduct, early identification of risks and timely action. By integrating these principles into everyday decisions, we build trust, attract and retain talent, select partners based on responsible practices and safeguard our people, resources and reputation. This approach ensures that our operations remain aligned with our values, comply with applicable laws and support sustainable growth.





33763 MVA

Total Production



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Awareness Programs

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness program 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	6	Principle 1- Familiarisation Programme	100
Key Managerial Personnel	6	Principle 1- Familiarisation Programme	100
Employees other than BoD and KMPs	46	Principle 1, Principle 3, Principle 5 and Principle 6 - POSH, Human Rights, Environment, Health & Safety, ISO Awareness Session, Code of Conduct, etc.	45.6
Workers	78	Principle 3, Principle 5 and Principle 6 - POSH, Environment, Health & Safety, On-Job Trainings, etc.	66.90

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

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

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	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

Note: TARIL has not been subject to any monetary or non-monetary fines, penalties, punishments or compounding fees during the reporting period.

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.

TARIL upholds the highest standards of corporate governance, recognising ethical business practices as integral to effective governance. Its Anti-Corruption Policy, embedded within the 'Anti-Discrimination and Anti-Harassment Policy', mandates strict compliance with applicable laws, ethical standards and corporate policies. It prohibits personnel and agents from providing or approving any form of improper payments or benefits to gain an unfair advantage, including cash, gifts, kickbacks or excessive hospitality.

The policy also requires accurate record-keeping of transactions, ensuring alignment between the substance of transactions and their representation in company records. Detailed procedures covering training, due diligence and interactions with government officials are established, including guidelines for travel sponsorships, charitable donations and political contributions. Periodic audits are conducted to ensure compliance and violations may lead to disciplinary actions, including termination. Waivers or deviations from this policy are not permitted.

TARIL adopts a zero-tolerance approach to bribery and corruption, which is further reinforced through its Code of Conduct applicable to all employees, directors, contractors, subsidiaries, joint ventures and suppliers. The Code defines expected ethical standards and encourages reporting of concerns through a formal mechanism under the Whistle Blower Policy.

Weblink: Anti-Discrimination and Anti-Harassment policy
Sustainability Policy
Code of Conduct of Employee

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	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	No.	Remarks	No.	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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, as we do not have any instances of corruption/conflicts of interest against Directors and KMPs.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	64	75

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	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.05	0
	b. Number of trading houses where purchases are made from	9	0
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	100	0
Concentration of Sales	a. Sales to dealer/ distributers as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealer/ distributers as % of total sales to dealer/distributers	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	9.70	8.04
	b. Sales (Sales to related parties / Total Sales)	0.17	0.71
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	14.80	18.09
	d. Investments (Investments in related parties/Total Investments made)	0	32.34

Not Applicable [NA]

Note: TARIL does not sell its products through dealers or distributors.

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

Note: The entity has not conducted any awareness programmes for value chain partners during the financial year. However, it plans to initiate such programs in the future in line with ESG and NGRBC principles.

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 of the Company' in place. This policy states that officers are required to report any transaction or association that currently presents, or may potentially create, a conflict of interest with the Company's business. They must ensure that such situations do not impair their professional judgement or compromise their obligations to the Company. Conflicting transactions may include financial interests in a supplier, customers or competitors; holding a directorship in a competing entity; or accepting concurrent employment or engagement with any supplier, customer or competitor organisation.
Weblink: Code of Conduct for Board Members and for Senior Management Personnel of the company

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

At TARIL

We are committed to delivering high-quality products while ensuring that our operations are safe, ethical and environmentally responsible. Our products are developed and manufactured in accordance with stringent quality and safety standards, with a focus on minimising our impact on health, society and the environment.

We adopt a responsible sourcing approach by collaborating with suppliers that meet our sustainability standards. Additionally, the Company fully recovers all operational waste through recycling, demonstrating our commitment to circular economy principles and reducing landfill dependency.

Our Environment Management System, Occupational Health & Safety Management System and Quality Management System are well-established, supported by regular audits, employee trainings and emergency preparedness. Furthermore, we are looking forward to initiating Life Cycle Assessments (LCA) to evaluate and enhance the environmental performance of our key products in a phased manner throughout their life cycle.

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	Nil	Nil
Capex	13.78	12.40	Roof Top Solar and Air Handling Units

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

Yes, TARIL has established procedures for sustainable sourcing through its Supplier Code of Conduct and Sustainability Policy, which outline expectations on legal compliance, environmental responsibility, ethical practices and social standards for all suppliers. Sustainability considerations are integrated across the supplier lifecycle, from vendor onboarding to periodic performance evaluation. Suppliers are assessed on key ESG parameters including environmental compliance, occupational health and safety, human rights and governance practices.
Web-link for policy**:** Supplier Code of Conduct

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

TARIL has established and strengthened a formal mechanism during the year to assess the proportion of sustainably sourced inputs through its 'Vendor Evaluation Form', which evaluates suppliers across Environmental, Social and Governance (ESG) parameters. The enhanced framework enables structured assessment and quantification of sustainably sourced inputs. The Company will progressively provide quantitative disclosures on the share of sustainably sourced inputs in the next financial year.

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.

Considering the long operational life cycles of transformers, which typically extend beyond 20-25 years, TARIL currently does not reclaim its products or packaging materials at the end of their life cycle.

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.

No, currently the Company’s operations do not fall under the applicability of Extended Producer Responsibility (EPR).

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.
-	-	-	-	-	-

Note: We have not conducted a Life Cycle Assessment (LCA) for any of our products during the current reporting period. However, we will initiate and undertake LCA studies for our products in the next financial year.

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
-	-	-

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).

Currently, the company does not utilize any recycled or reused materials in the production of its products.

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
	-	-

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

Note: Considering the long operational life cycles of transformers, which typically extend beyond 20–25 years, TARIL currently does not reclaim its products or packaging materials at the end of their life cycle.

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
Not Applicable	Not Applicable

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

At TARIL

We believe that our people thrive when they feel supported in all aspects of their lives. In line with this belief, we focus on creating a workplace that promotes health, safety and work-life balance. We believe that employees perform at their best when they are physically and mentally well. Our approach includes strong wellness initiatives, effective grievance mechanisms and continuous training and development programmes. By doing so, we ensure our employees feel valued, cared for and empowered both at work and beyond.

100%

of employees and workers covered under well-being measures

0

complaints on health and safety and working conditions

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
Permanent employees											
Male	447	447	100	447	100	NA	NA	0	0	0	0
Female	16	16	100	16	100	16	100	NA	NA	0	0
Total	463	463	100	463	100	16	100	0	0	0	0
Other than Permanent employees											
Male	33	33	100	33	100	NA	NA	0	0	0	0
Female	2	2	100	2	100	2	100	NA	NA	0	0
Total	35	35	100	35	100	2	100	0	0	0	0

Not Applicable [NA]

Note: Currently, TARIL does not offer specific paternity benefits and daycare facilities.

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
Permanent employees											
Male	166	166	100	166	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	166	166	100	166	100	0	0	0	0	0	0
Other than Permanent employees											
Male	1481	1481	100	1481	100	0	0	0	0	0	0
Female	6	6	100	6	100	0	0	0	0	0	0
Total	1487	1487	100	1487	100	0	0	0	0	0	0

Note: Permanent workers and other than permanent workers are covered under ESIC/ Workmen Compensation Policy. Currently, TARIL does not offer specific paternity benefits and daycare facilities.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.26	0.13

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	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	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI*	100	100	Yes	100	100	Yes
Others - please specify	-	-	-	-	-	-

Note: The gratuity fund is maintained at LIC and India First.
*ESI coverage percentage is calculated based on the number of employees and workers eligible for benefits under the Employees' State Insurance (ESI) scheme.

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, we strive to create an inclusive and supportive work environment by ensuring that our facilities are fully accessible to employees, workers and visitors with disabilities.

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, the Company has an Equal Opportunity Policy that ensures non-discrimination in recruitment, hiring, promotion, training, compensation and other employment practices, irrespective of disability, gender, caste, religion, age or other personal attributes.

The policy promotes the inclusion of persons with disabilities by providing reasonable accommodation and supporting reskilling and redeployment for employees who may acquire disabilities during their service. To ensure accessibility, the Company provides inclusive infrastructure and facilities such as ergonomic seating, accessible parking spaces and washrooms.

The HR Department is responsible for implementing the policy and maintaining appropriate records to ensure transparency, accountability and equal opportunity in the workplace. All records shall be retained in accordance with applicable laws and internal policies, ensuring confidentiality and accountability.
Web-link of Policy : Equal Opportunity Policy

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	NA	NA	NA	
Female	-	100		
Total	-	100		

Note: During FY 2025-26, no female employee availed maternity leave.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, TARIL has a well-established grievance handling mechanism applicable to all employees and workers, including both permanent and non-permanent staff. The mechanism ensures that concerns are identified promptly, addressed fairly and resolved at the appropriate level of management. Managers are responsible for addressing grievances and taking corrective actions to resolve issues at their root cause. Six Steps of the Grievance Redressal Mechanism 1. Quick Action: Prompt identification and resolution of grievances to prevent escalation. 2. Acknowledgement of Grievance: Formal acknowledgement of grievances to ensure fairness and transparency. 3. Gathering of Facts: Collection and maintenance of relevant facts and records. 4. Examination of the Cause: Identification of the root causes of grievances. 5. Decision-Making: Evaluation of alternative solutions to resolve the issue. 6. Execution and Review: Implementation of decisions and review of their effectiveness. An Independent Grievance Redressal Committee has been constituted to effectively implement the aforementioned grievance redressal procedure. The grievance escalation matrix is as follows: Immediate Supervisor > Shift Supervisor > Head of Department > Grievance Redressal Committee > Top Management. The procedure also permits workers to bypass the matrix and directly report to HR or top management. **Web link:** Grievance Handling
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized 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	463	0	0	393	0	0
Male	447	0	0	380	0	0
Female	16	0	0	13	0	0
Total Permanent Workers	166	0	0	160	0	0
Male	166	0	0	160	0	0
Female	0	0	0	0	0	0

Note: No employees or workers are members of any associations or unions.

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	480	232	48.33	222	46.25	404	120	29.70	126	31.19
Female	18	6	33.33	9	50	14	7	50	7	50
Total	498	238	47.79	231	46.39	418	127	30.38	133	31.82
Workers										
Male	1647	1429	86.76	385	23.38	1334	881	66.04	242	18.14
Female	6	2	33.33	0	0	0	0	0	0	0
Total	1653	1431	86.57	385	23.29	1334	881	66.04	242	18.14

Note: We have expanded coverage of employees and workers under skill upgradation and health and safety training programmes.

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	480	311	64.79	404	294	72.77
Female	18	14	77.78	14	10	71.43
Total	498	325	65.26	418	304	72.73
Workers						
Male	1647	1647	100	1334	1334	100
Female	6	6	100	0	0	-
Total	1653	1653	100	1334	1334	100

Note: All employees (permanent and other than permanent) who have joined the organisation before 30th September are eligible for the annual performance review. Hence, there is a difference between the total number of employees and the number covered under performance review. There is no formal process for reviewing the performance of workers. However, yearly reviews take place when there is a change in minimum wages.

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

Yes, TARIL has implemented an Occupational Health and Safety (OHS) Management System across all its manufacturing facilities and offices. Our approach to occupational health and safety is guided by clearly defined OHS framework standards which are in accordance with ISO 45001:2018. We are dedicated to maintaining a work environment that protects the health and wellbeing of employees, contractors, visitors and surrounding communities.

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

We conduct risk assessments in accordance with our Environment, Health and Safety (EHS) management plan to identify Occupational Health and Safety (OHS) hazards associated with various processes, activities, products and services at the TARIL units in Moraiya, Changodar and Odhav. OHS risk assessment forms an integral part of routine operations and is also carried out during changes such as introducing new equipment or work methods.

The plan establishes criteria for assessing the significance of hazards and determining appropriate operational controls, based on which thorough risk assessments are conducted for both routine and non-routine tasks. For non-routine activities, risks are additionally managed through the Permit-to-Work system and Job Safety Assessments.

All OHS hazards, including those arising from both routine and non-routine activities, are recorded in the Hazard Identification and OHS Risk Assessment Register. The register includes key details such as activity type, associated hazards, risk scenarios, legal applicability, risk prioritisation, significance evaluation, operational control procedure reference numbers and corresponding Environment, Health and Safety Management Programme references.

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

Yes, TARIL has a Hazard Identification and Near Miss (HI-NM) reporting system through which employees and workers can report identified work-related hazards and near-miss incidents. The system includes both manual and digitized reporting mechanisms, with the digital system enabling reporting through a QR-based approach. Information about this system has been communicated to all employees and workers during health and safety training sessions.

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

Yes, TARIL ensures that all employees and workers are covered under applicable health and accident insurance plans. In addition, the Company organises regular medical check-ups for its entire workforce.

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	0.25	0
	Workers	1.49	2.29
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: The LTIFR for FY 2024-25 has been revised following improvements in data recording and management systems.

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

TARIL places strong emphasis on the physical and mental well-being of its employees and workers. The Company follows a comprehensive Environment, Health and Safety (EHS) management system aligned with ISO 14001 and ISO 45001 standards to ensure a safe and healthy workplace. Regular Hazard Identification and Risk Assessment (HIRA) exercises are conducted to identify workplace hazards and implement appropriate control measures. A strict Permit-to-Work (PTW) system is in place to manage high-risk operational and maintenance activities. In addition, Personal Protective Equipment (PPE) is provided and mandated based on task-specific risk assessments.

TARIL has established an Emergency Preparedness Plan to address both man-made and natural emergencies, with clearly defined roles and responsibilities across the organisation. Various safety measures are implemented across manufacturing units, including the installation and use of air filtration systems to reduce air pollution.

Safety awareness is strengthened through regular employee engagement initiatives. The Company conducts National Safety Week, semi-annual mock drills and organises fire safety and first-aid training sessions. Safety quizzes are conducted in Hindi, English and Gujarati and employees participate in a daily safety oath. Interactive initiatives such as visual displays and quiz-based activities are used to reinforce safe practices. Departments demonstrating strong EHS performance are recognised under the Rewards and Recognition framework.

Employee well-being is further supported through annual health and wellness programmes, including blood donation drives and International Yoga Day celebrations, promoting both physical and mental health. TARIL also conducts DISH-approved safety training by certified trainers, along with mandatory internal training programmes, annual external training sessions and ESIC awareness camps conducted by ESIC officials to strengthen employee capability and awareness.

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

	FY 2024-25 (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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

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	100
Working Conditions	100

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

At TARIL, we are committed to ensuring a safe and healthy work environment across all our operations. We investigate all incidents to identify root causes and implement actions to prevent recurrence. We ensure timely closure of all gaps identified during internal and external audits and assessments.

We have implemented the following corrective actions to address safety-related risks/concerns:

- Incident Management Programme: A comprehensive framework is in place to thoroughly review safety incidents and assessment outcomes. This approach clearly assigns responsibilities for incident reporting, ensures detailed root cause analysis and establishes effective corrective as well as preventive actions to avoid recurrence.
- HI-NM Reporting System: A digital platform is used for hazard identification and near-miss reporting, accessible through QR codes as well as offline options to ensure easy reporting and effective follow-up. The system is supported by interactive infographics that help users correctly identify hazards and simplify the overall reporting and monitoring process.
- Action Owner Tracking: Clear responsibility is established with sectional action owner tracking for effective problem-solving.
- Health & Safety Assessments: Routine inspections are carried out to spot potential hazards, address safety concerns and identify opportunities for improvement.

LEADERSHIP INDICATORS

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

(A) Employees (Y/N): Yes, the Company's Group Accident Insurance policy offers financial protection in the event of death, permanent disability or partial disablement. Additionally, TARIL has put into effect a Death Relief Fund Policy, which is applicable to all employees, including staff members and contractual workers.

(B) Workers (Y/N): Yes, in accordance with statutory provisions, workers are also enrolled under the Employee’s State Insurance Corporation (ESIC) scheme.

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

Every supplier and vendor of TARIL adheres to the Supplier Code of Conduct, which includes provisions for ensuring fair wages and compliance with all labour regulations.

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	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company provides training programmes to help employees upgrade their skills, enabling them to remain employable and explore future career opportunities.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

Note: During the current reporting year, the organisation has established a mechanism to assess its value chain partners on relevant environmental and social parameters. The assessment and reporting of value chain partners will be initiated from the next financial year.

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 are no corrective actions underway, as we currently do not conduct formal health and safety assessments of our value chain partners.

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

At TARIL

We believe that our long-term success is intrinsically linked to the confidence, well-being and trust of the people and communities associated with us. We remain committed to engaging proactively with our stakeholders including employees, customers, local communities, investors, suppliers and other relevant groups and to addressing their concerns in a responsible and transparent manner. Through regular and structured stakeholder engagement, we gain valuable insights into stakeholder expectations, which are systematically incorporated into our strategic planning and decision-making processes.

8

categories of key stakeholders identified

1150+

beneficiaries in educational support

ESSENTIAL INDICATORS

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

The entity identifies its key stakeholder groups through a structured Stakeholder Engagement and Materiality Assessment. This process involves mapping both internal and external stakeholders based on their relevance to the organisation's operations and value chain. Internal stakeholders primarily include employees and workers, while external stakeholders encompass investors and shareholders, suppliers, customers, non-governmental organisations, regulatory authorities and industry associations.

Each stakeholder group is then evaluated based on the extent of its impacts on the business and vice versa. This assessment helps in prioritizing stakeholders and gaining insight into their key expectations, concerns and areas of interest. Continuous engagement through appropriate communication channels and feedback mechanisms enables the organisation to capture stakeholder inputs effectively. These interactions contribute to stronger stakeholder relationships, enhanced transparency and informed decision-making, ensuring that business strategies are aligned with stakeholder needs and long-term organisational objectives.

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

Sr.No	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
1	Customer	No	Customer meets, website, conferences, events, phone calls, emails and meetings	Frequent, as and when required	To acquire new customers and service the existing ones
2	Employees	No	Emails and meetings, training programmes, performance appraisal, grievance redressal mechanisms, notice boards, employee engagement initiatives	As and when required	To keep employees abreast of key developments happening in the Company, routine work, personal and professional growth and also addressing their grievances
3	Workers	No	Shift meetings, notice board, suggestion scheme, Reward and Recognition Programmes	Shift Meeting (daily) Notice Board (As and when required) Suggestion scheme (Half yearly)	To address their grievances and to assess their work, personal and professional growth
4	Suppliers	No	Vendor assessment and review, supplier audits, publications, website, calls and meetings	As and when required	For serving existing business better and to get feedback
5	Investors/ Shareholders	No	Conference calls, Annual General Meeting, official communication, publications, website and investor meetings	Annually, Quarterly & On a need basis	Quarterly results, dividend, communication with respect to IEPF, AGM Notice, Annual Report, etc.
6	Institutions & Industry Bodies	No	Networking through meetings	As and when required	Networking so as to be abreast of new opportunities in the sector and drive change
7	Governments & Regulatory Authorities	No	Call, newspaper advertisement, online filling, submission through portal, meeting, inspection and audit	Periodically, as and when required	With regard to compliance with law, amendments, inspections, approvals and assessments
8	Community, Civil society / NGOs	No	Needs assessment, meetings and briefings, partnerships in community development projects, training and workshops, email and call	Frequent, as and when required	Support CSR projects

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 Company's management maintains regular and proactive engagement with its key stakeholders including investors, customers, suppliers, employees, regulators and local communities, to ensure alignment with its strategic objectives and policies. Investor engagement is facilitated through structured interactions such as conference calls, meetings and the Annual General Meeting, enabling transparent communication on the Company's performance, initiatives and long-term strategy.

The corresponding committees interact with relevant stakeholder groups using appropriate channels such as meetings, surveys, audits, written communications and grievance mechanisms. Feedback, concerns and expectations related to economic performance, environmental impacts and social responsibilities are systematically captured, tracked and evaluated. The key points and material issues arising from these consultations are placed before the Board of Directors during scheduled Board and Committee meetings. The Board reviews the information, provides direction where required and ensures that stakeholder perspectives are considered while taking strategic and operational decisions.

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, we perform stakeholder consultations as an integral part of the Stakeholder Engagement and Materiality Assessment process. Stakeholders are encouraged to share their inputs and feedback during various stakeholder interactions. All suggestions received are carefully reviewed and evaluated based on their relevance, feasibility and alignment with the Company's business objectives and sustainability priorities. The insights identified as material are embedded into the Company's sustainability strategy and guide the development of its goals, targets and initiatives. These impacts are managed through well-defined action plans, along with appropriate allocation of resources such as capital and operational expenditure, technology adoption and manpower planning.

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

TARIL is committed to support vulnerable and marginalised communities through targeted CSR initiatives that address education, skill development and health needs. We undertake multiple programmes designed to create sustainable opportunities and improve the quality of life for underprivileged groups.

Key initiatives include:

- Education support: Adoption of schools and provision of educational resources to improve learning outcomes for children from marginalised communities.
- Skill development: Support for technical training institutions, such as Sanand ITI and structured skill enhancement programmes like Aarambh and UDAY, which enhance employability among youth from underprivileged backgrounds.
- Health and wellness: The Organisation provides holistic care and skill development for persons with intellectual disabilities to support their well-being and independence.

Through these initiatives, TARIL actively addresses socio-economic challenges, strengthens local livelihoods and ensures that the concerns and needs of vulnerable stakeholders are considered in the Company's social responsibility planning.

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 5: Businesses should respect and promote human rights

At TARIL

We maintain a strong and accountable human rights governance framework focused on continuous improvement across our operations and value chain. We are committed to embedding fairness, equality and respect into our business practices to support a responsible and sustainable future. We have established comprehensive policies on human rights, equal opportunity, prevention of child and forced labour, non-discrimination, anti-harassment and ethical conduct for employees, suppliers and the Board of Directors. The Whistleblower Policy further strengthens this framework by providing safeguards against retaliation and promoting a safe, ethical and respectful working environment across the organisation and its value chain.

100%

workers are paid more than minimum wages

0

complaints on human rights and POSH related issues

ESSENTIAL INDICATORS

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (B)	% (D/C)
Employees						
Permanent	463	304	65.66	393	178	45.29
Other than Permanent	35	0	0	25	3	12
Total Employees	498	304	61.04	418	181	43.30

Workers						
Permanent	166	0	0	160	0	0
Other than Permanent	1487	0	0	1174	0	0
Total Workers	1653	0	0	1334	0	0

Note: TARIL looks forward to extending human rights training to its workers in the upcoming years.

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	463	0	0	463	100	393	0	0	393	100
Male	447	0	0	447	100	380	0	0	380	100
Female	16	0	0	16	100	13	0	0	13	100
Other than Permanent	35	0	0	35	100	25	0	0	25	100
Male	33	0	0	33	100	24	0	0	24	100
Female	2	0	0	2	100	1	0	0	1	100
Workers										
Permanent	166	0	0	166	100	160	29	18.13	131	81.87
Male	166	0	0	166	100	160	29	18.13	131	81.87
Female	0	0	0	0	100	0	0	0	0	0
Other than Permanent	1487	0	0	1487	100	1174	440	37.48	734	62.52
Male	1481	0	0	1481	100	1174	440	37.48	734	62.52
Female	6	0	0	6	100	0	0	0	0	0

Note: TARIL has revised the minimum wages of workers in FY 2025-26.

3. Details of remuneration/salary/wages.

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	2	487.32 Lakhs	1	83.33 Lakhs

Key Managerial Personnel	5	120.88 Lakhs	1	83.33 Lakhs
Employees other than BoD and KMP	441	5.93 Lakhs	14	6.48 Lakhs
Workers	153	6.15 Lakhs	0	0

Note: The median is calculated only for the permanent category. Female median salary increased by 40.6% during FY 2025-26. Bonuses are paid at TARIL on a half-yearly basis.
The Board of Directors has six members, of whom three Executive Directors receive remuneration, while the three Independent Directors are provided with a sitting fee.

- KMP includes three Executive Directors on the Board, the CEO, the CFO and the CS.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	2.62	1.70

Note: Gross wages paid to females as % of total wages for FY 2024-25 has been revised following improvements in data recording and management systems.

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, at TARIL, the HR team serves as the focal point for identifying and addressing any human rights impacts arising from our operations. Our human rights commitments are clearly defined and aligned with our vision of fostering a fair and socially inclusive society. These commitments are guided by a formal Human Rights Policy and reinforced by a Whistleblower Policy that enables stakeholders to raise concerns transparently and without fear of retaliation.

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

TARIL is committed to upholding human rights and maintaining a safe, inclusive and discrimination-free workplace with zero tolerance towards child labour, forced labour, human trafficking, slavery, harassment or any form of abuse, in accordance with its Human Rights Policy. These commitments are embedded within the organisation's governance framework and implemented through policies on human rights, anti-discrimination, anti-harassment and anti-slavery, child labour prevention and freedom of association, which are effectively communicated to employees and workers during induction and through regular training sessions.

A Grievance Handling Procedure is in place for all employees and workers, both permanent and non-permanent, enabling them to raise workplace and human rights-related concerns in a structured and confidential manner. Under this procedure, the respective manager is responsible for acknowledging and appropriately managing grievances, with all cases addressed through defined internal processes to ensure timely resolution.

In matters related to sexual harassment, TARIL has a POSH (Prevention of Sexual Harassment) Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Committee comprises designated members, including a Presiding Officer, internal members and an external member, as per statutory requirements.

Grievance Handling Procedure: Grievance Handling Procedure, Human Rights Policy

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-

Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour /Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other Human Rights	Nil	Nil	-	Nil	Nil	-

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

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

TARIL has a POSH (Prevention of Sexual Harassment) Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Committee comprises designated members, including a Presiding Officer, internal members and an external member, as per statutory requirements.

The POSH Committee reviews complaints on a quarterly basis, including the status of ongoing and pending cases and ensures compliance with the provisions of the Act. Additionally, the Committee reviews complaint registers and related records to ensure proper documentation, tracking and timely closure of all cases.

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

TARIL has established a grievance redressal mechanism that ensures confidentiality, prohibits retaliation and enables fair and transparent resolution of human rights-related complaints. Through its Human Rights Policy, Whistleblower Policy and Grievance Handling Policy, individuals are assured protection when reporting concerns related to discrimination, harassment or any violation of rights. Secure channels are available for lodging complaints, and a Grievance Redressal Committee reviews and monitors all cases to ensure adherence to ethical, legal and regulatory requirements. TARIL prioritises anonymity and upholds strict data security practices to safeguard complainants, fostering a safe, respectful and violence-free workplace.

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

Yes. Human rights requirements form an integral part of our business agreements and contracts. All agreements are aligned with applicable regulatory requirements and provisions from the Company's Human Rights Policy and Supplier Code of Conduct, including those related to prohibition of child and forced labour, fair wages and ethical practices, which are embedded into contracts to ensure compliance with legal and ethical standards across the value chain.

10. Assessment of the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100

Wages	100
Others - please specify	-

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

Not Applicable. TARIL is committed to the effective implementation of its human rights policies and promotes awareness among employees to uphold ethical workplace standards. During the reporting period, no cases were reported; therefore, no corrective actions were required.

LEADERSHIP INDICATORS

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

During the reporting period, no human rights grievances or complaints have been reported at TARIL; therefore, no business process modifications were required.

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

TARIL actively implements its human rights policies and promotes awareness among its workforce on the importance of human rights in the workplace. However, formal human rights due diligence has not yet been conducted.

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's premises and offices are designed to support accessibility for persons with disabilities, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Infrastructure provisions such as accessible ramps and wheelchairs are in place to facilitate ease of movement. The Company continues to strengthen its facilities and address potential barriers to ensure an inclusive and accessible environment for all visitors and stakeholders.

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	Nil.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

Note: The Company has initiated the assessment of its value chain partners and plans to report the relevant data in the coming financial years.

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

TARIL is actively enforcing the Supplier Code of Conduct to enhance supplier awareness about the significance of human rights at the workplace. However, no such assessments have been carried out and therefore no corrective actions have been necessitated.

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

At TARIL

We place environmental stewardship and occupational health and safety at the core of our long-term sustainability vision. We strive to safeguard natural ecosystems by consistently working to reduce our environmental footprint. In response to the growing challenges of climate change, we are advancing a range of targeted initiatives focused on improving energy efficiency, expanding the use of renewable resources, minimising waste, enhancing water conservation and protecting biodiversity across all our manufacturing locations.

Our Environmental, Health and Safety Division plays a central role in monitoring and managing the Company's environmental impact, ensuring ongoing evaluation, compliance and continuous improvement. We adhere to globally recognised standards, including ISO 14001 for environmental management and ISO 45001 for occupational health and safety, demonstrating our strong commitment to responsible, safe and sustainable operations.

793 tCO_2e
emissions avoided

9152 kL
rainwater harvested

8199 kL
wastewater recycled

2970.48 t
waste sent for recycling

ESSENTIAL INDICATORS

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

Parameter	FY 2025-26	FY 2024-25
From Renewable Sources (GJ)		
Total electricity consumption (A)	4023.04	3444.54
Total fuel consumption (B)	0	0
Energy Consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4023.04	3444.54
From Non-Renewable Sources (GJ)		
Total electricity consumption (D)	21824.33	20501.61
Total fuel consumption (E)	44938.15	35985.27
Energy Consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	66762.48	56486.88
Total energy consumed (A+B+C+D+E+F)	70785.52	59931.42
Energy intensity per lakh of Revenue (Total energy consumed / Revenue from operations)	0.30	0.30
Energy intensity per lakh of Revenue adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	5.93	6.34
Energy intensity in terms of physical output (Total energy consumed/ Total MVA of Transformers manufactured)**	2.10	2.06
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**For FY 2024-25, energy intensity has been revised in accordance with the intensity equivalent approach and is measured as total energy consumed per MVA of transformers manufactured.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?
Yes, Bureau Veritas (India) Private Limited has conducted an independent reasonable assurance engagement for selected non-financial disclosures of TARIL for FY 2025-26.

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	14793	12966
(iii) Third party water	6319	1575
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	21112	14541
Total volume of water consumption (in kilolitres)	21112	14541
Water intensity per lakh of Revenue (Total water consumption / Revenue from operations)	0.09	0.07
Water intensity per lakh of Revenue adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1.77	1.54
Water intensity in terms of physical output (Total water consumption/ Total MVA of transformers manufactured)**	0.63	0.50
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

**For FY 2024-25, water intensity has been revised in accordance with the intensity equivalent approach and is measured as total water consumed per MVA of transformers manufactured.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Private Limited has conducted an independent reasonable assurance engagement for selected non-financial disclosures of TARIL for FY 2025-26.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
• No treatment	0	0
• With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
• No treatment	0	0
• With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
• No treatment	0	0
• With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
• No treatment	0	0
• With treatment - please specify level of treatment	0	0
(v) Others	0	0
• No treatment	0	0
• With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Private Limited has carried out an independent reasonable assurance of the selected non-financial disclosures of TARIL for FY 2025-26.

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

No. However, the Company has established appropriate wastewater treatment facilities and reuse practices. Wastewater generated from operations is treated through an Activated Sludge Process (ASP) based Sewage Treatment Plant (STP), in compliance with applicable Pollution Control Board regulations. In FY 2025-26, a total of 8199 kL of wastewater has been treated. The treated effluent is reused within the facility premises for gardening and greenbelt development, thereby reducing freshwater withdrawal and supporting efficient water management.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	PPM	< 50	< 50
SOx	PPM	< 100	< 100
Particulate matter (PM)	mg/NM^3	< 150	< 150
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?

No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PCFs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2767.42	6563.22
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PCFs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	4304.24	4140.18
Total Scope 1 and Scope 2 emission intensity lakh of Revenue (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 Equivalent/ ₹ in Lakh	0.03	0.05
Total Scope 1 and Scope 2 emission intensity lakh of Revenue adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 Equivalent/ ₹ in Lakh	0.59	1.13
Total Scope 1 and Scope 2 emission intensity in terms of physical output**	$MTCO_2eq$/ Total MVA of transformers manufactured	0.21	0.38
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**For FY 2024-25, emission intensity has been revised in accordance with the intensity equivalent approach and is measured as total scope 1 and 2 emissions per MVA of transformers manufactured.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Private Limited has conducted an independent reasonable assurance engagement for selected non-financial disclosures of TARIL for FY 2025-26.

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

Yes, we are actively implementing initiatives to minimise our carbon footprint through improved energy efficiency and increased adoption of renewable energy. As part of these efforts, a 1 MW rooftop solar power system has been commissioned at the Moraiya plant and has been operational since June 2024. During FY 2025-26, the system generated 4023 GJ of renewable energy, of which approximately 97% has been utilised for internal consumption. This reduced dependence on grid electricity and resulted in an estimated avoidance of 793 tCO_2e emissions.

In addition, a 1 MW rooftop solar installation has been set up at the Changodar facility. The system is expected to become operational in the next financial year and has the potential to generate over 4000 GJ of renewable electricity annually, further supporting the organisation's transition towards low-carbon operations. These efforts aim to reduce reliance on conventional energy sources and lower the entity's GHG emissions footprint.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	10.94	94.01
E-waste **(B)**	25.59	0.28
Bio-medical waste **(C)**	0.001	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**- Used Oil	3.91	1.37
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2930.04	1877.51
Total (A + B + C + D + E + F + G + H)	2970.48	1973.16
Waste intensity lakh of Revenue (Total waste generated / Revenue from operations)	0.01	0.01
Waste intensity per lakh of Revenue adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.25	0.2
Waste intensity in terms of physical output (Total waste generated/ (Total MVA of transformers manufactured)**	0.09	0.07
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2970.48	1973.16

(ii) Re-used	0	0
(iii) Other recovery operations (Waste to energy Recovery)	0	0
Total	2970.48	1973.16
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.001	0
(ii) Landfilling	0	0
(iii) Other disposal operations (TSDF)	0	0
Total	0.001	0

**For FY 2024-25, waste intensity has been revised in accordance with the intensity equivalent approach and is measured as total waste generated per MVA of transformers manufactured.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas (India) Private Limited has conducted an independent reasonable assurance engagement for selected non-financial disclosures of TARIL for FY 2025-26.

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.

TARIL adopts a structured waste management approach aligned with the 3R principles (Reduce, Reuse, Recycle) and is committed to circular economy practices. The Company maximises recycling of solid waste through authorised channels and focuses on waste minimisation through process improvements and efficient resource utilisation, while ensuring compliance with applicable regulatory requirements.

1. Hazardous Waste: Disposed of through CPCB-authorised recyclers and TSDF facilities in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.
2. Non-Hazardous Waste: Segregated at source into multiple type of waste such as plastic, paper, metal, wood, etc. and channelised for recycling through authorised recyclers.
3. E-Waste: Collected at designated locations and disposed of through CPCB-authorised e-waste recyclers in line with the E-Waste (Management) Rules, 2016.
4. Biomedical Waste: Managed through nearby tie-up hospitals and disposed of in compliance with applicable regulatory requirements.
5. Wastewater: Wastewater and sludge generated is effectively treated and reused in the system boundary for applications such as gardening.

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 there of and corrective action taken, if any.
Not applicable. None of the operations/ offices are in/around ecologically sensitive area.			

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	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable. An Environmental Impact Assessment (EIA) was not mandated by law in this current FY 2025-26.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules there under (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control	Corrective action taken, if any
TARIL has been compliant with all the applicable environmental laws and regulations.				

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:

1. Name of the area: Odhav, Ahmedabad
2. Nature of operations: Fabrication and Manufacturing of Transformers

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	NA
(ii) Groundwater	0	NA
(iii) Third party water	3924	NA
(iv) Seawater / desalinated water	0	NA
(v) Others	0	NA
Total volume of water withdrawal (in kilolitres)	3924	NA
Total volume of water consumption (in kilolitres)	3924	NA
Water intensity per lakh of Revenue (Water consumed / Revenue from operation)	0.02	NA
Water intensity in terms of physical output (Water consumed / Total MVA of transformers manufactured)	0.12	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
• No treatment	0	NA
• With treatment - please specify level of treatment	0	NA

(ii) Into Groundwater		
• No treatment	0	NA
• With treatment - please specify level of treatment	0	NA
(iii) Into Seawater		
• No treatment	0	NA
• With treatment - please specify level of treatment	0	NA
(iv) Sent to third-parties		
• No treatment	0	NA
• With treatment - please specify level of treatment	0	NA
(v) Others		
• No treatment	0	NA
• With treatment - please specify level of treatment	0	NA
Total water discharged (in kilolitres)	0	NA

Not Applicable [NA]

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
No

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	10552.67	-
Total Scope 3 emissions per rupee of turnover	-	0.04	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*Note: In the current financial year, Scope 3 Categories 2, 3, 5 and 6 have been considered and reported. In the coming years, we aim to progressively include additional relevant categories and expand the scope of reporting, as applicable.

Note: Indicateif any independent assessment/ evaluation/assurance has been carriedout by an external agency?

No independent assessment/evaluation/assurance has been carried out in the reporting year.

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Renewable Energy Adoption (Solar Power)	Installed rooftop solar power systems	Avoided approximately 793 tCO_2e emissions and reduced dependency on conventional grid electricity.
2	Waste Water Treatment	Recycling of water	Reduced the dependency on 8199 kL of freshwater withdrawal.
3	Rain Water Harvesting	Currently, the Company has six groundwater recharge wells, with three wells each at the Moraiya and Changodar plants, having a recharge capacity of approximately 6543 m^3/yr and 18472 m^3/yr, respectively.	9152 kL of rainwater has been harvested at the Changodar plant in FY 2025-26.

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

Yes. TARIL has an emergency preparedness plan in place that defines response mechanisms for both natural and human-induced incidents. Clear roles and responsibilities are assigned to a designated emergency response team, comprising key personnel such as the plant head, safety officer, maintenance and security staff and trained firefighting personnel. The plan includes well-defined evacuation protocols, rescue arrangements and medical response procedures.

It addresses a wide range of potential scenarios, including earthquakes, fires, explosions, flammable gas or hazardous chemical leaks, electrocution incidents and other medical emergencies. Complementing this, TARIL has also implemented a business contingency plan that outlines steps to be taken during accidental incidents. The plan details contingency measures at the departmental level, addressing potential issues such as labour shortages, building damage, disruptions in utilities and equipment malfunctions.
Weblink: Emergency Preparedness Plan

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.

During the reporting period, the Company did not encounter any significant adverse environmental impact incidents attributable to its value chain operations. The Company periodically assesses its suppliers through a vendor evaluation form and based on these assessments; no significant adverse impacts have been identified so far.

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

The formal assessment of value chain partners for environmental impacts has not been undertaken during the reporting period. However, TARIL is actively enforcing its Supplier Code of Conduct to enhance supplier awareness regarding the environmental impacts of their operations. This will be considered in the next year's reporting.

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.

None

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

At TARIL

We recognise the vital role that businesses play in shaping a sustainable and resilient industrial ecosystem. TARIL focuses on complying with applicable laws, regulations and governance frameworks relevant to its operations.

We actively participate in relevant industry associations and technical forums to remain informed about regulatory developments and emerging best practices related to clean energy, grid modernisation and sustainable industrial growth.

ESSENTIAL INDICATORS

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

TARIL is affiliated to six (6) chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industries (CII)	National
2	Indian Electrical and Electronic Manufacturers' Association (IEEMA)	National
3	Gujarat Chamber of Commerce & Industry (GCCI)	State
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Central Board of Irrigation & Power (CBIP)	National
6	All India Induction Furnaces Association (AIIFA)	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
Nil	We have not received any adverse orders or notices from regulatory authorities regarding anti-competitive conduct during the reporting period.	Not Applicable

LEADERSHIP INDICATORS

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

Sr. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1	Not Applicable	The Company has not engaged in public policy advocacy during the reporting period.	No	NIL	-

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

At TARIL

We believe that sustainable business success is inseparable from the socio-economic progress of the communities and regions we serve. Through our operations in the power transmission sector, we support industrial growth, enhance access to reliable electricity and contribute to regional development.

We promote inclusive and equitable growth by creating local employment opportunities, supporting skill development initiatives and investing in the well-being of employees, suppliers and communities. By combining responsible business practices with strategic partnerships, TARIL strives to build a resilient, inclusive and sustainable future for India.

6.02%

input materials directly sourced from MSMEs/ Small Producers

₹ 2,26,34,709

amount spent on CSR activities

ESSENTIAL INDICATORS

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

As per the applicable laws, none of the projects undertaken by the Company can be categorised under the SIA mandate. Hence, no SIA was conducted during FY 2025-26.

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:

We do not have any ongoing projects for which Rehabilitation and Resettlement (R&R) has been undertaken.

Sr. No.	Name of the 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 ₹)
Not Applicable						

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

Drop boxes have been installed at all operational facilities to enable community members to raise concerns and record any grievances arising from our operations. All grievances received are routed to the relevant departments for timely review and resolution. In addition, community members may submit their concerns through the designated email address, info@transformerindia.com or access the grievance-related policies and information available on our website at https://www.transformerindia.com/investor-relations/policies.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	6.02	9.47
Directly from within India	77.68	93.11

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

Location	FY 2025-26	FY 2024-25
Rural	-	-
Semi-Urban	88.25	94.77
Urban	2.99	3.40
Metropolitan	8.76	1.83

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

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	Not Applicable

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

Sr. no.	State	Aspirational District	Amount spent (in ₹)
1	-	-	-

Note: TARIL plans to implement CSR activities in designated aspirational districts in the coming years.

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

No.

3. b. From which marginalized /vulnerable groups do you procure?

The organisation does not undertake procurement based on the category or background of suppliers, including marginalised or vulnerable groups. All procurement decisions are made solely on the basis of merit, performance capability and eligibility criteria in line with established procurement policies.

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

0

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:

The Company does not utilize or derive any intellectual property based on traditional knowledge.

Intellectual property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
Not Applicable	-	-	-

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable	-	-

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Shri Bhabhar Pragati Yuvak Mandal Gaushala - The Gaushala focuses on the care, protection and welfare of cows and other animals in the region.	This project has been executed with the help of the implementing agency.	-
2	Aastha Charitable Trust for Welfare of the Mentally Challenged - The institute provides holistic care and skill development for persons with intellectual disabilities, focusing on building independence and well-being.	700	100
3	Distribution of notebooks and school uniforms to support underprivileged students.	478	97.9
4	Installation of water coolers and undertaking of Annual Maintenance Contracts (AMC) for RO water purifiers to ensure access to safe drinking water in schools.	478	97.9
5	Rajasthan Institute of Engineering and Technology-Development of infrastructure and laboratory facilities with advanced equipment to support innovation and growth, including the establishment of an Artificial Intelligence lab and an Electrical Engineering lab.	653	48.85

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

At TARIL

We are committed to delivering high-quality, safe and reliable transformers and power equipment that create enduring value for our customers. Our customer-centric approach is anchored in transparent communication and long-term partnerships, enabling informed decision-making and optimising the lifecycle performance of transformer assets.

Driven by continuous product innovation, deep technical expertise and a structured customer grievance redressal mechanism, we strive to consistently enhance product reliability, operational efficiency and overall customer satisfaction.

By aligning our manufacturing practices, product quality and customer engagement processes with our broader ESG commitments, we contribute to strengthening sustainable and resilient power transmission and distribution infrastructure for India and global markets.

0

incidents of data breaches involving personal or confidential information

0

product recalls on account of safety issues

ESSENTIAL INDICATORS

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

TARIL has established a formal customer grievance redressal framework under its Integrated Management System (IMS) manual to ensure timely and effective resolution of customer concerns. All customer grievances are first received by the Company's service team, which acts as the central coordination point. Based on the nature and technical aspects of the complaint, the service team forwards the issue to the relevant functional departments for resolution.

The Company maintains detailed records of all grievances received, actions taken and their resolution status, thereby ensuring transparency and traceability of the grievance handling process. This structured approach enables TARIL to continuously monitor product performance, improve service delivery and strengthen customer trust.

In addition, TARIL receives direct customer feedback through product performance certificates issued by clients after project completion and commissioning.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100% (Danger sign is present on all the transformers. Product manual is also provided to the consumers.)
Recycling and / or safe disposal	Not Applicable

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of Essential Services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other - Services	41	Nil	All complaints are resolved.	24	Nil	-

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

	Number	Reasons for recall
Voluntary Recalls	Nil	-
Forced Recalls	Nil	-

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. TARIL has an Information Security Policy in place and the same is hosted on the Company's website. The link is as follows: Information Security Policy

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.

There have been no instances of data breaches during the reporting period. The Company has implemented a comprehensive and robust information security framework to protect organisational data and systems. Access to all internal data and applications is restricted to authorised employees only. Any external access is permitted solely through secure Virtual Private Network (VPN) connectivity, ensuring controlled and protected remote access.

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: Nil

LEADERSHIP INDICATORS

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

Comprehensive information on the Company's products and services can be accessed on the Company's website at www.transformerindia.com.

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

To promote safe and responsible product usage, the Company provides an Operations and Maintenance Manual to customers that contains operational, safety and maintenance guidelines.

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

Discontinuation of any product range is communicated to consumers through the Company's website.

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. In addition to statutory requirements, each transformer is provided with appropriate safety markings, including danger signs, to ensure safe handling, installation and operation. Detailed product information, safety instructions and operational guidelines are also shared with customers through product documentation.

Yes. The Company assesses customer satisfaction through structured feedback mechanisms, including the collection of product performance certificates from customers upon commissioning and operation.

Disclaimer: In case of any discrepancy in data submitted via XBRL, data reported in this report shall prevail.

INDEPENDENT ASSURANCE STATEMENT

To

The Board of Directors of Transformers and Rectifiers (India) Limited

Introduction and objectives of work

Transformers and Rectifiers (India) Limited (hereafter stated as the 'Company') has engaged Bureau Veritas (India) Private Limited to undertake an Independent Assurance of the company's Sustainability/ Non-Financial Performance disclosures in its Business Responsibility & Sustainability Report (BRSR) as described in the Securities and Exchange Board of India's (SEBI) vide Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 for the financial year ended 31st March 2026 and to provide Reasonable Assurance Statement on the aforesaid report.

Scope of Work

We have performed the Reasonable Assurance engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information" and the Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements", both issued by the Sustainability Reporting Standards Board of the ICAI, and the International Standard on Assurance Engagement ("ISAE") 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements" both issued by the International Auditing and Assurance Standards Board, Greenhouse Gas Statements with reference to Greenhouse Gas Protocol and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.
The reporting boundary considered for this reporting period are as follows:
Entire organization of Transformers and Rectifiers (India) Limited on Standalone basis for the reporting period 1st April 2025 to 31st March 2026.
As part of its independent Reasonable Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported. In this process, we undertook the following activities:
Assurance was conducted by means of physical site visits at corporate office, Sample Stores and Warehouse. Bureau Veritas interviewed personnel of the Company including Design & Development, Maintenance & Operation, HR, Finance, Service & other relevant department. Review of Company's data & information systems for collection, aggregation, analysis was reviewed.

The Assurance process involved carrying out an Assurance by experienced assessors from Bureau Veritas. Data (non-financial) on various BRSR topics was assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report 2025-26.
The Scope of Sustainability Assurance includes:

- An assessment of the methods used for data collection and reporting for the selected sustainability performance indicators.
- Verification of such systems, including related internal controls.
- Verification on a sample basis, of evidence supporting the data.
- Verification of the sample data and information on selected material topics reported by the organization for the defined reporting period.
- Assessment of the consistency between the data for the selected sustainability performance indicators and the related written comments in the narrative of the Report
- The Company's compliance with legal obligations/disclosures
- The General and topic specific disclosures subject to assurance

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation for the BRSR Report. Our sole responsibility is to provide independent Reasonable assurance on the BRSR report for the financial year ended 31st March 2026.

Our findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.
- The BRSR Report provides a fair representation of the Company's sustainability activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over Sustainability/Non-Financial performance disclosures of the Company as reported in BRSR for the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment.
- Competitive claims, if any, in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of the Company outside of the scope and reporting boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

Our assurance of economic and financial performance data or information on the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2025-26, and our conclusions rest solely upon that audited report. This independent statement should not be relied upon to detect all errors, omissions or mistreatments that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 198 years of history. Its assurance team has extensive experience in conducting assessments of environmental, social, ethical and health and safety information, systems and processes. Bureau Veritas operates a certified Integrated Management System which complies with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applied a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Transformers and Rectifiers (India) Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and possesses an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable Assurance Report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities for publishing the same in the Company's BRSR report. Accordingly, we accept no liability to anyone other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addresses of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or in whose hands it may come without our prior consent in writing.

Jain

SANJAY JAIN

Lead Assurer

Bureau Veritas (India) Private Limited

Indore (MP), India, 28.05.26

M. Rao

Munji Rama Mohan Rao

Technical Reviewer

Bureau Veritas (India) Private Limited

Hyderabad (TG), India, 28.05.26