TRIVENI ENGINEERING & INDUSTRIES LTD.

+91 120 4308100
+91 120 4311010/11
www.trivenigroup.com

By E-filing

REF:TEIL:SE: Date: 13th August, 2026

BSE Limited P.J. Tower, Dalal Street, Fort, MUMBAI - 400 001 Thru: BSE Listing Centre	National Stock Exchange of India Ltd., Exchange Plaza, Bandra-Kurla Complex, Bandra (E), MUMBAI - 400 051 Thru: NEAPS
STOCK CODE: 532356 ISIN: **INE256C01024**	**STOCK CODE: TRIVENI** **ISIN: INE256C01024**
Sub: Business Responsibility and Sustainability Report (FY 2025-26)	

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2025-26, which forms part of the Company's Annual Report for FY 2025-26. This is for your information and records.

Thanking you,

Yours faithfully,
For Triveni Engineering & Industries Ltd.,

GEETA BHALLA
Digitally signed by GEETA BHALLA
Date: 2026.08.13 13:11:17 +05'30'

Geeta Bhalla
Group Vice President & Company Secretary
M.No.A9475

Encl: As above

Corporate Office: 8th Floor, Express Trade Towers, Plot 15 & 16, Sector 16-A, Noida, Uttar Pradesh – 201301, India.
Registered Office: A-44, Hosiery Complex, Phase-II Extension, Noida-201 305, Uttar Pradesh. CIN No.: L15421UP1932PLC022174

Business Responsibility and Sustainability Report

SECTION A GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L15421UP1932PLC022174
2	Name of the Listed Entity	Triveni Engineering & Industries Limited (TEIL)
3	Year of incorporation	1932
4	Registered office address	A-44, Hosiery Complex, Phase-II Extension, Noida - 201305, Uttar Pradesh
5	Corporate address	'Express Trade Towers', 8th Floor 15-16, Sector-16A, Noida - 201301, Uttar Pradesh
6	E-mail	shares@trivenigroup.com
7	Telephone	0120-4308000
8	Website	https://www.trivenigroup.com/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	21.89 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sanjeev Asthana (Vice President – Human Resources), Corporate Office sanjeev.asthana@ho.trivenigroup.com 0120-4308000
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).	Disclosures made in this report are on a standalone basis as it forms 99.99% of the consolidated turnover.
14	Name of assessment or assurance provider	Not Applicable
15	Type of assessment of assurance obtained	Not Applicable

II. Products/services

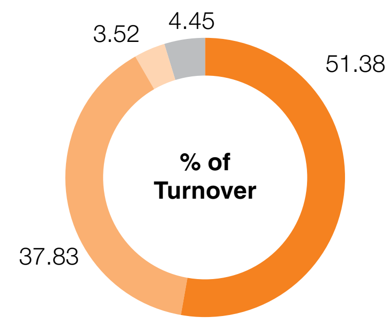
16 Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sugar	Sugar and Co-gen plants	51.38%
2	Distillery	Ethanol, Extra Neutral Alcohol (ENA) and Alcoholic Beverages	37.83%*
3	Water Business Group	Equipment / Turnkey Projects under EPC relating to water treatment and incidental services including O&M	3.52%
4	Power Transmission Business	Manufacture of high speed and niche low speed Gear Boxes, including gear internals, defense products, aftermarket services and retro fitment solutions	4.45%

*Inclusive of Excise Duty

Note 1: The above relates to segment turnover.

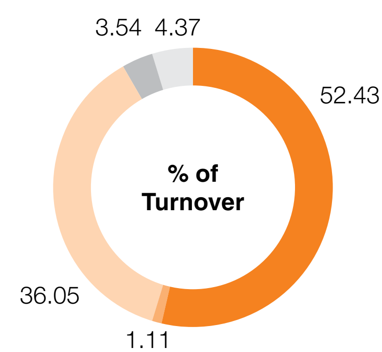
Note 2: It includes Sugar & Distillery plant of Sir Shadi Lal Enterprises Limited (SSEL) which has been amalgamated with the company effective April 1 2025. Accordingly, previous year includes financial figures relating to SSEL w.e.f. 20th June 2024 when it became a subsidiary of the Company. All other figures (other than the financial figures) of previous year FY24-25 relating to SSEL are in respect of the entire year (Apr 2024 to Mar 2025).



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	Sugar	1072	52.43%
2	Cogeneration (Power)	35106	1.11%
3	Industrial Alcohol including Ethanol, ENA and Alcoholic Beverages	1101	36.05%*
4	Water & Wastewater Equipment, Construction, Service & Treatment	3600	3.54%
5	Gears/Gear Boxes (including spares)	2814	4.37%

*Inclusive of Excise Duty



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	21	2	23
International	-	-	-

19 Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	28
International (No. of Countries)	22

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

1.45%

c. A brief on types of customers

TEIL's customer base is predominantly business-to-business (B2B), complemented by a selective presence in the business-to-consumer (B2C) segment. As a diversified and evolving conglomerate, the Company continues to align its operations with changing industry dynamics. TEIL has strategically established its presence across key sectors—agriculture (sugar and alcohol) and engineering (water and wastewater solutions, power transmission, and defence). At the core of its long-term strategy is a strong commitment to customer satisfaction.

Sugar

In the sugar segment, TEIL engages with wholesalers, industrial clients (institutional / industrial clients), private label distributors, and branded retailers. This extensive engagement enables the Company to cater to a broad spectrum of demand while ensuring alignment with the diverse requirements of stakeholders across the value chain.

Alcohol

TEIL's alcohol business is structured into three segments: Ethanol (supplied to Oil Marketing Companies), Indian Made Indian Liquor (IMIL), and Indian Made Foreign Liquor (IMFL).

OMC (Ethanol)

TEIL supplies ethanol to Oil Marketing Companies under the Ethanol Blended Petrol (EBP) programme, which accounts for a significant share of the Company's alcohol revenue.

IMIL

The Company produces Extra Neutral Alcohol (ENA) for potable liquor manufacturing and markets IMIL products through authorised retail channels, directly catering to consumers.

IMFL

TEIL supplies IMFL brands to excise-authorised FL-2 license holders (wholesalers), who further distribute these products to licensed retail outlets, bars, clubs, and other on-premises establishments. With a focus on premium and super-premium segments, the Company delivers high-quality products across categories, catering to discerning consumers through a regulated distribution network. The multi-dimensional nature of the alcohol business enables TEIL to effectively serve both industrial customers and end-consumers, leveraging its technical expertise to maintain consistent quality across market segments.

Power Transmission

In the power transmission segment, TEIL serves industrial clients and defence establishments through the design and manufacture of specialised equipment. In addition to supporting original equipment manufacturers (OEMs), the Company also provides spare parts, services, and retro-fitment solutions.

Water & Wastewater

TEIL caters to both industrial and municipal clients with customised water treatment and wastewater management solutions. Its capabilities span across EPC (Engineering, Procurement, and Construction) and PPP (Public-Private Partnership) projects, along with equipment supply, operations and maintenance services.

Central to TEIL's strategic approach is a deep understanding of market dynamics and the ability to address the distinct needs of each customer segment across its diverse business verticals. Through the consistent delivery of high-quality products and tailored solutions, TEIL has established itself as a reliable partner across industries, contributing to client success and fostering long-term professional relationships.

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)	1,159	1,123	96.89%	36	3.11%
2	Other than Permanent (E)	111	110	99.10%	1	0.90%
3	**Total employees (D + E)**	**1,270**	**1,233**	**97.09%**	**37**	**2.91%**
WORKERS						
4	Permanent (F)	1,922	1,912	99.48%	10	0.52%
5	Other than Permanent (G)	1,982	1,982	100%	0	0.00%
6	**Total Workers (F + G)**	**3,904**	**3,894**	**99.74%**	**10**	**0.26%**

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	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	**Total differently abled employees (D + E)**	**1**	**1**	**100%**	**0**	**0.00%**
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	1	1	100%	0	0.00%
5	Other than Permanent (G)	3	3	100%	0	0.00%
6	**Total differently able workers (F + G)**	**4**	**4**	**100%**	**0**	**0.00%**

Diversity and inclusion form an integral part of social responsibility, and TEIL is firmly dedicated to fostering a diverse workforce. By integrating a wide range of perspectives, ideas, and experiences, the organization cultivates an inclusive environment that drives innovation and strengthens its ability to respond to global challenges. In line with this commitment, TEIL has implemented focused policies and initiatives that encourage fairness and inclusivity across the workplace. These efforts have helped build a culture where every individual feels valued, respected, safe, and secure.

21 Participation/Inclusion/Representation of women

	Total (A)	Male	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	1	33.33%

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

Category	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	16.23%	22.22%	16.42%	13.94%	21.62%	14.20%	12.68%	29.33%	13.33%
Permanent Workers	9.87%	0.00%	9.82%	16.32%	0.00%	16.25%	12.78%	0.00%	12.72%

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

23 (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Names 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	Triveni Industries Limited	Subsidiary	100%	The subsidiary and joint venture (JV) entities do not undertake significant business activities, except as specified in Items 7, 8, and 12. Given their limited scale of operations and workforce, the parent company extends its business responsibility initiatives to these entities and continues to ensure their alignment and compliance with such frameworks.
2	Triveni Engineering Limited	Subsidiary	100%	
3	Triveni Energy Systems Limited	Subsidiary	100%	
4	Triveni Entertainment Limited	Subsidiary	100%	
5	Triveni Sugar Limited	Subsidiary	100%	
6	Svastida Projects Limited	Subsidiary	100%	
7	Mathura Wastewater Management Private Limited	Subsidiary	100%	
8	Pali ZLD Private Limited	Subsidiary	100%	
9	Gaurangi Enterprises Limited	Subsidiary	100%	
10	United Shippers & Dredgers Limited	Subsidiary	100%	
11	Triveni Power Transmission Limited	Subsidiary	100%	
12	Triveni Sports Private Limited (Associate Company)	Joint Venture	50%	
13	Triveni Foundation (Section 8 Company)	Subsidiary	100%	Yes, it operates as a special purpose vehicle (SPV) established to implement the Company's Corporate Social Responsibility (CSR) programs.

Note: Pursuant to the NCLT Order dated 18 May 2026, Sir Shadi Lal Enterprises Limited has been amalgamated with Triveni Engineering & Industries Limited (TEIL). Accordingly, it has been considered as a unit of TEIL for the BRSR reporting period covering FY 2024–25 and FY 2025–26.

VI. CSR Details

24	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii)	Turnover (in ₹)	76,204,775,346*
	(iii)	Net worth (in ₹)	32,139,700,000

*Inclusive of Excise Duty

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) (If yes, then Provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of Complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of Complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, through TEIL CSR Policy https://www.trivenigroup.com/storage/files/policies/CSR%20Policy(Revised).pdf	-	-	-	-	-	-
Investors (other than shareholders)	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/storage/files/policies/Grievance%20Redressal%20Policy.pdf	-	-	-	-	-	-
Shareholders	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/storage/files/policies/Grievance%20Redressal%20Policy.pdf	8	0	All complaints were resolved	3	0	All complaints were resolved
Employees and workers	Yes, through TEIL Whistle Blower Policy & Code of Conduct https://www.trivenigroup.com/storage/files/policies/Whistle%20Blower%20Policy.pdf	-	-	-	-	-	-
Customers	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/storage/files/policies/Grievance%20Redressal%20Policy.pdf	193	59	The complaints are in the process of being resolved at the end of the fiscal year.	120	23	The complaints are in the process of being resolved at the end of the fiscal year.
Value Chain Partners	Yes, through TEIL Grievance Redressal Policy https://www.trivenigroup.com/storage/files/policies/Grievance%20Redressal%20Policy.pdf	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

TEIL recognizes the importance of maintaining open and transparent communication with its stakeholders. This approach strengthens relationships, supports sustainable growth, and provides a basis for continuous learning and improvement. Stakeholder feedback offers valuable insights into evolving expectations, enabling the Company to refine its strategies and enhance overall performance and operational efficiency. Acknowledging feedback as a key driver of innovation, TEIL places significant emphasis on stakeholder engagement and proactively seeks input through structured and forward-looking initiatives.

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

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

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Risk	Risk	A significant portion of TEIL's sugar business is subject to climate-related risks. Variability in rainfall patterns and the increasing occurrence of extreme weather events have both direct and indirect impacts on agricultural activities, particularly the procurement of sugarcane, which serves as the Company's primary raw material.	TEIL has demonstrated a strong commitment to managing climate-related risks associated with its sugar operations. In response to evolving climate conditions, the Company has implemented a range of targeted strategies and initiatives aimed at reducing vulnerabilities and enhancing long-term sustainability: **1. Dynamic Varietal Substitution Programme** TEIL undertakes continuous monitoring and evaluation of sugarcane varieties to assess their performance under changing climatic conditions. Varieties identified as susceptible, particularly those prone to diseases or lower resilience—are progressively replaced with more climate-adaptive and robust alternatives. As part of this programme, TEIL has prioritized the reduction of the sugarcane variety Co 0238 in vulnerable units due to its high susceptibility to red rot disease infestation **2. Development of Climate-Resilient Sugarcane Varieties** The Company actively promotes sugarcane varieties that demonstrate resistance to pests and diseases, along with the ability to withstand extreme weather events such as droughts and floods. This initiative is aimed at enhancing crop productivity and ensuring a stable and reliable supply of raw materials.	**Negative Implication:** Unpredictable weather patterns and climate-induced stressors may disrupt sugarcane production cycles, potentially leading to reduced yields, lower sugar output, and increased production costs. This, in turn, may result in financial losses, diminished operational efficiency, and potential erosion of market share.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				To augment these efforts, TEIL has introduced an AI-powered agricultural assistant via WhatsApp, offering: • Image-based disease detection through photo uploads • Tailored treatment recommendations based on AI-driven analysis • Hyperlocal weather forecasts to address climate-related uncertainties • Pest prediction alerts based on crop and environmental data • Seamless access through WhatsApp, reducing digital literacy barriers In addition, TEIL has implemented an automated sugarcane reporting system that disseminates critical reports based on user roles, ensuring timely, secure, and accurate access to operational data. This supports informed, climate-responsive decision-making across the value chain. **4. Strategic Business Diversification** Recognising the seasonal nature and climate sensitivity of the sugar industry, TEIL has strengthened its focus on the distillery business. Investments in distillery operations, including the use of multiple feedstocks, help reduce dependence on seasonal sugar cycles, enable more stable year-round operations, and enhance business resilience.	
2.	Water & Wastewater Management	Risk and Opportunity	Water and wastewater management constitutes a critical focus area and a significant opportunity for TEIL within its sugar manufacturing operations. Given that sugarcane comprises over 70% water, the production process inherently generates surplus water. This excess water, after appropriate treatment in lagoons, is effectively reused for horticultural purposes within the facilities and is also supplied to farmers for agricultural irrigation.	Promoting sustainable water management and strengthening awareness around responsible water use are essential for the conservation of this critical natural resource. TEIL remains committed to reducing its water footprint through a series of targeted initiatives and well-defined policies. These efforts emphasise efficient consumption, innovative reuse practices within operations, and the development of a culture of accountability and stewardship towards water across the organisation.	**Positive Implications** TEIL's sugar operations incorporate several proactive measures aimed at minimising associated risks. The industry is characterised by efficient water management practices, including reuse of treated wastewater and responsible wastewater handling processes that support resource efficiency and sustainable operations.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Water is integral to multiple stages of the production process, including steam generation for operational efficiency, cleaning of equipment and premises, and the extraction of juice from sugarcane fibres. In line with its commitment to sustainable practices, TEIL continuously works towards reducing dependence on groundwater resources and minimising wastewater generation. Considering the critical role of water in operations, any disruption in its availability may pose significant operational risks. Accordingly, efficient planning and resource management are essential to ensure optimal utilisation and equitable distribution. Recognising the direct impact of water availability on environmental sustainability and community well-being, TEIL identifies water management as a material issue requiring proactive and responsible stewardship.	**1. Reclaimed Water:** Water generated during the sugar production process is collected in lagoons, treated, and subsequently reused across various applications, including manufacturing operations, landscape irrigation within plant premises, and supply to nearby agricultural lands for irrigating sugarcane and other crops.	In addition, TEIL has implemented Zero Liquid Discharge (ZLD) systems across all its distillery units, significantly strengthening water resource management. These systems enable the systematic recycling and reuse of process water, thereby reducing environmental impact and supporting long-term water conservation.
3.	Employee Well-being and Safety	Risk and Opportunity	**TEIL's Commitment to Occupational Health and Safety:** TEIL adopts a structured and proactive approach to fostering a safe and healthy work environment, recognising employee well-being and safety as both a strategic priority and a potential area of risk. The Company actively invests in strengthening employee relations and cultivating a supportive workplace culture.	TEIL upholds a zero-harm safety culture and has implemented a comprehensive set of structured processes, policies, and initiatives to ensure a safe and secure working environment. **1. Regular Training Programmes:** TEIL conducts regular training sessions to enhance employee awareness and preparedness in relation to workplace safety. These programmes cover key areas such as emergency response, appropriate use of personal protective equipment (PPE), safe handling of hazardous substances, and ergonomic practices to prevent occupational injuries. Through practical training, mock drills, and continuous learning initiatives, employees are equipped with the necessary skills and knowledge to effectively manage risks and contribute to a safe workplace.	**Positive Implication:** Establishing a safe and healthy work environment enhances productivity, strengthens employee engagement and satisfaction, and supports long-term workforce retention. It contributes to reduced attrition and healthcare-related costs, while improving the organisation's ability to attract and retain skilled talent.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			This approach not only underscores its commitment to employee welfare but also has a direct impact on productivity, operational performance, and long-term business sustainability. By prioritising workplace safety, TEIL enhances employee morale, reinforces safety standards, reduces the likelihood of incidents, and fosters a motivated and engaged workforce. Collectively, these efforts strengthen organisational efficiency and resilience, whereas any lapse in such practices could adversely affect its values, performance, and reputation.	**2. Occupational Health and Safety (OHS) System:** TEIL has established a robust OHS framework to systematically identify, assess, and mitigate workplace hazards. This system includes periodic safety audits, comprehensive risk assessments, and structured incident tracking mechanisms. It also integrates monitoring and reporting processes to analyse incident trends, enabling the Company to implement timely and appropriate corrective actions.	By minimising work-related injuries, stress, and illnesses, such an environment also reduces absenteeism, ensuring employees remain physically and mentally capable of performing their roles effectively. Collectively, these outcomes foster a more motivated workforce and reinforce the Company's brand reputation.
4.	Responsible Supply Chain (including Farmers)	Risk and opportunity	Building strong relationships with supply chain partners is a key component of TEIL's ESG strategy. Establishing a sustainable supply chain necessitates the integration of socially responsible practices across all tiers. Inadequate engagement with farmers and other critical suppliers may expose the Company to legal, contractual, and operational risks. Conversely, adopting a responsible supply chain approach presents significant opportunities. TEIL recognises its influence and the cascading impact of embedding sustainability values across its supply network. The Company considers this a core responsibility, aiming to foster a resilient ecosystem of partners aligned with sustainable development objectives.	TEIL is committed to fostering meaningful partnerships across its supply chain with the objective of building a broader ecosystem of responsible businesses that integrate ESG principles into their operations. To reinforce this commitment, the Company has implemented several targeted initiatives: **1. Supplier Code of Conduct:** To proactively manage potential business risks, TEIL has established a comprehensive Supplier Code of Conduct. This framework provides clear guidance to suppliers on regulatory compliance, ethical business practices, and sustainability expectations, ensuring alignment with the Company's overarching ESG vision. As part of this initiative, TEIL conducts annual awareness sessions to familiarise suppliers with its expectations related to legal compliance, environmental responsibility, social considerations, and transparent operations. This continuous engagement fosters accountability and strengthens alignment with TEIL's sustainability objectives.	**Positive Implication:** Adopting a responsible supply chain strategy offers significant benefits for TEIL. By strengthening relationships with partners and promoting ethical practices through initiatives such as the Supplier Code of Conduct and the Farmer Outreach Programme, the Company enhances its operational sustainability and resilience. This proactive approach contributes to improved product quality and efficiency, while also creating opportunities for business growth. Over time, it reinforces TEIL's competitive advantage and supports broader sustainable development objectives, delivering value across its stakeholder ecosystem.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				2. Farmer Outreach Programme: TEIL's Farmer Outreach Programme focuses on building farmer capacity through structured training on sustainable and efficient agricultural practices. Key areas include the adoption of high-yielding and high-sugar sugarcane varieties, optimised irrigation practices, and environmentally responsible cultivation techniques. The programme also promotes the use of advanced technologies, such as drones and mobile applications, to enable real-time pest and disease management, along with timely access to weather and agronomic advisories. During the reporting period, TEIL conducted farmer training sessions through an external agency at two of its operational units, with a focus on progressive farmers. This initiative is strategically designed to create a multiplier effect, whereby knowledge and best practices disseminated to lead farmers are further shared across the broader farming community, thereby enhancing overall capability and resilience within TEIL's supply chain.	**Negative Implication:** Failure to maintain a sustainable supply chain may expose TEIL to regulatory risks, operational disruptions, and potential deterioration in product quality. Such challenges could lead to increased operational costs and missed business opportunities. Furthermore, as environmental and social considerations gain prominence among consumers and investors, non-compliance and inefficiencies within the supply chain may adversely impact the Company's financial performance and market positioning.
5.	Community Engagement and Social Responsibility	Opportunity	At the core of TEIL's social responsibility approach is a commitment to building resilient and inclusive communities. This is underpinned by transparency and trust, fostered through open, participative, and collaborative engagement. The Company actively engages with local communities and implements targeted initiatives across key areas such as healthcare, education, and soil quality enhancement, contributing to meaningful and positive outcomes at the grassroots level.		**Positive Implication:** A strong focus on social responsibility enables TEIL to contribute to the development of resilient and inclusive communities. By fostering transparency and trust through open, participative, and collaborative engagement, the Company strengthens its relationships with local stakeholders.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			These efforts not only strengthen community relationships and enhance public trust but also align with stakeholder expectations and support TEIL's broader vision and long-term strategic objectives.		Through targeted initiatives in key areas such as healthcare, education, and soil health improvement, TEIL drives meaningful impact at the grassroots level while building goodwill and community trust. These efforts are closely aligned with stakeholder expectations and further reinforce the Company's broader vision and long-term strategic objectives.
6	Selling Practices & Product Labelling	Risk and Opportunity	Non-compliance with labelling requirements and applicable food safety regulations presents significant operational and reputational risks. In the context of food-grade sugar, failure to adhere to FSSAI standards may result in legal liabilities, product recalls, market restrictions, and erosion of consumer confidence. Furthermore, labelling and product specifications are often subject to stringent contractual obligations from institutional customers, where any deviation may lead to contract breaches or product rejections. Beyond regulatory compliance, certifications such as Bonsucro reflect increasing expectations from global buyers for sustainably and responsibly sourced products. Ensuring accuracy in labelling and adherence to such standards enhances TEIL's credibility, supports brand differentiation, and facilitates access to premium and export markets where compliance is a prerequisite.	TEIL adopts a multi-pronged approach to compliance and risk mitigation. The Company ensures strict adherence to FSSAI food safety standards across all sugar units and conducts regular internal audits along with external assessments to maintain alignment with institutional buyer requirements. It has also implemented and continues to maintain Bonsucro certification to support sustainable sugar production practices. In addition, TEIL focuses on ensuring comprehensive legal compliance, strengthening stakeholder confidence, and proactively identifying and mitigating potential organisational	**Negative Implication:** Non-compliance with labelling standards may lead to legal consequences, product recalls, and breaches of contractual or client obligations. It also increases the risk of inaccurate or misleading information, resulting in customer dissatisfaction and potential regulatory penalties, particularly under heightened scrutiny. **Positive Implication:** Adherence to labelling regulations strengthens customer trust, enhances brand credibility, and supports long-term customer loyalty. Promoting transparency and informed consumer engagement further differentiates the brand, improves customer satisfaction, and creates opportunities for market expansion.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Ethical Business Practices and Integrity	Risk and Opportunity	Upholding robust standards of business ethics and integrity is a core organisational responsibility, essential for mitigating risks such as ethical misconduct, reputational damage, and legal exposure. By embedding ethical principles into its operations, an organisation demonstrates responsible leadership, builds stakeholder trust, and effectively meets its broader social and governance obligations.	By ensuring strict adherence to policies, reinforcing effective implementation, and conducting regular internal and external reviews along with comprehensive audits, TEIL has strengthened its accountability framework and enhanced compliance mechanisms to proactively mitigate potential risks.	**Negative Implication:** Instances of non-compliance and associated penalties may adversely impact the Company's operations, potentially resulting in financial strain and disruptions to business continuity. **Positive Implication:** Adherence to ethical business practices enhances the Company's reputation, attracts investment, and improves operational efficiency. Organisations guided by strong ethical principles gain a competitive advantage, support long-term sustainability, and strengthen overall financial resilience.
8	Transparency and Reporting	Opportunity	TEIL places significant emphasis on upholding high standards of transparency through consistent and accurate reporting. In addition to ensuring regulatory compliance and strengthening accountability, this approach plays a vital role in building stakeholder trust. It further enhances the Company's credibility and reinforces its reputation among the wider public.		**Positive Implication:** Transparent and accurate reporting enhances investor confidence, facilitates improved access to capital, and strengthens risk management practices. It also supports customer trust, drives operational efficiency, and enables seamless regulatory compliance. Collectively, these benefits contribute to sustained profitability and reinforce the Company's brand reputation over the long term.

S. No.	Material issue identified	Indicate whether risk Or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Product Innovation and Technology Development	Risk and Opportunity	Product innovation and technology development are essential for enhancing operational efficiency, achieving energy savings, reducing costs, maintaining competitiveness, and addressing evolving customer requirements. However, these initiatives may entail high capital investments, challenges related to intellectual property protection, and the need for continuous innovation. Accordingly, TEIL seeks to effectively manage these risks while leveraging opportunities to improve product quality, optimise costs, enhance cane yield and availability, and drive long-term growth across its business segments.	TEIL mitigates risks associated with product innovation and technology development such as high R&D investments, rapid technological advancements, and intellectual property challenges through strategic investments in advanced technologies, focused research initiatives, robust IP protection mechanisms, and continuous monitoring of market and regulatory developments. The Company emphasises process optimisation, energy efficiency, and cost reduction within its sugar and distillery operations, while ensuring ongoing innovation in the Power Transmission Business (PTB) segment to remain aligned with evolving customer requirements and industry standards.	**Negative Implication:** Product research and development typically involve substantial upfront investments, which may place pressure on financial resources and impact short-term profitability. **Positive Implication:** Across segments such as Sugar, Distillery, and Water, innovation initiatives are focused on process optimisation, energy efficiency, cost reduction, and enhanced environmental performance. In the Power Transmission Business (PTB), continuous product innovation enables TEIL to address evolving customer requirements and sustain technological leadership. Collectively, these efforts support sustainable growth, expand market reach, enhance customer satisfaction, and strengthen the Company's competitive position.
10	Cyber Security	Risk and Opportunity	Cybersecurity is a critical priority in today's digital environment, where information systems are integral to daily operations. Any system failure or security breach may lead to significant operational disruptions, data loss, legal liabilities, and reputational damage. As TEIL continues to increase its reliance on digital tools, safeguarding sensitive information particularly customer data and ensuring business continuity through robust IT infrastructure has become a key focus area.	TEIL's Cyber Security Policy establishes a robust framework for protecting the Company's data and information systems against cyber threats. The policy aligns with applicable national standards, incorporates comprehensive control measures, and ensures the safeguarding of critical information from unauthorised access. It emphasises the protection of stakeholder assets, supported by regular audits and clearly defined reporting mechanisms for security incidents. In addition, ongoing training initiatives enhance awareness of cybersecurity risks, while periodic policy reviews ensure responsiveness to emerging threats. This proactive approach strengthens business continuity, safeguards the Company's reputation, and reinforces stakeholder trust.	**Positive Implication:** Strengthens brand reputation, enhances investor and stakeholder confidence, and minimises potential financial and operational impacts arising from cyber incidents.

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Refer Note 1 (Below the Table)								
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.trivenigroup.com/corporate-governance.php?q=policies&page=1								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has observed that a majority of its stakeholders adhere to its Code of Conduct and related policies, which outline key ethical principles. To further strengthen compliance, the Company is focused on enhancing awareness and promoting accountability among stakeholders. These efforts are aimed at reinforcing understanding and ensuring the consistent application of ethical standards across all business activities. The Company expects all stakeholders, including employees, partners, and suppliers, to comply with these guidelines in their interactions, thereby upholding high standards of conduct and reinforcing its commitment to integrity and ethical values.								
		Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company has extended its policy framework across the value chain through the formalisation and implementation of a comprehensive Supplier Code of Conduct. This framework ensures that all partners align with the Company's commitment to ethical conduct and corporate responsibility, establishing consistent and high standards across the supply chain. Key principles covered under the Code include: • Regulatory Compliance • Anti-Corruption • Conflict of Interest • Confidentiality • Insider Trading • Fair Competition • Quality and Product Responsibility • Human Rights and Labour Standards • Environmental Protection • Social Responsibility • Whistle-blower Protection • Grievance Redressal By integrating these principles into supplier expectations, the Company reinforces its ethical foundation and promotes a culture of integrity and accountability throughout its supply network. This proactive approach enhances credibility while supporting the long-term sustainability and resilience of its business operations.								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	**Certifications Across Divisions** • **Water & Power Division:** ISO 45001, ISO 9001, ISO 14001 • **Sugar & Distillery Division:** FSSC 22000, BRCGS, SEDEX, FSSAI The Company is committed to adhering to globally recognised codes, certifications, labels, and standards that reflect its strong focus on sustainability, social responsibility, and product quality. Within the Sugar division, all manufacturing units are certified under FSSC 22000, ensuring the production of safe and high-quality sugar. In addition, branded sugar products are certified under BRCGS and SEDEX, demonstrating adherence to stringent quality, safety, and ethical standards across production processes. Bonsucro is a globally recognised standard promoting sustainable sugarcane production, processing, and trade through economic, social, and environmental criteria. Two of the Company's units are Bonsucro certified, reflecting its continued commitment to responsible business practices, enhanced market credibility, and sustainable growth. Beyond the Sugar business, the Company ensures compliance with international standards and relevant industry certifications across its Power Transmission and Water business segments. These operations adhere to rigorous guidelines covering environmental management, workplace health and safety, social responsibility, and product quality. For instance, ISO 9001 strengthens quality management systems, ISO 14001 ensures alignment with global environmental standards, and ISO 45001 underscores the Company's commitment to maintaining a safe and healthy workplace. By aligning with these recognised certifications and standards, the Company aims to uphold high operational excellence, drive continuous improvement, and contribute positively to a sustainable and responsible global environment. It remains committed to continuously enhancing its processes, striving not only to meet but exceed established benchmarks across all areas of its operations.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. **Energy & Climate Action:** Enhance operational efficiency by reducing energy and emissions intensity, implementing energy conservation initiatives, and increasing the use of biofuels across operations. 2. **Water Stewardship:** Strengthen sustainable water management practices by reducing water intensity, expanding water recycling and reuse, and investing in advanced water treatment infrastructure. 3. **Circular Waste Management:** Minimize waste generation intensity while increasing waste recycling, recovery, and reuse to support circular economy principles. 4. **Responsible Supply Chain:** Foster a resilient and responsible supply chain by integrating environmental and social considerations into procurement practices, expanding Supplier Code of Conduct training coverage, and encouraging suppliers to adopt sustainable agricultural and ethical business practices. 5. **Strengthen sustainable agriculture** by increasing farmer awareness and adoption of resource-efficient farming practices, soil conservation measures, and climate-resilient cultivation techniques. 6. **Occupational Health, Safety & Well-being:** Promote a safe and healthy workplace by reducing lost-time injuries, strengthening safety management systems, and fostering a proactive safety culture across all operations.								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	1. **Energy & Climate Action:** Triveni has undertaken targeted initiatives across key operating units to reduce fuel consumption through process optimization and technology upgrades. These efforts have resulted in an over 8% reduction in energy intensity and a 9% reduction in emissions intensity (scope 1 &2) per rupee of turnover during the reporting year. 2. **Water Stewardship:** Triveni achieved a reduction of over 6% in water consumption intensity compared to the previous year, driven by enhanced operational efficiency and water conservation initiatives across its operations. 3. **Circular Waste Management:** Triveni reduced waste intensity by 7% compared to the previous year through improved resource efficiency, waste minimization initiatives, and enhanced recycling and reuse practices. 4. **Responsible Supply Chain:** Triveni strengthened responsible sourcing practices by procuring 98% of materials from within India, obtaining Supplier Code of Conduct (CoC) acknowledgment from 47% of non-cane suppliers, and providing CoC training to 60% of non-cane suppliers, promoting ethical and sustainable practices across its supply chain. 5. **Strengthen sustainable agriculture:** Triveni advanced its sustainable agriculture agenda by conducting farmer awareness sessions on the Company's Code of Conduct and responsible farming practices at two plants, providing continuous on-ground support through its Cane Department on farming techniques and seed selection, and launching an AI-based application to offer real-time guidance and support to farmers. The Company also established a large number of demonstration plots where modern/recommended agriculture practices were demonstrated to the farmers for achieving higher output (yields) with lower inputs, especially irrigation. 6. **Occupational Health, Safety & Well-being:** Triveni maintained a strong safety performance during the year, achieving zero recordable injuries and a Lost Time Injury Frequency Rate (LTIFR) of zero, reflecting the effectiveness of its safety management systems and commitment to fostering a proactive safety culture across operations.								
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At TEIL, maintaining high standards of Environmental, Social, and Governance (ESG) practices is a core priority. The Company recognises sustainable development as both a responsibility and a key driver of long-term value creation. Accordingly, it remains committed to creating a positive impact across communities, safeguarding the environment, and upholding ethical business practices. To reinforce this commitment, TEIL emphasises transparency in its operations, investments, and decision-making processes, with the objective of being recognised for its integrity and positive contribution. Its comprehensive approach encompasses a range of initiatives aimed at reducing environmental impact, enhancing social well-being, and strengthening governance standards across the organisation. The Company also acknowledges the importance of transparency and accountability in tracking progress. It regularly publishes detailed sustainability disclosures that provide insights into its performance, key achievements, challenges, and future priorities, thereby keeping stakeholders informed and engaged.								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Through this strategic approach and by fostering a culture of responsible business conduct, TEIL seeks to create meaningful and lasting impact both within the organisation and across the broader community. This commitment is aligned with its core values, enhances corporate reputation, and supports sustainable long-term growth. In alignment with the National Guidelines on Responsible Business Conduct (NGRBC), TEIL has implemented key policies, including the Supplier Code of Conduct, Environmental Policy, and ESG Policy. These frameworks strengthen its governance structure and improve operational effectiveness. Moving forward, the Company remains committed to advancing sustainability and contributing positively to society and the environment, with a long-term vision of building a more sustainable future.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Tarun Sawhney Designation: Vice Chairman & Managing Director, DIN No. 00382878								
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, Mr. Tarun Sawhney Designation: Vice Chairman & Managing Director, DIN No. 00382878								

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Our approach to policy management involves periodic reviews that incorporate stakeholder feedback, insights from past experiences, and opportunities for continuous improvement. This ongoing evaluation enables us to refine our policies and support informed decision-making aligned with our strategic objectives and operational requirements. By integrating stakeholder perspectives and lessons learned, we ensure that our policies remain relevant, robust, and adaptable to an evolving business environment.									Policies are periodically reviewed and updated, as required, to ensure alignment with applicable statutory requirements.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The organisation has established a comprehensive framework to ensure adherence to all applicable regulations and requirements. This system enables strict compliance with legal and statutory guidelines, reinforcing our commitment to regulatory compliance across all operations. Additionally, the Internal Audit Cell and the Group Chief Financial Officer oversee adherence to statutory obligations and address any instances of non-compliance as part of their governance responsibilities.									Performance reviews are systematically conducted on a continuous basis to ensure sustained compliance with applicable statutory and regulatory requirements.								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, an external agency viz Momentum India Pvt Ltd. reviews and carries out an independent assessment of the policies of the Company, as required.								

12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy,	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/ No)									
	Any other reason (please specify)									

Note 1:

P1: Code of Conduct; Related Party Transactions Policy; Anti-corruption Policy; Policy on Material Subsidiary; Policy for Determination of Materiality of Events or Information; Anti- Bribery Policy; Dividend Distribution Policy; Archival Policy; Code of Conduct for prevention of Insider Trading.

P2: Suppliers Code of Conduct.

P3: Equal Opportunity Policy; Whistle Blower Policy; Nomination and Remuneration Policy.

P4: Familiarization Programme for Independent Directors; Grievance Redressal Policy

P5: Equal Opportunity and Non-Discriminatory Policy; Whistle Blower Policy; Anti-Sexual Harassment Policy.

P6: BRSR Policy

P7: Codes of Fair Disclosure of UPSI; Ethics Policy.

P8: CSR Policy; BRSR Policy.

P9: Cyber Security & Data Privacy 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.

Essential Indicators

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

Segment	Total number of training and Awareness programmes held	Topics / principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	The Board of Directors (BoDs) and Key Management Personnel (KMPs) are regularly apprised, as required, on critical areas including business and industry developments, corporate governance, risk management, legal and statutory compliance, and operational insights The Company conducts comprehensive training programmes covering a wide range of areas such as health and safety protocols, skill development, technical competencies, leadership enhancement, and effective communication. TEIL prioritises ensuring that all BoDs, KMPs, employees, and workers across all business segments are adequately covered through structured training, awareness initiatives, and workshops.		
Key Managerial Personnel			
Employees other than BoD and KMPs	1023	EHS/functional/Technical/ Soft Skills	100%
Workers	920	EHS/functional/Technical/ Soft Skills	100%

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			-		
Settlement			-		
Compounding fee			-		

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

During the reporting period, no cases were reported involving the Directors or Key Management Personnel (KMPs). However, the Company incurred certain minor penalties for specific lapses, none of which are considered material for disclosure purposes.

TEIL recognises the importance of strict adherence to applicable legal and regulatory frameworks. Its compliance-driven approach ensures that operations remain aligned with statutory requirements and regulatory expectations. By maintaining a strong compliance record, the Company reaffirms its commitment to responsible business conduct and high standards of governance.

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
NA	

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

Yes, TEIL has an anti-bribery & anti-corruption policy, which is available on the Company's website in the following link:

https://www.trivenigroup.com/files/policies/Anti-bribery%20policy%20and%20Anti-corruption%20policy.pdf.

TEIL's Anti-Bribery and Anti-Corruption Policy strictly prohibits all forms of bribery and corruption, reflecting the Company's commitment to maintaining a professional and ethical work environment. The policy is designed to both prevent and detect instances of bribery, corruption, or unethical conduct, ensuring that TEIL's operations adhere to the highest standards of integrity and transparency.

To embed these principles across the organisation, TEIL actively promotes ethical conduct through structured training programmes, comprehensive guidance, and ongoing awareness initiatives. These efforts extend to both employees and third-party partners, fostering a culture of accountability and alignment with the policy's objectives.

The effectiveness of the policy is further reinforced through reviews conducted by the Executive Sub-Committee of the Board of Directors on need basis. . This governance oversight reflects TEIL's continued commitment to upholding ethical standards across all aspects of its operations.

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	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

Note: There has not been any reported incident of bribery or corruption involving Directors, Key Management Personnel (KMPs), employees, or workers. This reflects the Company's proactive approach to upholding the highest standards of ethical conduct across the organisation.

TEIL emphasises the importance of fairness, integrity, and professionalism as fundamental to its operations. These values are consistently reinforced through structured training programmes, clear communication channels, and regular compliance assessments. This comprehensive framework enables the Company to effectively mitigate the risk of bribery and corruption while ensuring adherence to the highest ethical standards across all aspects of its business.

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

Note: During the specified period, no complaints were received regarding conflicts of interest involving our directors or key managerial personnel (KMPs).

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

NA

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Number of days of accounts payables	33.42	33.36

*FY24-25 data has been restated to reflect the acquisition of SSEL

9 **Open-ness of business:**

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

Parameter		Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Concentration of Purchases	a)	Purchases from trading houses as % of total purchases	0.00%	0.00%
	b)	Number of trading houses where purchases are made from	0	0
	c)	Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of sales	a)	Sales to dealers / distributors as % of total sales	44.45%	45.60%
	b)	Number of dealers / distributors to whom sales are made	56.00	73.00
	c)	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	78.47%	76.66%
Share of RPTs in	a)	Purchases (Purchases with related parties / Total Purchases)	0.35%	0.59%
	b)	Sales (Sales to related parties / Total Sales)	1.42%	1.58%
	c)	Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.03%	98.07%
	d)	Investments (Investments in related parties / Total Investments made)	90.85%	88.95%

*FY24-25 data has been restated to reflect the acquisition of SSEL

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
3	Supplier Code of Conduct (All Principles)	59.86%**

During the financial year, TEIL implemented a series of initiatives to familiarise and encourage its key value chain partners to align with the Company's established practices. As part of these efforts, formal awareness and training programmes were conducted, with participation from 240 suppliers. Additionally, training videos were provided to other suppliers to facilitate broader understanding and adoption of these practices. The Company also conducted training sessions for progressive farmers associated with the Raninangal and Milaknarayanpur sugar units. These sessions focused on the Supplier Code of Conduct, NGRBC Principles, as well as best practices in sugarcane cultivation. Key areas covered included quality seed selection, location-specific varietal choices, appropriate plantation techniques, efficient irrigation practices, ratoon and weed management, and reuse methodologies for sugarcane. These initiatives are designed to create a multiplier effect, enabling the effective dissemination and adoption of best practices across TEIL's wider network of sugarcane farmers.

** This is calculated based on Purchase Order value excluding cane purchase.

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

TEIL has established a comprehensive Code of Conduct for its Board of Directors and Senior Management, incorporating provisions to prevent, identify, and disclose any actual or potential conflicts of interest that may influence decision-making. This framework ensures a structured and transparent approach to managing such situations.

In the event of a conflict of interest, the concerned individuals are required to disclose all relevant details to the Chairman and Managing Director. Such transparency is critical to maintaining the Company's integrity and upholding strong governance standards.

Upon disclosure, the Board and the Executive Sub-Committee evaluate the matter to determine the appropriate course of action. Depending on the nature and severity of the conflict, measures may include seeking independent advice or implementing necessary safeguards to protect the interests of the Company and its stakeholders. This systematic approach ensures effective conflict management and reinforces TEIL's commitment to ethical conduct and robust governance practices.

The policy is accessible on the Company's website: https://www.trivenigroup.com/files/policies/Code%20of%20Conduct%20 for%20director%20and%20senior%20managent%20Policy.pdf

PRINCIPLE 2

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

Essential Indicators

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Triveni's research and development initiatives continue to support both environmental sustainability and social value creation across its businesses. During FY 2025–26, the Company invested approximately ₹10.46 crore in cane development programmes under the Sugar Business. These initiatives focus on improving cane productivity through the promotion of improved agronomic practices, climate-resilient cultivation techniques, efficient irrigation, balanced nutrient management, and better crop management practices. In addition, an AI-enabled digital platform provides farmers with real-time agronomic advisory, helping improve decision-making, optimize on-farm resource use, enhance productivity, and strengthen farmer livelihoods. Within the Power Transmission Business (PTB), research and development efforts are directed towards developing advanced technologies and enhancing the efficiency, reliability, and performance of existing products. These innovations contribute to environmental sustainability by reducing material and oil consumption, improving equipment efficiency, extending product life, and supporting more efficient utilization of natural resources. The Engineering Business incurred ₹0.49 crore towards directly identifiable R&D expenditure during the year, while the remaining R&D expenses are embedded within regular business operations and are not separately identifiable.	Triveni remains committed to enhancing its environmental and social impact through targeted research and development efforts. In FY 25, the company has incurred approximately ₹11.00 crore on Cane development in Sugar business to improve the overall cane availability and Cane yield. These initiatives aim to promote the adoption of advanced agricultural practices among farmers, aimed at increasing cane yields, encouraging varietal diversification, improving irrigation efficiency, optimising fertilizer use, and enhancing crop protection. Around 400–500 demo plots have been developed at each unit. The company's investments also aim to boost soil health and promote sustainable farming techniques, which contribute to higher agricultural productivity and improved farmer livelihoods. These initiatives are complemented by projects like Zero Liquid Discharge (ZLD) systems at distillery units, incorporating advanced technologies for efficient resource management.	To promote the adoption of advanced agricultural practices among farmers—aimed at improving cane yields, encouraging varietal substitution, ensuring efficient irrigation, optimising fertiliser use, and enhancing crop protection— approximately 400 to 500 demonstration plots have been established at each unit.

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
	The Water Business Group (WBG) continues to undertake product enhancement and value engineering initiatives to improve the performance and efficiency of its water and wastewater treatment solutions. By optimizing process design and enhancing treatment efficiency, these innovations enable customers to manage water resources more effectively, reduce operational resource consumption, and support sustainable water management practices while maintaining product competitiveness.	In the Power Transmission Business (PTB), efforts are centered on enhancing system efficiency by minimising oil flow, reducing component weight, and improving reliability—thereby supporting natural resource conservation. Company has incurred 0.39 crores in Engineering business as directly identifiable cost during the year. Other R&D expenditure are integrated with business operations and not separately identifiable.	
Capex	In FY 2025–26, Triveni incurred capital expenditure of ₹1,612 Lakhs towards energy conservation and efficiency enhancement initiatives across its operations. The Company continued to invest in technologies and process improvements aimed at reducing energy consumption, improving thermal efficiency, recovering waste heat, and optimizing resource utilization. Key initiatives included the installation of high-efficiency vacuum pans and pan circulators to enhance steam economy, deployment of condensate-based juice heating systems and waste heat recovery solutions, conversion of extraction-condensing turbines to back-pressure turbines for improved energy utilization, and process modifications to reduce steam and bagasse consumption. The Company also implemented energy-saving measures through improved insulation, optimization of cooling systems, reduction of flue gas temperatures, and continued installation of variable frequency drives across manufacturing units. Further investments focused on reducing power consumption through the replacement of conventional equipment with energy-efficient alternatives, improving turbine operating efficiencies, and the continued transition to LED lighting across business locations.	In FY 25, Triveni's directed ₹ 3,221.37 lakh towards technologies that improve the environmental performance of its operations. Key investments included energy-efficient systems such as a new backpressure turbine, variable frequency drives, and upgraded utility infrastructure to reduce energy use and emissions. The company also enhanced biomass handling through improved bagasse storage and drainage systems. In water and wastewater management, Triveni installed flowmeters across units for real-time monitoring, implemented condensate-based juice heaters to optimise water recovery, and invested in anaerobic filters to improve effluent treatment. These targeted capital allocations reflect Triveni's strategic focus on embedding environmental sustainability into its operational decision-making and infrastructure planning. Additionally, the company made conscious efforts to incorporate non-conventional energy, further reinforcing its commitment to environmental sustainability. These focused capital investments underscore Triveni's strategic approach to integrating sustainability into its operational and infrastructure planning.	Triveni's initiatives have led to notable environmental improvements. The construction of bagasse storage sheds and improved flooring with drainage has minimised wetting and degradation of bagasse, preserving its calorific value and enhancing energy efficiency. Replacing the existing turbine with a more efficient backpressure turbine has reduced steam losses and supported cleaner power generation from renewable sources. Wastewater treatment was improved by installing sludge decanters, enhancing solid liquid separation and reducing pollutant discharge. Further, vapor bleeding systems optimised energy use during processing and lowering emissions. Adoption of energy-efficient equipment and non-conventional energy sources across manufacturing units has also contributed to reduced energy consumption and environmental impact.

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

TEIL has implemented a comprehensive Supplier Code of Conduct with a strong focus on environmental sustainability. The Code mandates that suppliers utilise natural resources responsibly and actively minimise or eliminate adverse environmental and climate-related impacts. It further encourages the adoption of environmentally friendly products, processes, and technologies to reduce overall environmental footprint and support long-term sustainability objectives.

To ensure compliance and accountability, all major suppliers are required to formally acknowledge and adhere to the Code. This requirement reinforces alignment with TEIL's sustainability standards across the supply chain.

In addition, TEIL promotes local sourcing to strengthen regional economies and mitigate supply chain risks. The Company actively engages with and supports micro, small, and medium enterprises (MSMEs), fostering inclusive economic growth. Local procurement also contributes to reduced transportation-related emissions, thereby enhancing environmental performance.

Through these measures, TEIL is committed to building a resilient, responsible, and sustainable supply chain ecosystem.

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

47.47%*

Note: As a predominantly sugar manufacturing company, TEIL's primary suppliers comprise farmers; however, the data presented pertains to non-farmer suppliers. The Company has circulated comprehensive guidelines outlining the Do's and Don'ts for sustainable sugarcane cultivation among its farmer bases.

In addition, TEIL has conducted training sessions for progressive farmers at the Raninangal and Milaknarayanpur sugar units, focusing on the Supplier Code of Conduct and sustainable farming practices. These initiatives are intended to create a multiplier effect, whereby knowledge and best practices are disseminated by progressive farmers across the wider farming community.

TEIL recognises that a structured and phased approach is required to further educate and onboard farmers into its sustainability programmes. The Company remains fully committed to driving meaningful progress in this area over time.

* This is calculated excluding cane purchase.

3 **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

<table>
<tr><td>(a) Plastics (including packaging)</td><td rowspan="4">Due to the nature of TEIL's business operations and product portfolio, the reclamation of e-waste and hazardous waste is not directly applicable. The Company's engineering and distillery businesses primarily operate within a B2B model, serving industrial and municipal clients rather than end consumers. Additionally, products such as sugar and ethanol are not suitable for conventional reuse or recycling processes.

Nevertheless, TEIL remains committed to advancing sustainability across its operations. The Company ensures that plastic packaging materials are responsibly recycled through authorised recyclers, thereby contributing to waste management and resource efficiency.

Further reinforcing its commitment to environmental responsibility and customer safety, TEIL's PTB business provides comprehensive product manuals that outline safe operating practices and appropriate disposal procedures, particularly for products requiring specialised handling. These guidelines enable clients to manage end-of-life processes in compliance with applicable environmental regulations.

Through this approach, TEIL continues to uphold its sustainability commitments, even in sectors where traditional recycling avenues are limited. By promoting regulatory compliance and encouraging responsible end-of-life management, the Company strives to minimise the environmental impact associated with its products.</td></tr>
<tr><td>(b) E-waste</td></tr>
<tr><td>(c) Hazardous waste</td></tr>
<tr><td>(d) Other waste</td></tr>
</table>

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.

Yes, Extended Producer Responsibility (EPR) is applicable to TEIL's sugar and distillery operations. The Company's sugar units and the Muzaffarnagar Distillery Complex are registered as brand owners on the Central Pollution Control Board (CPCB) portal, ensuring compliance with the Plastic Waste Management Rules, 2016. This reflects TEIL's commitment to meeting its EPR obligations.

The Company's waste collection plan is aligned with the Extended Producer Responsibility (EPR) framework submitted to the Pollution Control Boards. As part of its EPR compliance, TEIL has engaged authorized recyclers M/S FITSOL SUPPLY CHAIN SOLUTION PVT LTD. to manage the recycling of both pre-consumer and post-consumer plastic waste. This collaboration ensures effective recycling practices while maintaining full compliance with Central Pollution Control Board (CPCB) regulations under the EPR framework.

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.

TEIL has not conducted Life Cycle Assessments (LCAs) for its products. However, the Company integrates environmental sustainability considerations across the design and operation of its key business segments. For instance, TEIL's ethanol production supports the transition to cleaner energy, as ethanol is widely recognized as a sustainable biofuel that contributes to reduced emissions. Within its sugar operations, the Company leverages renewable energy sources such as bagasse—a by-product of sugar manufacturing—for power generation, thereby enhancing energy efficiency and circular resource utilization. Additionally, TEIL's wastewater treatment processes promote water conservation by minimizing pollution and enabling the recycling and reuse of water. The Company also sources sugarcane directly from farmers, thereby supporting local agricultural communities.

TEIL remains firmly committed to environmental sustainability and social responsibility across all its operations. It adheres to applicable national and regional environmental regulations to minimise its ecological and social footprint. Through continuous monitoring and evaluation of its processes, the Company maintains high standards of environmental stewardship while actively advancing sustainable practices. This integrated approach enables TEIL to ensure regulatory compliance while progressively strengthening its sustainability performance and contributing to industry best practices.

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

Name of Product/Service	Description of the risk/concern	Action Taken

Not applicable. As mentioned earlier, the nature of our products inherently reduces environmental or social concerns and risks associated with their production and disposal.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Bagasse, Molasses, Press Mud, Slop and Bagasse Ash	The Company has established an efficient system for the management and utilisation of by-products generated during the sugar manufacturing process. Bagasse, a primary by-product, is utilised to generate steam required for sugar production, distillery operations, and power generation. The electricity produced exceeds internal consumption, enabling the export of surplus power to the local grid and supporting renewable energy usage. Molasses, another key by-product, serves as the principal raw material for ethanol production in the distillery, contributing to the Company's broader sustainability objectives. Additionally, press mud, a nutrient-rich residue from sugarcane processing, is supplied to local farmers as organic fertiliser, promoting soil health and sustainable agricultural practices. The combustion of bagasse for steam and power generation produces fly ash, which is sold in the open market for applications such as landfilling and soil conditioning, thereby extending the value chain of by-products. In the distillery, effluents from ethanol production are concentrated using Multi-Effect Evaporators (MEE) and subsequently co-fired with bagasse in specialised incineration boilers. The resulting ash a combination of spent wash and bagasse ash is further processed for use in the production of potash-rich granulated fertiliser. While direct recycling or reuse of input materials within the production process remains limited, the Company's integrated approach to by-product management demonstrates a strong commitment to environmental sustainability and responsible resource utilisation, significantly reducing waste and enhancing the overall ecological footprint of its operations.	

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:

Category	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)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

Considering the nature of our products and the materials used in their production and packaging which do not fall within these specific waste categories our operations have primarily focused on utilising sustainable resources and minimising waste through effective by-product management practices, as previously outlined.

However, recognising the importance of a comprehensive waste management approach, we continue to actively explore opportunities to enhance our waste handling processes. This includes pursuing future initiatives aimed at reducing, reusing, and recycling materials that may otherwise contribute to environmental harm, through these ongoing efforts, we reinforce our commitment to sustainability and environmental stewardship while continuously improving waste management practices.

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
At present, the proportion of reclaimed products and their packaging materials, as a percentage of total products sold, is nil across all product categories. This is attributable to the inherent nature of the Company's products and operations.	

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	1,123	1,123	100%	1,123	100%	0	0.00%	0	0.00%	0	0.00%
Female	36	36	100%	36	100%	36	100%	0	0.00%	0	0.00%
Total	**1,159**	**1,159**	**100%**	**1,159**	**100%**	**36**	**3.10%**	**0**	**0.00%**	**0**	**0.00%**
Other than Permanent employees											
Male	110	110	100%	110	100%	0	0.00%	0	0.00%	0	0.00%
Female	1	1	100%	1	100%	1	100%	0	0.00%	0	0.00%
Total	**111**	**111**	**100%**	**111**	**100%**	**1**	**0.90%**	**0**	**0.00%**	**0**	**0.00%**

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

Category	Total (A)	% of Worker Covered by									
		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 workers											
Male	1,912	1,912	100%	1,912	100%	0	0.00%	0	0.00%	0	0.00%
Female	10	10	100%	10	100%	10	100%	0	0.00%	0	0.00%
Total	**1,922**	**1,922**	**100%**	**1,922**	**100%**	**10**	**0.52%**	**0**	**0.00%**	**0**	**0.00%**
Other than Permanent workers											
Male	1,982	1,982	100%	1,982	100%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**1,982**	**1,982**	**100%**	**1,982**	**100%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

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	0.11%	0.12%

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

Benefits	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	0.00%	0.78%	Yes	0.00%	14.81%	Yes
Others – please specify	-	-	-	-	-	-

Note: TEIL adheres to all mandated provisions concerning retirement benefits in a structured and consistent manner. Coverage under Provident Fund (PF) and Gratuity schemes has been implemented for the entire workforce, with contributions regularly deposited as per statutory requirements. ESI benefits are available to all eligible workers, reinforcing legal compliance and employee welfare.

*FY24-25 data has been restated to reflect the acquisition of SSEL

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, accessibility considerations have been integrated into our facilities and office spaces, wherever relevant, to support employees and workers with disabilities in accordance with the Rights of Persons with Disabilities Act, 2016. Efforts are made to create an inclusive work environment through the incorporation of suitable accessibility measures across locations. Key areas such as entry points and office entrances are designed with barrier-free access to facilitate smooth movement. Periodic assessments are also undertaken to improve and sustain these provisions, reflecting TEIL's ongoing focus on inclusiveness, diversity, and equitable access for all individuals.

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, TEIL's equal opportunity policy promotes an inclusive workplace by embracing diversity and ensuring fair treatment for all employees, regardless of age, disability, origin, nationality, religion, race, gender, or sexual orientation. The organization upholds a strict zero-tolerance approach to verbal or physical harassment, fostering a safe and respectful work environment.

TEIL is dedicated to creating an equitable, diverse, and inclusive workplace , recognising diversity as a key contributor to its success. By nurturing talent across all levels and encouraging a culture of trust and collaboration, the company leverages diversity to drive innovation, efficiency, and overall performance.

The policy is accessible on the Company's website: https://www.trivenigroup.com/files/policies/Equal%20Opportunity%20Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

Note: During the reporting year, no employees took parental leave, and hence this disclosure is not applicable.

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 Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, TEIL encourages a culture of openness where employees and workers can freely raise concerns with their supervisors, managers, or the Human Resources Manager, ensuring quick and transparent resolution. The organization has also put in place strong frameworks to promote workplace transparency through its whistle-blower and grievance redressal policies. These policies establish clear procedures and dedicated channels for reporting issues, ensuring that concerns are reviewed by the appropriate authorities while protecting the rights and interests of individuals. Works Committees have been constituted across all units to enhance dialogue between employees and management. These committees act as a forum for addressing workplace concerns and fostering a positive work environment. Through these formal mechanisms, TEIL ensures effective and timely resolution of issues, while strengthening its commitment to a responsive and employee-centric workplace.

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	1,159	-	-	1,169	-	-
Male	1,123	-	-	1,132	-	-
Female	36	-	-	37	-	-
Total Permanent Workers	1,922	950	49.43%	1,951	900	46.13%
Male	1,912	950	49.69%	1,942	900	46.34%
Female	10	0	0.00%	9	0	0.00%

*FY24-25 data has been restated to reflect the acquisition of SSEL

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	1,233	1,233	100%	1,233	100%	1,252	1,252	100.0%	1,252	100.0%
Female	37	37	100%	37	100%	42	42	100.0%	42	100.0%
Total	**1,270**	**1,270**	**100%**	**1,270**	**100%**	**1,294**	**1,294**	**100.0%**	**1,294**	**100.0%**
Workers										
Male	3,894	3,894	100%	3,894	100%	3,941	3,941	100.0%	3,941	100.0%
Female	10	10	100%	10	100%	9	9	100.0%	9	100.0%
Total	**3,904**	**3,904**	**100%**	**3,904**	**100%**	**3,950**	**3,950**	**100.0%**	**3,950**	**100.0%**

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

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	1,233	1,233	100%	1,252	1,252	100.0%
Female	37	37	100%	42	42	100.0%
Total	**1,270**	**1,270**	**100%**	**1,294**	**1,294**	**100.0%**
Workers						
Male	3,894	3,894	100%	3,941	3,941	100.0%
Female	10	10	100%	9	9	100.0%
Total	**3,904**	**3,904**	**100%**	**3,950**	**3,950**	**100.0%**

10 Health and safety management system:

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

TEIL maintains a robust approach to occupational health and safety (OHS) by embedding a comprehensive management framework across its Sugar, Distillery, Power transmission, and Water business operations, ensuring full coverage across all relevant units. These systems are aligned with key regulatory and international standards, including the Factories Act, ISO 45001:2018, ISO 14001:2015, OSHA guidelines, and other applicable requirements, reflecting a strong commitment to workplace safety and regulatory compliance.

Safety is systematically integrated into operations through well-defined processes such as hazard identification, use of personal protective equipment (PPE), fire prevention measures, emergency response planning, risk assessment, and continuous workforce training. These practices are reinforced through established policies, routine inspections, periodic safety audits, and ongoing monitoring to ensure their effectiveness and consistency.

Within the Sugar Business, employees are supported through medical coverage and financial assistance in the event of workplace accidents, alongside strict adherence to safety protocols and equipment usage standards. The Distillery Business follows comprehensive safety practices including fire safety measures, PPE compliance, risk management, and emergency preparedness, in alignment with regulatory standards and guidelines such as ISI, NBC, and OISD. Dedicated Environmental, Health, and Safety (EHS) and fire safety policies guide implementation, ensuring proper distribution of safety equipment and regular oversight.

The Power Transmission Business aligns its operations with ISO 45001:2018 and ISO 14001:2015 standards, supported by regular audits, structured training programmes, and proactive risk mitigation measures.

Similarly, the **Water Business Group** adheres to ISO standards and OSHA requirements, maintaining robust occupational health and safety systems while meeting all statutory obligations.

Through this cohesive and structured framework, TEIL not only ensures compliance with regulatory requirements but also fosters a proactive safety culture, minimises operational risks, and builds trust among employees and stakeholders.

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

TEIL has established structured processes to identify workplace hazards and assess risks across its Sugar, Distillery, Power Transmission, and Water operations.

Hazard Identification and Risk Assessment (HIRA) covers both routine and non-routine activities, supported by third-party safety audits and HAZOP studies. Internal assessments such as Unsafe Conditions (UC), Unsafe Acts (UA), Root Cause Analysis (RCA), and Safety-Based Observations (SBO) enable proactive risk identification and corrective actions.

Regular workplace inspections, job hazard analyses, permit-to-work systems, and incident reporting mechanisms further strengthen safety practices. Risk mitigation follows a hierarchy of controls, including elimination techniques, engineering and administrative measures, PPE usage, and emergency preparedness.

Oversight by the EHS Committee, along with continuous training and employee engagement, ensures ongoing improvement and compliance with regulatory requirements.

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

Yes, we have established formal processes across our Sugar, Distillery, Power Transmission, and Water Business operations that allow workers to report hazards and step away from unsafe situations without fear of retaliation. These mechanisms include multiple reporting channels such as Safety Committees, direct communication with supervisors or the Safety Department, as well as suggestion boxes, emails, and formal written submissions.

Regular safety committee meetings, plant inspections, and reviews at the HOD level ensure that reported concerns are promptly assessed, investigated, and resolved across all units.

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

Yes, all employees are provided with Health and Accidental Insurance, ensuring access to medical care for non-occupational health needs. In addition, first-aid facilities are available across all worksites and office locations, supported by trained first aid personnel to address immediate medical requirements.

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	-	-
	Workers	-	1.68
Total recordable work-related injuries	Employees	-	-
	Workers	-	30
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including the contract workforce

**FY24-25 data has been restated to reflect the acquisition of SSEL

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

TEIL ensures a safe and healthy work environment through a comprehensive approach combining regulatory compliance, continuous capacity building, and strong emergency preparedness. Safety practices include mandatory PPE usage, permit-to-work systems for non-routine activities, and job safety analyses for high-risk tasks, supported by regular induction programmes, on-the-job training, and active Functional Safety Committees.

Contractor safety is strengthened through structured inductions and an EHS training card system, while proactive risk management is driven by internal inspections, third-party audits, and behaviour-based safety initiatives. Compliance with ISO 45001, ISO 14001, and the Factories Act is maintained through periodic audits and continuous review of risk controls.

Emergency preparedness is reinforced through site-specific response plans and regular mock drills for scenarios such as fires, electric shocks, and other workplace hazards. Ongoing training, health camps, and Safety Committees support hazard identification, reporting, and resolution.

Additionally, workplace safety is enhanced through 5S practices and initiatives such as National Safety Week and safety performance recognition programmes.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	21	0	All complaints were resolved	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%

Note: Entity regularly undertakes Safety audits and internally takes care of health and safety practices and working conditions across all its businesses.

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.**

Triveni has implemented a range of corrective measures to enhance workplace safety, focusing on both infrastructure improvements and process optimisation. These efforts include the installation of safety guards, railings, fall protection systems, fire extinguishers, PPE, and access platforms to reduce risks and improve operational safety. The company has also upgraded existing infrastructure by replacing worn-out platforms and handrails, introduced an aerial work platform for height-related tasks, and installed turbo ventilators to enhance air circulation.

Looking ahead, Triveni plans to further strengthen safety and environmental performance through the installation of a hydrant-based fire protection system and the expansion of Effluent Treatment Plant (ETP) capacity. In addition, operational improvements such as the deployment of metal swarf chip compacting machines, centralised chip collection systems, and organised storage through structured racking solutions have been implemented.

These initiatives demonstrate a proactive and continuous improvement-driven approach to occupational health and safety, aimed at reducing risks and ensuring a safe and efficient working environment across all facilities.

Leadership Indicators

1 **Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N)	Y
(B) Workers (Y/N)	Y

Note: The organisation remains strongly committed to safeguarding the financial wellbeing of employees' families, particularly in the unfortunate event of an employee's untimely demise. To support this commitment, it provides uniform and comprehensive life insurance coverage across all business units. This ensures timely financial assistance to the families of deceased employees, helping them manage economic challenges during difficult times. Through this initiative, the organisation reinforces its people-centric values and fosters a compassionate and supportive work culture.

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

We have implemented robust mechanisms to oversee and manage statutory compliance across our value chain partners. This includes close monitoring of the deduction and timely remittance of Goods and Services Tax (GST) ensuring adherence to all applicable regulations. These practices support seamless input tax credit utilisation while minimising the risk of tax-related discrepancies.

In addition to GST oversight, we conduct comprehensive checks on vendor and contractor compliance. This involves verifying the accurate deduction and timely deposit of Provident Fund (PF), Employee State Insurance (ESI), and GST with the relevant authorities, thereby reinforcing the integrity sof financial and compliance processes within the supply chain.

Through these structured controls, we demonstrate a strong commitment to regulatory compliance and ethical business practices. Our approach fosters transparency, accountability, and consistency across the value chain, contributing to a reliable and compliant operational environment.

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	NA	NA
Workers	0	0	NA	NA

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, we have a strong commitment to supporting employees during career transitions, including retirement or termination, by offering structured transition assistance programmes. These initiatives are designed to help employees adjust smoothly and navigate this phase with confidence.

Counselling sessions are provided for retiring employees as well as their spouses, equipping them with guidance, resources, and support to plan for life after retirement. These sessions help individuals manage the transition effectively while also exploring opportunities for continued employability or personal fulfilment.

We also recognise the value of experience and, in certain cases, provide options for extending employment beyond retirement for those who wish to continue working. Through these efforts, we ensure that employees receive the necessary support during this critical stage, reinforcing our commitment to employee wellbeing across the entire career lifecycle, including the transition into retirement.

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	47.47%
Working Conditions	47.47%

Note: This assessment of value chain partners excludes cane suppliers.

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.

We maintain high standards of health and safety across our operations by ensuring that our value chain partners comply with our Supplier Code of Conduct, supported by formal acceptance and commitment. Compliance with the principles and policies outlined in the Code is a fundamental requirement for engagement.

To further strengthen this alignment, we conduct targeted awareness programmes for our value chain partners. These initiatives focus on embedding the principles of the National Guidelines on Responsible Business Conduct (NGRBC) into their operations, promoting ethical practices, safety, and responsible conduct across the supply chain, including cane suppliers.

PRINCIPLE 4

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

Essential Indicators

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

We place strong emphasis on stakeholder engagement as a core element of our business approach, guided by our Corporate Values & Beliefs - open communication, customer focus, proactive thinking, and innovation. These principles underpin our commitment to responsible operations, equal opportunity, and the creation of meaningful, long-term value. We follow a structured process to identify and prioritise stakeholders based on their level of influence on the organisation and the degree of impact our operations have on them.

Our key stakeholder groups include customers, business partners, regulatory authorities, shareholders, investors, and local communities. Business decisions are made with careful consideration of their social, environmental, and economic implications, along with an evaluation of associated risks and opportunities.

To support transparent and effective engagement, we have established a formal Grievance Redressal Policy. This framework enables stakeholders to raise concerns and seek timely resolution, fostering trust, addressing potential conflicts, and strengthening our relationships with external stakeholders.

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

Stakeholder Group	**Whether identified as Vulnerable & Marginalized Group (Yes/No)**	**Channels of Communication** (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	**Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)**	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Investor/ Shareholders	-	Annual General Meeting, shareholder meetings, annual report, quarterly results, media releases, company website, email, Stock Exchange (SE) announcements, face-to-face meetings / conference calls, investor conferences	Ongoing	Financial performance, Risks and threats, Competitiveness and Financial stability, Growth perspective, Disclosures in the public domain, Sound corporate governance mechanisms, Ethics and compliance.
Government	-	Meetings with local / state / national government and ministries through industry associations, conferences, press releases	Ongoing	Policy advocacy, business disclosures
Supplier/ vendor/ third party manufacturer	-	Discussions, email, events, communication and partnership meetings	Ongoing	Performance & sustainability, brand building, dialogue for transparency
Media	-	Press briefs, mails, meetings	Ongoing	
Employees/ trainees/ workers	-	Internal portal, email, survey tools, town-hall, meetings	Ongoing	Learning, career advancement, well-being programs, employee appreciation, work-life balance

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
NGO	Yes	Meetings, engagement through CSR implementation arm	Ongoing	Community development aspect discussion, awareness, training, Health check-ups, installation of solar lights, various basic infrastructure related activities
Farmers	Yes	Message, meetings, advertisements, notice boards	Ongoing	Training, Soil testing, new technologies usage, feedback, procurement, others

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.**

TEIL maintains continuous engagement with its key stakeholders, including farmers, investors, customers, suppliers, employees, industry associations, and regulatory authorities. These interactions are aimed to understand and address their most critical concerns within a dynamic business environment. Through this ongoing dialogue, TEIL is able to refine its strategic priorities, strengthen communication, and remain responsive to evolving stakeholder expectations. The engagement process also facilitates the identification of material issues and supports the development of a roadmap for sustainable, long-term value creation. Key insights derived from stakeholder consultations are systematically evaluated and, where relevant, shared with the Board to support informed decision-making and effective governance.

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.**

The Company recognises stakeholder consultation as a critical element of responsible business conduct, enabling effective understanding and responsiveness to stakeholder expectations. A structured approach is followed to identify and prioritise material ESG issues, which facilitates informed decision-making and strengthens sustainable business practices. The Company also continues to invest in environmentally sustainable processes and technologies to mitigate adverse impacts.

For a key stakeholder group—farmers—the Company undertakes targeted initiatives, including CSR programmes aimed at improving livelihoods, alongside ensuring fair and competitive pricing for sugarcane.

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

The Company prioritises inclusive stakeholder engagement by actively engaging with vulnerable and marginalised groups and ensuring their concerns are appropriately addressed. Through defined communication channels and targeted initiatives, the Company promotes participation and provides necessary support.

Farmers and local communities remain key stakeholders given the nature of operations. Engagement is guided by a structured approach focused on accessibility, responsiveness, and timely grievance resolution.

At the grassroots level, cane department representatives are deployed at each unit to maintain regular interaction with farmers, supporting them on seed availability, crop conditions, and payment-related matters, while recording and addressing grievances. Additionally, designated personnel at plant locations manage concerns raised by local communities, ensuring prompt resolution and improved transparency.

These practices enable effective stakeholder inclusion, strengthen trust, and reinforce the Company's commitment to sustainability and social responsibility by maintaining open lines of communication and ensuring that the perspectives of all stakeholders—particularly vulnerable and marginalised groups are effectively represented and addressed.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)*		
	Total (A)	No. of employees / Workers covered (B)	% (B / A)	Total (C)	No. of employees / Workers covered (D)	% (D / C)
Employees						
Permanent	1,159	1,159	100%	1,169	1,169	100.0%
Other than permanent	111	111	100%	125	125	100.0%
Total Employees	**1,270**	**1,270**	**100%**	**1,294**	**1,294**	**100.0%**
Workers						
Permanent	1,922	1,922	100%	1,951	1,951	100.0%
Other than	1,982	1,982	100%	1,999	1,999	100.0%
Permanent Total Workers	**3,904**	**3,904**	**100%**	**3,950**	**3,950**	**100.0%**

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)*				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/ A)	No. (C)	% (C / A)		No. (E)	% (E/ D)	No. (F)	% (F / D)
Permanent Employees										
Male	1,123	-	-	1,123	100%	1,132	-	-	1,132	100.0%
Female	36	-	-	36	100%	37	-	-	37	100.0%
Other than Permanent Employees										
Male	110	-	-	110	100%	120	-	-	120	100.0%
Female	1	-	-	1	100%	5	-	-	5	100.0%
Permanent Workers										
Male	1,912	-	-	1,912	100%	1,942	-	-	1,942	100.0%
Female	10	-	-	10	100%	9	-	-	9	100.0%
Other than Permanent Workers										
Male	1,982	-	-	1,982	100%	1,999	-	-	1,999	100.0%
Female	0	-	-	0	0	0	-	-	0	0%

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

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*	1013.05	-	-
Key Managerial Personnel	1	336.33	1	146.36
Employees other than BoD and KMP	1123	12.72	35	8.62
Workers	1907	4.69	10	4.68

*Includes only Chairman & Managing Director and Vice-chairman & Managing Director.

Vice-chairman & Managing Director is also KMP.

Other directors, not drawing any remuneration or entitled for only sitting fee and commission, are not considered here.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Gross wages paid to females as % of total wages	1.51%	1.64%

*FY24-25 data has been restated to reflect the acquisition of SSEL

4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

The Company has established a defined governance framework to address human rights-related concerns arising from its operations. A dedicated team, led by the Corporate Vice President – Human Resources (VP–HR) and supported by Unit HR Heads, is responsible for overseeing such matters.

This structured approach ensures timely identification, due diligence, and effective resolution of human rights issues through appropriate mechanisms, reinforcing the Company's commitment to responsible and ethical business practices.

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

The Company has established a structured internal framework for addressing human rights-related grievances. Employees are encouraged to raise concerns with their Functional Heads or Unit HR Heads, who are responsible for resolution in coordination with the Unit/Business Head and HR leadership. The process is guided by principles of transparency and accountability.

In addition, Works Committees have been constituted across all units in line with regulatory requirements, providing an institutional platform for the discussion and resolution of employee concerns.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

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

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

The Company is committed to fostering a safe, inclusive, and respectful workplace by implementing robust measures to prevent discrimination and harassment. A strict non-retaliation policy is enforced to protect employees who report concerns from any adverse action.

Employees are encouraged to report suspected violations through established channels, supported by policies on prevention of sexual harassment and whistleblower protection, which ensure confidentiality and safeguard against reprisals.

All complaints are addressed through fair, unbiased, and sensitive investigations, reinforcing the Company's commitment to ethical conduct and a secure, supportive work environment.

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

The Company is committed to upholding human rights by promoting dignity, fairness, and respect across all operations, with employees expected to extend these principles in their interactions with business partners and stakeholders.

The Supplier Code of Conduct mandates compliance with key human rights principles, including the prohibition of child labour, forced labour, and discrimination. Suppliers, vendors, and contractors are required to adhere to these standards and maintain high ethical conduct.

To reinforce this commitment, regular Code of Conduct training sessions are conducted for business partners to enhance awareness of human rights expectations. Instances of non-compliance are addressed promptly through appropriate corrective actions, ensuring continued alignment with the Company's ethical and human rights standards.

10 Assessments for the year:

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

Note: Entity regularly assesses its plants and offices for the above-mentioned points across all its businesses.

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

NA

Leadership Indicators

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

The Company has not identified any human rights-related grievances or concerns requiring changes to its business processes during the reporting period. However, it continues to strengthen its commitment through key policies, including the Sexual Harassment Policy, Whistleblower Protection Policy, and Equal Opportunity Policy, which ensure confidentiality for complainants and enable timely and appropriate action in cases of misconduct.

In line with regulatory requirements, Works Committees have been constituted across all manufacturing units to address employee concerns, including those related to human rights, and to provide a formal mechanism for grievance redressal.

These measures reinforce the Company's commitment to maintaining a safe, inclusive, and ethical workplace and fostering a culture of respect, accountability, and continuous improvement.

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

The Company maintains strict compliance with applicable labour laws and regulatory requirements, including provisions related to workplace safety, non-discrimination, fair wages, and equitable employment conditions, thereby reinforcing the protection of employee rights.

Beyond internal operations, the Company extends its focus to the value chain through ongoing monitoring and engagement to identify potential human rights risks and ensure alignment of suppliers and partners with its standards. Awareness initiatives further promote responsible practices across business relationships.

A structured due diligence framework is in place to identify, prevent, and mitigate human rights risks, including those related to child and forced labour, wage disparities, discrimination, harassment, and freedom of association. These measures support a safe, inclusive, and ethical work environment while aligning with globally recognised human rights principles and enabling continuous improvement.

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?

TEIL is committed to creating accessible and inclusive workplaces for employees, workers, and visitors with diverse physical abilities. The Company has implemented measures to enhance ease of access across its offices and facilities.

1. **Ongoing Infrastructure Assessment:**

   The Company periodically evaluates its premises to identify and address accessibility gaps, ensuring compliance with applicable standards. Necessary upgrades and modifications are undertaken to enhance accessibility and meet regulatory requirements.

2. **Integration of Supportive Technologies:**

   Assistive technologies are incorporated within facilities, where required, to support individuals with diverse needs and enable effective workplace participation.

3. **Inclusive Culture:**

   The Company promotes a workplace culture rooted in respect, equity, and inclusion. Accessibility initiatives are aligned with broader diversity and inclusion objectives, reflecting its commitment to an equitable work environment.

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Child labour	47.47%
Forced/involuntary labour	47.47%
Sexual harassment	47.47%
Discrimination at workplace	47.47%
Wages	47.47%
Others – please specify	

*This assessment of value chain partners does not include cane suppliers.

Compliance areas covered under the Supplier Assessment include Anti-Corruption, Conflict of Interest, Confidentiality, Insider Trading, Fair Competition, Quality and Product Responsibility, Human Rights and Labour Standards, Environmental Protection, Social Responsibility, and Whistleblower Protection.

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

NA

PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
From Renewable Sources		
Total electricity consumption (A) (GJ)	19,710.00	18,486.00
Total fuel consumption (B) (GJ)	2,48,40,875.91	2,41,18,169.13
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption from Renewable sources (A+B+C) (GJ)	**2,48,60,585.91**	**2,41,36,655.13**
From Non - Renewable Sources		
Total electricity consumption (D) (GJ)	23,895.07	16,334.01
Total fuel consumption (E) (GJ)	37,520.33	46,639.60
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumption from Non-Renewable sources (D+E+F) (GJ)	61,415.40	62,973.61
Total energy consumed (A+B+C+D+E+F)	**2,49,22,001.31**	**24,199,628.75**
Energy intensity per rupee of turnover (Total energy consumption/Per Rupee of turnover)	0.000327	0.000356
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0067	0.0080
Energy intensity in terms of physical output (Per metric tonne of sugar)	20.49	20.00
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note 1: As sugar contributes the highest share in the overall turnover across all product segments, energy intensity is reported specifically on a per-unit basis of sugar production.

Note 2: Since sugar accounts for the highest turnover among all product segments, energy intensity is disclosed specifically per unit of sugar produced.

Note 3: Per Rupee of turnover & Per Rupee of Turnover adjusted for PPP includes excise duty

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

Yes. As part of the organisation's preparedness for future assurance requirements, Momentum India conducted a pilot Assurance Readiness Assessment at Sabitgarh Distillery and Sugar Division to evaluate reporting systems, data management processes, internal controls, and readiness for external assurance. Insights from the pilot will guide assurance readiness across the organisation.

*FY24-25 data has been restated to reflect the acquisition of SSEL

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? 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.

We confirm that none of our sites or facilities are currently classified as Designated Consumers (DCs) under the Government of India's Perform, Achieve and Trade (PAT) Scheme. However, should the sugar industry be brought under the ambit of the scheme, we are committed to aligning with the applicable regulatory requirements. Building on our existing energy efficiency initiatives, we will take proactive measures to support the objectives of the scheme and ensure compliance, as applicable.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	16,88,996.96	1,602,129.09
(iii) Third party water	9,703.24	8,079.05
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	16,98,700.20	16,10,208.14
Total volume of water consumption (in kilolitres	16,98,700.20	16,10,208.14
Water intensity per rupee of turnover (Water consumed /Per Rupee of turnover)	0.000022	0.000024
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00045	0.00053
Water intensity in terms of physical output (Per metric tonne of sugar)	0.76	0.82
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note 1 : Since sugar accounts for the highest turnover among all product segments, water intensity is disclosed specifically per unit of sugar produced.

Note 2: Per Rupee of turnover & Per Rupee of Turnover adjusted for PPP includes excise duty

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

Yes, As part of the organisation's preparedness for future assurance requirements, Momentum India conducted a pilot Assurance Readiness Assessment at Sabitgarh Distillery and Sugar Division to evaluate reporting systems, data management processes, internal controls, and readiness for external assurance. Insights from the pilot are being used to strengthen processes across the organisation.

Other Agency for water audit

1. Aviral Earth Services
2. ETRC Consultant Pvt. Ltd., Lucknow
3. Vasantdada Sugar Institute (VSI)

*FY24-25 data has been restated to reflect the acquisition of SSEL

4 Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Water discharged by destination and level of treatment (in kilolitres)		
(i) To Surface water		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(v) Others		
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	10,92,113.70	999,737.64
Total volume of water discharged (in kilolitres) (i + ii + iii + iv + v)	**10,92,113.70**	**999,737.64**

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

Yes. As part of the organisation's preparedness for future assurance requirements, Momentum India conducted a pilot Assurance Readiness Assessment at Sabitgarh Distillery and Sugar Division to evaluate reporting systems, data management processes, internal controls, and readiness for external assurance. Insights from the pilot will guide assurance readiness across the organisation.

Other Agency for Water

1. Aviral Earth Services
2. ETRC Consultant Pvt. Ltd., Lucknow
3. Vasantdada Sugar Institute (VSI)

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

Yes, the entity has implemented a Zero Liquid Discharge (ZLD) system across its distillery units and the PTB facility. These units are equipped with advanced infrastructure, including incineration boilers, Multi-Effect Evaporators (MEE), Condensate Polishing Units (CPU), and wastewater recycling systems, ensuring complete water reuse and environmentally sustainable operations. At the PTB facility, all drainage streams are directed to the Common Effluent Treatment Plant (CETP), with treated water being reused for gardening and as cooling tower makeup.

In the case of sugar units, achieving ZLD is not technically feasible, as a certain level of water discharge is intrinsic to the process and is permitted under Central Pollution Control Board (CPCB) norms. Nevertheless, Triveni remains focused on minimizing treated water discharge per ton of cane crushed and reducing groundwater abstraction. This is accomplished through the adoption of advanced technologies such as anaerobic filters, along with measures including reuse of treated water for irrigation and process cooling, and recycling of turbine and cooling water—thereby enhancing overall water efficiency.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
NOx	MT	404.99	579.44
SOx	MT	234.55	284.06
Particulate matter (PM)	MT	1,027.59	1,021.49
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Yes. As part of the organization's preparedness for future assurance requirements, Momentum India conducted a pilot Assurance Readiness Assessment at Sabitgarh Distillery and Sugar Division to evaluate reporting systems, data management processes, internal controls, and readiness for external assurance. Insights from the pilot will guide assurance readiness across the organization.

*FY24-25 data has been restated to reflect the acquisition of SSEL.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	47,476.86	47,959.52
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	4,708.64	3,295.65
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Per Rupee of Turnover)	MT of CO_2 equivalent/ Per Rupee of turnover	0.00000068	0.00000075
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MT of CO_2 equivalent/ Per Rupee of turnover adjusted for PPP	0.000014	0.000017
Total Scope 1 and Scope 2 emission intensity (Per metric tonne of sugar)	MT of CO_2 equivalent / MT	0.045	0.044

Note 1: Since sugar accounts for the highest turnover among all product segments, emission intensity is disclosed specifically per unit of sugar produced.

Note 2: Per Rupee of turnover & Per Rupee of Turnover adjusted for PPP includes excise duty

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

Yes. As part of the organization's preparedness for future assurance requirements, Momentum India conducted a pilot Assurance Readiness Assessment at Sabitgarh Distillery and Sugar Division to evaluate reporting systems, data management processes, internal controls, and readiness for external assurance. Insights from the pilot will guide assurance readiness across the organization.

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

We have undertaken a range of initiatives to reduce greenhouse gas (GHG) emissions as part of our broader sustainability efforts. A key step includes the use of bagasse for captive power generation, which lowers reliance on grid electricity and reduces emissions linked to conventional energy sources. We have also collaborated with wind power generation units to procure renewable energy at competitive rates, supporting our shift towards cleaner energy.

Additional measures include the installation of a CO_2 capture plant, implementation of anaerobic systems and filtration units at Effluent Treatment Plants (ETPs), and development of rainwater harvesting infrastructure, all contributing to reducing our overall environmental impact.

To improve energy efficiency, we have introduced Variable Frequency Drives (VFDs) and planetary gearboxes in select operations, such as dust collector ID fans, allowing real-time optimisation of motor performance based on operational demand and significantly lowering energy consumption. These interventions are particularly effective in energy-intensive processes, where efficiency improvements result in notable emission reductions.

In parallel, we initiated Scope 3 greenhouse gas accounting in FY 2024–25, covering categories such as Business Travel, Employee Commute, Waste Generated in Operations, and Upstream Transportation & Distribution. In FY 2025–26, this scope was further expanded to include Capital Goods and Fuel and Energy-related Activities, enhancing the depth and accuracy of our GHG inventory and strengthening our monitoring and reporting capabilities.

Through these focused efforts, we continue to adopt responsible and efficient practices to support sustainable operations and contribute to long-term climate action.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	1,533.88	1,485.64
E-waste **(B)**	6.02	12.38
Bio-medical waste **(C)**	0.18	0.13
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	2.56	13.05
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	15.03	26.70
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,82,593.05	4,62,127.12
Total (A+B + C + D + E + F + G+ H)	**4,84,150.72**	**4,63,665.01**
Waste intensity per rupee of turnover (Total waste generated/Per Rupee of turnover) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000064	0.0000068
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00013	0.00015
Waste intensity in terms of physical output (per metric tonne of sugar)	0.449	0.445
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,049.47	2,443.17
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**3,049.47**	**2,443.17**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.18	0.13
(ii) Landfilling	1,06,739.78	93,051.60
(iii) Other disposal operations	3,74,361.29	3,68,170.11
Total	**4,81,101.25**	**4,61,221.84**

Note 1: Since sugar accounts for the highest turnover among all product segments, waste intensity is disclosed specifically per unit of sugar produced.

Note 2: Per Rupee of turnover & Per Rupee of Turnover adjusted for PPP includes excise duty

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

Yes. As part of the organization's preparedness for future assurance requirements, Momentum India conducted a pilot Assurance Readiness Assessment at Sabitgarh Distillery and Sugar Division to evaluate reporting systems, data management processes, internal controls, and readiness for external assurance. Insights from the pilot will guide assurance readiness across the organization: Since sugar accounts for the highest turnover among all product segments, waste intensity is disclosed specifically per unit of sugar produced.

*FY24-25 data has been restated to reflect the acquisition of SSEL

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.**

TEIL has established standardised procedures for the handling, storage, transportation, and disposal of waste and hazardous chemicals across all its business verticals, in compliance with applicable environmental regulations and guidelines issued by relevant Pollution Control Boards.

Sugar Business:

Hazardous waste, including used oil and grease, is disposed of through authorised recyclers holding valid approvals from regulatory authorities. Oil skimmers and collection systems are deployed for recovery of oil and grease, which are further utilised as boiler fuel in combination with bagasse. Effluent Treatment Plants (ETPs) are equipped with oil skimming systems to prevent contamination. The manufacturing process does not involve toxic chemicals and primarily uses food-grade substances. By-products such as bagasse, molasses, and press mud are fully utilised for cogeneration, ethanol production, and use as bio-fertiliser, respectively.

Distillery Business:

The distillation process follows a zero-liquid discharge approach, with incineration of spent wash/slop for energy recovery. Hazardous and non-hazardous wastes, including used oil, ETP sludge, and chemical containers, are managed through authorised vendors. Fly ash generated is supplied to fertiliser manufacturers, while ETP sludge is reused for in-house plantation. Measures are implemented to reduce chemical consumption through process optimisation and adoption of safer alternatives.

Power Transmission Business (PTB):

Waste is segregated at source and disposed of through authorised agencies in accordance with regulatory requirements, including those prescribed by State Pollution Control Boards. Hazardous waste such as used oil, plastics, and empty containers is stored in designated areas with appropriate containment systems. Resource efficiency initiatives include recovery and reuse of oil through centrifuge systems and reuse of packaging materials. The business is also evaluating additional waste minimisation measures, including installation of chip compacting equipment.

Water Business Group (WBG):

Operations do not involve the use of toxic chemicals, resulting in minimal hazardous waste generation. Waste is managed through approved vendors, with established protocols for segregation, storage, and disposal to ensure compliance with applicable regulations.

Organisation-wide Practices:

E-waste and plastic waste are disposed of through authorised recyclers in accordance with statutory requirements. The Company continues to strengthen its waste management practices through resource recovery, recycling, and process efficiency initiatives, in line with its commitment to environmental sustainability and regulatory compliance.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable			

12 Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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

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

S. No.	Specify the law / regulation / guidelines which were not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
We confirm that we are in compliance with all applicable regulatory norms.				

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:

a. Name of the area: **Not Applicable**

b. Nature of operations

c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Water withdrawal by source (in kilo litres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**NA**	**NA**
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharged by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
a. No treatment	NA	NA
b. With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

Not Applicable

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
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	4,79,157.79	2,87,514.73
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/Per Rupee of turnover	0.0000063	0.0000042
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	**Metric tonnes of CO_2 equivalent/ Metric tonnes of Sugar**	**0.43**	**0.26**

Note 1: Since sugar accounts for the highest turnover among all product segments, emission intensity is disclosed specifically per unit of sugar produced.

Note 2: Per Rupee of turnover includes excise duty+

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

Yes. As part of the organization's preparedness for future assurance requirements, Momentum India conducted a pilot Assurance Readiness Assessment at Sabitgarh Distillery and Sugar Division to evaluate reporting systems, data management processes, internal controls, and readiness for external assurance. Insights from the pilot will guide assurance readiness across the organization.

Note 1: During the reporting year FY25-26, Scope 3 emissions have been assessed across the following categories:

1. Upstream emissions
2. Employee commute
3. Business travel
4. Waste generated in operations
5. Capital goods
6. Fuel- and energy-related activities.

Note 2: The assessment of Scope 3 emissions was initiated in the previous year for 4 categories.

1. Upstream emissions
2. Employee commute
3. Business travel
4. Waste generated in operations

*FY24-25 data has been restated to reflect the acquisition of SSEL

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 Initiative
1	Steam and thermal efficiency improvement	Installed a 120 T vacuum pan equipped with a mechanical circulator in the refinery section and three pan circulators at the raw sugar pans to improve thermal efficiency at Khatauli Sugar Unit.	Reduced steam consumption and achieved bagasse savings through improved heat transfer and process efficiency.
2	Vapour economy and condensate utilisation	Installed condensate juice heaters and a tubular type clear juice heater and shifted massecuite continuous pan boiling from 2nd to 3rd vapour and massecuite boiling from 1st to 2nd vapour at Chandanpur Sugar Unit.	Improved vapour utilisation, resulting in steam savings and reduced bagasse consumption.
3	Turbine efficiency enhancement	Converted an extraction condensing turbine into a back-pressure turbine at Deoband Sugar Unit.	Enhanced cogeneration efficiency and achieved bagasse savings.
4	Waste heat recovery through condensate utilization	Utilised second-body condensate for superheated wash water generation instead of exhaust steam at Milaknarayanpur Sugar Unit.	Reduced steam consumption and improved energy efficiency.
5	Condensate-based raw juice heating	Implemented condensate-based raw juice heating (waste heat recovery) systems at Raninangal Sugar Unit and Milaknarayanpur Sugar Unit.	Achieved steam savings through effective recovery and utilisation of waste heat.
6	Reduction of heat losses	Undertook insulation improvements at various locations, including boilers, boiling house, fermentation and distillation sections at Milaknarayanpur Sugar Unit and Distillery.	Reduced heat losses and enhanced thermal efficiency.
7	Boiler process optimization	Reduced boiler bag filter inlet flue gas temperature from 165°C to 145°C at Milaknarayanpur Distillery.	Achieved bagasse savings through improved boiler efficiency.
8	Process and utility optimization	Implemented second-stage raw juice heating using condensate instead of 4th vapour and reduced one blower operation at the ETP through aeration line modifications at Sabitgarh Sugar Unit.	Reduced steam and electricity consumption.
9	Energy Efficient Drives System	Continued installation of VFDs and planetary gearboxes across various applications and processes at multiple manufacturing locations.	Reduced power consumption and improved operational efficiency
10	Cooling system and power factor optimization	Modified cooling tower lines, stopped one pump at MSDH cooling tower and improved turbine power factor from 0.91 to 0.93 at Alco Unit, Muzaffarnagar.	Reduced electrical energy consumption and improved system efficiency.
11	Energy-efficient lighting	Continued replacement of conventional lighting systems with LED lighting across various business locations.	Lower electricity consumption and improved lighting efficiency
12	Utilisation of renewable energy sources	Sourced a significant portion of power requirements from wind energy at the Power Transmission Business facility, Mysuru and installed solar panels/cells at cane zonal offices of Raninangal Sugar Unit and out-centre cane weighbridges of Ramkola Sugar Unit	Increased renewable energy consumption and reduced dependence on conventional energy sources.

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

We have established a comprehensive Business Continuity and Disaster Management framework to ensure operational resilience during unforeseen events. This framework is built on detailed risk assessments that cover a range of scenarios, including natural disasters, technological disruptions, and pandemics. It defines clear roles and responsibilities for effective emergency response, identifies critical business functions, and outlines structured processes for incident management and recovery.

The framework also incorporates data protection measures, ensures streamlined communication, and provides for alternate working arrangements to maintain continuity. Its effectiveness is reinforced through regular training, periodic testing, and ongoing reviews, enabling us to remain prepared and responsive under varying circumstances.

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

In terms of our value chain, we do not foresee any significant environmental risks arising from its sourcing activities. The company's primary raw material, sugarcane, is procured directly from farmers within its designated command areas, allowing close oversight and effective management of any associated risks.

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

47.47%*

* This assessment of value chain partners excludes cane suppliers.

8 How many Green Credits have been generated or procured:

	FY 2025-26 (Current Financial Year)
By the listed entity	We have not procured any green credits to date; however, we continue to generate significant environmental value through a range of sustainability-driven initiatives: **1. Use of Renewable Fuels:** Our sugar and distillery operations are powered by renewable sources such as bagasse and biomass, enabling sustainable functioning without dependence on externally sourced green credits. **2. Ethanol Production:** Ethanol produced at our distilleries supports India's Ethanol Blended Petrol (EBP) Programme, contributing to reduced fossil fuel dependence. As a biofuel, it aids in foreign exchange savings, enhances energy security, supports farmers, and helps lower greenhouse gas emissions and air pollutants. **3. Renewable Power Generation:** Our co-generation facilities produce clean energy, with surplus power supplied to UPPCL, contributing to the broader renewable energy ecosystem. **4. Carbon Credit Initiatives:** Under the Clean Development Mechanism (CDM), our Deoband and Khatauli Phase 1 cogeneration plants have historically generated and monetised carbon credits. **5. Renewable Energy Certificates (RECs):** We have also generated and traded Renewable Energy Certificates through captive power consumption under the REC framework. Through these efforts, we continue to strengthen our contribution to sustainable development while reducing our overall environmental footprint.
By the top ten (in terms of value of purchases and sales, respectively) value chain partners	NA

PRINCIPLE 7

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

Essential Indicators

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

08

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**

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Sugar Mills Association	National
2	UP Sugar Mills Association	State
3	Confederation of Indian Industry	National
4	Federation of Indian Chambers of Commerce & Industry	National
5	Quality Circle Forum of India	National
6	Indian Chambers of Food and Agriculture	National
7	All India Distillers Association (AIDA)	National
8	American Gear Manufacturer Association (USA)	International

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

We did not receive any regulatory notice during the reporting period concerning anti-competitive behavior, antitrust violations, conflicts of interest, or monopolistic practices. As a result, no corrective actions were required. We remain committed to maintaining high ethical standards and ensuring full compliance with all applicable regulations, while continuing to promote transparency and accountability across our operations.

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

We actively engage in policy advocacy through collaboration with industry bodies, government agencies, and regulatory authorities. Our approach remains transparent and responsible, ensuring that all advocacy efforts are aligned not only with organisational objectives but also with the broader national interest. We are guided by the principle that such engagement should contribute to public welfare rather than serve narrow or self-focused interests.

Anchored in this commitment, we continue to promote responsible corporate conduct and make meaningful contributions to society. These efforts reflect our broader intent to support societal wellbeing while maintaining high standards of integrity and accountability.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

We follow a structured approach to ensure open and transparent communication with local communities, while encouraging participatory engagement to effectively address concerns and grievances.

In our sugar business, where operations are largely situated in rural areas, engagement with communities is facilitated by dedicated Cane Staff. These teams maintain regular interaction with farming communities through both formal and informal channels. Feedback commonly relates to areas such as education, healthcare, access to clean drinking water, drainage and flooding, road infrastructure, and other developmental needs. We take proactive steps to address such concerns, and in cases beyond our direct scope, matters are escalated to the appropriate district authorities for further action.

Additionally, we align identified community needs with our Corporate Social Responsibility (CSR) initiatives. By linking CSR efforts with our grievance redressal processes, we strengthen our responsiveness to community concerns and reinforce our commitment to responsible, community-focused operations.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Directly sourced from MSMEs/small producers#	64.69%	65.41%
Directly from within India	98.42%	98.82%

This includes sugarcane sourced from farmers.

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)*
Rural	65.12%	65.67%
Semi-urban	-	-
Urban	34.88%	34.33%
Metropolitan	-	-

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

*FY24-25 data has been restated to reflect the acquisition of SSEL

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	

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

S. No.	State	Aspirational District	Amount spent (In INR)

We did not undertake targeted CSR projects in aspirational districts during the reporting year; however, our commitment to creating meaningful social impact remains strong. We continue to focus on initiatives that align with community needs and our organisational capabilities, ensuring that our efforts remain relevant and effective. By prioritising areas of significant social importance, we aim to support long-term and sustainable development within the communities we serve.

We remain responsive to the evolving expectations of our stakeholders and continuously work to strengthen the impact of our CSR initiatives. Recognising the value of collaboration, we actively engage with local community leaders, NGOs, and government institutions to promote inclusive participation. Through these collective efforts, we remain committed to delivering positive outcomes and contributing to a more equitable and resilient future.

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

We follow a non-discriminatory approach to supplier selection, guided by our Equal Opportunity Policy, which ensures fair and unbiased access for all potential suppliers. While the qualification criteria are not specifically designed to prioritise marginalised or vulnerable groups, we actively promote engagement with local suppliers, including farmers in the vicinity of our operations.

This approach supports local economic development while also aligning with our sustainability objectives. By sourcing locally, we reduce transportation-related carbon emissions, thereby minimising our environmental impact. Through this balanced focus, we aim to strengthen local value chains while advancing responsible and sustainable sourcing practices.

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

100% sugarcane is purchased from farmers in our Sugar Business.

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

60.30%

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:**

Sr. No	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:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Screening of cancer, osteoporosis and anemia in females	638 Women	100%
2.	Preventive Health Checkup programme for young girls	800 Young Girls	100%
3.	New Born Screening Programme	600 Infants	
4.	Healthcare Mobile Vans(Mobile Chikitsa)	11,637 Patients	100%
5.	Healthcare Eyes and Dental Camps	251 Patients	100%
6.	Support to Nursing School, Women Empowerment	30 Nurses	100%
7.	Support to schools at Khatauli, Deoband, Sabitgarh and Mysuru	2,021 Students	100%
8.	Soil Health Analysis and fertilizer incentive program	Soil Samples- 1862 Fertilizer Subsidy- 42,979	100%
9.	Promoting sports for children and youth	629 children by IYSA	100%
10.	Animal welfare and others	Local residents and community, gaushala and others	-

PRINCIPLE 9

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

Essential Indicators

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

We have established a comprehensive grievance redressal mechanism to efficiently address customer complaints and feedback. Customers can easily reach us through multiple channels, including email and phone, ensuring easy accessibility and convenience. A dedicated team, trained in ISO 9000 Quality Management principles, reviews each submission promptly to ensure fair and timely resolution.

Upon receiving a concern, the team conducts a detailed assessment and initiates appropriate corrective actions, with a strong focus on resolving issues in an efficient and equitable manner.

Beyond resolving individual cases, we systematically analyse customer feedback to identify recurring trends and areas for improvement. These insights enable us to enhance our products, services, and internal processes.

We regard customer feedback as a key driver of continuous improvement and remain committed to strengthening our operations to deliver high levels of customer satisfaction, in line with our customer-centric approach.

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

CSR Project	No. of persons benefitted from CSR Projects
Environmental and social parameters relevant to the product	59.34%
Safe and responsible usage	78.82%
Recycling and/or safe disposal	78.82%

3 Number of consumer complaints in respect of the following:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	178	56	The complaints are in the process of being resolved.	111	22	The complaints are in the process of being resolved.
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	15	3	Petty Complaints	9	1	Petty Complaints

*FY24-25 data has been restated to reflect the acquisition of SSEL

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

No product recalls related to safety concerns were recorded during the reporting period. We maintain a strong focus on product safety through rigorous quality control and testing processes designed to meet high standards. Each product is thoroughly evaluated to ensure it is safe for use and handling.

In addition, we provide customers with detailed product information, including manuals, leaflets, and packaging guidelines, to enable safe and informed usage. These measures reflect our ongoing commitment to delivering products that are safe, reliable, and of consistently high quality.

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.

We have implemented a comprehensive cybersecurity and data privacy framework that incorporates encryption protocols, robust access controls, regular security audits, and continuous monitoring. These measures are designed to uphold high standards of data protection and mitigate potential risks.

Encryption safeguards data by encoding it to prevent unauthorized access, while strict access controls ensure that only authorized personnel can handle sensitive information. Regular security audits help identify vulnerabilities and strengthen overall cybersecurity resilience. Continuous monitoring further enables the timely detection and response to any potential security threats.

This robust framework reflects our commitment to maintaining strong security standards and ensuring the confidentiality, integrity, and availability of all entrusted data.

Web link where the policy is available:

https://www.trivenigroup.com/files/policies/Cyber%20Security%20and%20Data%20Privacy%20Policy.pdf

6 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

We have not experienced any product recalls; however, we follow a structured approach to address critical service-related issues, such as gearbox concerns. In such instances, the Quality Head, who is responsible for customer complaint resolution, promptly constitutes a Customer Feedback Team (CFT). This team works collaboratively to investigate the issue and implement suitable corrective actions.

These actions may include changes in design, materials, or manufacturing processes, serving as preventive measures for future supplies. Through this proactive and improvement-driven approach, we reinforce our commitment to maintaining high product quality standards and ensuring customer satisfaction.

7 Provide the following information relating to data breaches:

a.	Number of instances of data breaches	0
b.	Percentage of data breaches involving personally identifiable information of customers	0
c.	Impact, if any, of the data breaches	Not Applicable

Leadership Indicators

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

Our product-related information can be accessed at our website and social media handles. For our Power Transmission Business, we conduct workshops & provide catalogues as per our customer requirements

Website: https://www.trivenigroup.com/businesses

LinkedIn: https://www.linkedin.com/company/trivenengineering/

YouTube: https://www.youtube.com/channel/UCJla4fACodZmBS5PPsaBFiw

Facebook: https://www.facebook.com/trivenengineering

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

We primarily operate in a B2B environment; however, we place significant emphasis on promoting consumer safety awareness. Our Operations and Maintenance (O&M) manuals include detailed safety guidelines for gearbox usage, supporting proper handling and operation. Safety instructions are also incorporated into technical documentation shared with our international clients.

We provide comprehensive installation training, along with clear manuals and protocols for visitors. All technical documentation adheres to relevant safety certifications and is aligned with regulatory requirements across key markets such as the EU, USA, and Canada. Our strict compliance with disclosure norms and industry standards ensures transparency and consistency.

While our business model is B2B, we recognise our indirect impact on end users and remain committed to encouraging safe and responsible product usage. Through continuous compliance efforts and knowledge-sharing initiatives, we promote safety across the value chain and work towards strengthening awareness and responsible practices throughout our operations.

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

We did not experience any significant disruptions or discontinuation of essential services during the year. Any concerns related to customer or supplier relationships are addressed through continuous and transparent communication, with a focus on early identification and timely resolution to prevent escalation. This proactive approach has strengthened our position as a dependable and trusted partner.

We also actively assess and manage potential risks that may affect service continuity. Internal teams regularly monitor operations and conduct assessments to identify emerging issues, enabling prompt corrective action where required.

In the event of any disruption, customers are informed without delay to ensure clear and timely communication, and any dispatch delays are communicated through email. These measures help keep customers well-informed and prepared, reinforcing our commitment to maintaining service standards and meeting customer expectations.

4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)

Yes

If yes, provide details in brief.

Triveni provides product information in compliance with all applicable statutory and regulatory requirements. For its consumer products, including sugar and country liquor, product labels carry information such as FSSAI details, manufacturing and batch information, recycling logo, storage instructions, statutory health warnings, and other declarations required under applicable regulations. Where relevant, additional guidance is provided to promote safe handling, storage, and responsible consumption.

For its engineering products, detailed technical documentation, product specifications, and operating manuals are provided to enable customers to make informed decisions and ensure safe installation, operation, and maintenance. Safety warnings, multilingual caution labels, and specification nameplates are affixed to products to enhance user safety and facilitate proper handling, beyond the mandatory regulatory requirements where applicable.

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

Yes. We actively undertake structured surveys and feedback initiatives as part of our customer-centric approach, enabling us to better understand stakeholder expectations and continuously enhance our service delivery.

In our Power Transmission Business, comprehensive customer satisfaction surveys are conducted by independent third-party agencies. These assessments cover key aspects such as pre-sales interactions, order execution, commissioning support, service responsiveness, equipment performance, commercial terms, and overall experience. The insights generated help refine operations, improve product quality, and strengthen client relationships.

Within the Sugar Business, targeted consumer surveys have been conducted across key urban markets, including Delhi, Noida, and Gurgaon, to assess consumption patterns, brand preferences, price sensitivity, and usage behaviour for packaged sugar. The study captures detailed inputs on purchase habits, product preferences, satisfaction levels, preferred pack sizes, and pricing trends, providing valuable direction for aligning offerings with evolving consumer expectations.

By embedding structured feedback mechanisms across our business segments, we continue to enhance responsiveness, improve product and service quality, and build long-term customer relationships in a competitive marketplace.

For and on behalf of the Board of Directors

Dhruv M. Sawhney
Chairman and Managing Director
DIN:00102999

Place: Noida
May 29, 2026