

Ref.: SEC&LEG/528

June 29, 2026

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai 400 001
Scrip Code - 505283

National Stock Exchange of India Limited
Exchange Plaza, C -1, Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai 400 051.
NSE Symbol: KIRLPNU

Dear Sir / Madam,

Sub.: Business Responsibility and Sustainability Report

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations, 2015 read with the relevant SEBI Circular(s) as issued from time to time, we are submitting herewith the Business Responsibility and Sustainability Report for FY 2025-26, which forms an integral part of the Annual Report for FY 2025-26, submitted to the Exchanges vide letter no. Ref: SEC&LEG/527 dated June 29, 2026.

Kindly take the same on your records.

For Kirloskar Pneumatic Company Limited

Jitendra R. Shah
Company Secretary
Membership No: 17243
Encl.: as above

Kirloskar Pneumatic Company Limited

A Kirloskar Group Company

Regd. Office: Plot No. 1, Hadapsar Industrial Estate, Hadapsar,
Pune, Maharashtra 411013
Tel: +91 (20) 26727000
Fax: +91 (20) 26870297
Email: sec@kirloskar.com | Website: www.kirloskarpneumatic.com
CIN: L29120PN1974PLC110307

Business Responsibility and Sustainability Report (BRSR)

SECTION A GENERAL DISCLOSURES

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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.

PRINCIPLE 2

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

PRINCIPLE 3

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

PRINCIPLE 4

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

PRINCIPLE 5

Businesses should respect and promote human rights.

PRINCIPLE 6

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

PRINCIPLE 7

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

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

PRINCIPLE 9

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

SECTION A: General disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Company	L29120PN1974PLC110307
2. Name of the Company	Kirloskar Pneumatic Company Ltd. (KPCL)
3. Year of Incorporation	1974
4. Registered office address	Hadapsar Industrial Estate, Pune 411013
5. Corporate office address	One Avante, Level 3, Karve Road, Kothrud, Pune 411038
6. E-mail	sec@kirloskar.com
7. Telephone	020-26727000
8. Website	www.kirloskarpneumatic.com
9. Financial year for which reporting is being done	2025-26
10. Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE) National Stock Exchange of India Ltd. (NSE)
11. Paid-up Capital	129.92 Million
12. Name and contact details (telephone, email address) of the person for BRSR Reporting	Name: Ms. Revati Deshpande Telephone: 020-26727000 Email: sec@kirloskar.com
13. Reporting boundary	Disclosures made in this report are on a standalone basis and pertain only to Kirloskar Pneumatic Company Ltd. Value Chain reporting covering partners contributing 2% to the purchases or sales value, cumulatively covering up to 75% of total value has been done and annexed as Annexure A to the BRSR.
14. Name of assurance provider	BDO India Services Private Ltd.
15. Type of assurance obtained	Reasonable Assurance of BRSR Core indicators

II. Product/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing & Service of Engineering goods	Manufacturing of Compressors (Air, Refrigeration and Gas Compressors & Systems), Operation and Maintenance of Compression Systems, Leasing of Assets	93.4%

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

Sr. No.	Product/Services	NIC Code	% of total turnover contributed
1	Compressors & Compression Systems	28132	93.4%

III. Operations

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

Sr. No.	Location	Number of plants	Number of offices	Total
1	National: Plants - Hadapsar (Pune), Saswad (Pune), Nashik Registered Office-Hadapsar (Pune) Corporate Office-Kothrud (Pune) Regional Offices - Mumbai, Ahmedabad, Vadodara, New Delhi, Lucknow, Kolkata, Chennai, Bangalore and Hyderabad	3	11	14
2	International: Representative/ Branch Office-Dubai Through Group Companies in South Africa and Thailand	0	1 2	3

19. Markets served by the entity:

a. Number of locations served:

Sr. No.	Number of Locations served	Number
1.	National (Number of States) National (Number of Union Territories)	23 4
2.	International (Number of Countries)	27

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

Exports contribute 6% of the total turnover of the Company.

c. Briefly explain the types of customers:

KPCL serves Indian and foreign markets in Oil & Gas, Power, Steel & Aluminium, Automotive, Engineering, Railways, Chemicals & Fertilizers, Sugar, Paper, Pharmaceutical, Textile, Food & Beverage, Marine & Fisheries, Construction and other industrial sectors/ customers.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	861	810	94%	51	6%
2.	Other than permanent (E)	189	152	80%	37	20%
3.	Total employees (D+E)	1,050	962	92%	88	8%
Workers						
4.	Permanent (F)	65	65	100%	0	0%
5.	Other than permanent (G)	813	785	97%	28	3%
6.	Total workers (F+G)	878	850	97%	28	3%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male	Female		
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	Total Differently abled employees (D+E)	1	1	100%	0	0%
Differently abled Workers						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	1	1	100%	0	0%
6.	Total Differently abled workers (F+G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women:

Category	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors ¹	8	1	12.50%
Key Management Personnel ²	4	0	0%

Notes:

1. Number as of March 31, 2026.

2. 2 out of 4 KMPs are also Board Members.

22. Turnover rate for permanent employees and workers:

Category	FY 2026			FY 2025			FY 2024		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	11%	13%	11%	12%	9%	12%	15%	16%	15%
Permanent workers	5%	0%	5%	4%	0%	4%	4%	0%	4%

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

23. Names of holding / subsidiary / associate companies / joint ventures:

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Systems & Components (India) Private Ltd.	Subsidiary	55.26%	No

VI. CSR Details

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

ii. If yes, Turnover: ₹ 17,592,255,854

iii. Net worth: ₹ 10,884,059,582

VII. Transparency and disclosure compliances

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

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 2026			FY 2025		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities ¹	Yes	0	0	Refer notes	0	0	Refer notes
Investors and Shareholders ²	Yes	18	1	Refer notes	15	0	Refer notes
Employees and workers ³	Yes	1	0	Refer notes	0	0	Refer notes
Dealers and Customers ⁴	Yes	1,307	83	Technical, service complaints	970	88	Technical, service complaints
Suppliers ⁵	Yes	0	0	Refer notes	0	0	Refer notes

Notes:

- Grievances, if any can be raised during on-going in-person interactions with CSR stakeholders during planning and implementation of various initiatives. Society (CSR) Perception Survey conducted every alternate year through an external agency includes focus group discussion with community stakeholders which captures grievances, if any along with suggestions for improvements. Overall CSR Satisfaction Index is at 95% as per the last survey conducted by an independent third-party agency.
- No other securities except Equity Shares are issued by the Company.
- Mechanisms like PoSH Committee, Theme Based Virtual Round Table Sessions, Safety Committee Meetings, New Joiners Interaction with HR & SBU Head, Union-Management Meetings, Annual HR Dip-Stick Survey, Ethics Helpline, Alternate Year Employee Engagement Survey etc. provide employees the platform to raise grievances, if any. Employee Engagement Score as per the last survey conducted by an independent third-party agency is at 82% which is higher when compared to India Manufacturing top quartile score. KPCL is recognized as Best Employer 2025 for its consistent employee benchmark engagement score.
- Dealer and customer complaints are received through CCMS (Customer Complaints Management System) and other engagement mechanisms including Dealer Meets, alternate year Customer Satisfaction Survey by external agency etc. Overall Customer Experience Index is at 89% as per the last survey conducted by an independent third-party agency. KPCL is tracking and reviewing actions implemented based on findings of the customer satisfaction survey.
- Supplier suggestions are received through various interactions like Supplier Visits, Supplier Meets, alternate year Supplier Satisfaction Survey by external agency etc. Overall Supplier Satisfaction Score is at 90% as per the last survey conducted by an independent third-party agency. KPCL is tracking and reviewing actions implemented based on findings of the supplier satisfaction survey.

All the above mentioned stakeholders can lodge a complaint through Company's Whistle-blower Policy-Vigil Mechanism. Web links: <https://www.kirloskarpneumatic.com/investors> or through the Company's Grievance Redressal Policy: <https://www.kirloskarpneumatic.com/investors>

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

Materiality Assessment is a fundamental aspect of Reporting at KPCL given the influence material issues have on the business activities, stakeholders and their ability to create sustainable value. During the year, the Company has conducted materiality reassessment which has identified the key material issues for our business as listed below:

Sr. No.	Material issue identified ¹	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate (Measures for enhancing opportunities are also indicated)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Business Ethics	Risk and Opportunity	Operating in capital intensive and compliance driven industrial sectors, and engaging with a wide network of customers, suppliers, dealers and partners, KPCL has the opportunity to differentiate itself through consistently high standards of integrity, fair business practices and responsible conduct. At the same time, any deviation from ethical standards could adversely affect stakeholder trust, brand reputation and regulatory standing. A strong ethical culture enables the Company to enhance its reputation, strengthen relationships with customers and investors, and support disciplined decision making as operations scale and the business footprint expands.	The Company has in place a robust Code of Conduct, a strong values led culture, Board oversight and well defined ethics and compliance policies applicable across all operations. An independent whistle blower and ethics mechanism enables confidential reporting of concerns, while regular awareness initiatives reinforce ethical behaviour across all levels. The Company has also provided Third Party Ethics Helpline to report their grievances. Transparent disclosures, internal controls and leadership commitment ensure ethical considerations remain embedded in day to day decision making and business practices.	Positive: Strong ethical practices enhance brand credibility, strengthen long term stakeholder relationships, reduce litigation and compliance costs. Negative: Ethical lapses could lead to regulatory penalties, contractual losses, reputational damage, disruption of business relationships and erosion of shareholder value.
2.	Human Capital Development	Opportunity	KPCL’s growth strategy, innovation led product portfolio and high degree of engineering customization are strongly dependent on the availability, capability and engagement of skilled talent across engineering, manufacturing, projects and leadership roles. As the Company continues to expand operations, adopt advanced technologies and strengthen in house capabilities, systematic human capital development presents a significant opportunity to enhance productivity, execution quality and long term competitiveness while building a resilient leadership pipeline.	The Company proactively focuses on attracting, developing and retaining talent through structured learning and development programmes, leadership development initiatives, career progression frameworks and a strong performance management system. Investments in training, capability building, employee engagement and workplace culture are continuously strengthened to align people capabilities with evolving business requirements and future growth priorities.	Positive: Enhanced operational efficiency, faster execution cycles, improved innovation output, reduced attrition related costs and stronger long term value creation through a skilled and engaged workforce. Negative: Weak human capital management could result in higher attrition, skill gaps, lower productivity, execution delays and increased recruitment and training costs, adversely affecting operational efficiency, profitability and long term growth.
3.	Occupational Health and Safety	Risk	KPCL’s operations involve manufacturing, machining, foundry, assembly, testing and on site activities that inherently carry occupational health and safety risks. Any gaps in safety practices, systems or employee awareness could lead to injuries, accidents, production disruptions or regulatory non compliance. As the Company expands capacities, adds new technologies and operates across multiple locations, maintaining consistently high safety standards remains a critical risk area requiring continuous monitoring and proactive management.	The Company mitigates occupational health and safety risks through a structured safety management framework aligned with statutory requirements and international standards. Regular safety audits, training programmes, hazard identification, preventive maintenance, employee awareness initiatives and site level safety committees support consistent implementation. Strong leadership oversight, incident reporting mechanisms, continuous improvement practices and certifications such as ISO 45001 by an Independent Agency reinforce a culture of safety across operations.	Positive: Effective occupational health and safety practices reduce accident related losses, minimise downtime, improve workforce morale and productivity, lower insurance and compensation costs, and support stable operational and financial performance. Negative: Weak occupational health and safety management could result in workplace injuries, operational shutdowns, regulatory penalties, increased medical and compensation costs, insurance premiums and reputational impact, adversely affecting profitability and business continuity.

Sr. No.	Material issue identified ¹	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate (Measures for enhancing opportunities are also indicated)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Innovation and Product Stewardship	Opportunity	KPCL operates in technology intensive industrial segments where customer expectations, regulatory standards and sustainability requirements are continuously evolving. Innovation in product design, energy efficiency, safety, reliability and lifecycle performance, along with responsible product stewardship, presents a significant opportunity to strengthen market leadership, differentiate offerings and support long term growth. The Company's focus on customized engineering solutions and sustainable technologies positions innovation and responsible product management as key enablers of competitiveness and value creation.	The Company proactively invests in in house research and development, product engineering and intellectual property creation to strengthen its product portfolio. Initiatives include continuous development of energy efficient and application specific compressors, expansion of refrigeration and gas compression solutions, increased focus on lifecycle performance and safety, and integration of digital and smart features. Emphasis on indigenization, rigorous testing, quality assurance, certifications and compliance with applicable standards ensures responsible product stewardship across the product lifecycle.	<p>Positive: Strong innovation capability and product stewardship support revenue growth, improved margins, reduced dependency on imports, enhanced customer retention and entry into new applications and markets.</p> <p>Negative: Delays or gaps innovation or inadequate product stewardship may lead to product obsolescence, loss of competitiveness, reduced customer relevance, higher warranty or lifecycle costs, increased regulatory and compliance risks, and potential erosion of market share.</p>
5.	Corporate Governance	Risk	As a company with expanding scale, multi plant operations and engaging with a wide range of stakeholders, KPCL is exposed to corporate governance related risks arising from evolving regulatory requirements, heightened investor and stakeholder expectations and increasing business complexity. Any lapse in governance practices, oversight, disclosures or ethical conduct could adversely impact stakeholder confidence, compliance standing and long term value creation. Given the Company's growth trajectory and increasing scrutiny from regulators, investors and business partners, corporate governance continues to remain a material risk requiring sustained focus.	The Company aims to implement a strong governance framework anchored by a majority independent Board, clearly defined roles and responsibilities, and active Board level committees overseeing audit, risk management, nomination and remuneration, stakeholder relations and CSR. A comprehensive policy framework, robust internal control systems, periodic Board and committee evaluations, transparent disclosures and structured risk management processes support effective oversight. Continuous strengthening of governance practices by opting for voluntary disclosures beyond mandatory requirements, ethics mechanisms and compliance processes ensure alignment with regulatory expectations and stakeholder interests.	<p>Positive: Strong governance practices enhance overall stakeholders confidence, support access to capital at competitive costs, improve credit perception and enable disciplined capital allocation.</p> <p>Negative: Weak corporate governance could result in regulatory penalties, litigation costs, reputational damage, loss of investor confidence and adverse impact on valuation, cost of capital and business continuity.</p>
6.	Circular Economy	Risk and Opportunity	KPCL operates in resource intensive manufacturing environments involving metals, energy, water and consumables, where efficient resource utilization and waste management are increasingly important from regulatory, cost and stakeholder perspectives. Transitioning towards circular economy practices presents an opportunity to improve material efficiency, reduce environmental footprint and strengthen sustainability credentials. At the same time, inadequate focus on circularity exposes the Company to risks related to rising input costs, regulatory pressures and inefficient resource use.	The Company has adopted measures aimed at improving resource efficiency and waste reduction across operations. Initiatives include increased reuse and recycling of materials, optimization of manufacturing processes to reduce waste, recovery and reuse of scrap and consumables, energy conservation projects, water conservation and recycling and gradual alignment with circular design principles in products and processes. Continuous monitoring, internal controls and integration of sustainability considerations into operational decision making support the transition towards circular practices.	<p>Positive: Effective circular economy practices can lower raw material and energy costs, improve operational efficiency, reduce waste handling expenditure and enhance long term resilience and stakeholder confidence.</p> <p>Negative: Weak implementation of circular economy practices can lead to higher material and disposal costs, increased regulatory compliance risks, inefficient resource utilization and potential loss of competitiveness.</p>

Sr. No.	Material issue identified ¹	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate (Measures for enhancing opportunities are also indicated)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Community Relations	Opportunity	KPCL operates manufacturing facilities embedded within local communities and engages with a wide range of stakeholders including local institutions, suppliers, employees' families and nearby populations. Proactive and constructive engagement with communities presents an opportunity to build trust, maintain social license to operate and contribute to inclusive development aligned with the Company's values and long term sustainability objectives. Strong community relations also support workforce morale and reinforce KPCL's position as a responsible corporate citizen.	The Company proactively engages with communities through structured Corporate Social Responsibility (CSR) initiatives focused on education, health, skill development, water stewardship and environmental awareness. Programmes are implemented primarily around operating locations, complemented by employee volunteering and partnerships with local institutions. Periodic review of community needs and impact ensures that initiatives remain relevant and aligned with societal priorities and statutory requirements.	Positive: Effective community engagement enhances reputation, strengthens stakeholder goodwill, supports stable operations and contributes to long term brand equity, indirectly supporting sustainable financial performance. Negative: If community relations are neglected, the Company may face social resistance, reputational risks, operational disruptions and reduced stakeholder trust, which could affect continuity of operations and long term value creation.
8.	Climate Action	Risk and Opportunity	KPCL's operations involve energy intensive manufacturing processes and extended supply chains, making the Company exposed to climate related risks arising from regulatory changes, energy transition pressures, resource availability and evolving customer expectations. At the same time, proactive climate action presents an opportunity to improve energy efficiency, reduce emissions intensity, enhance resilience and align with stakeholder expectations as industries progressively move towards low carbon and sustainable solutions.	The Company has implemented a range of initiatives focused on energy efficiency, renewable energy adoption and operational optimization. Measures include investments in renewable power, energy conservation projects across manufacturing facilities, monitoring of emissions intensity, water, waste and energy management initiatives and integration of climate considerations into operational and strategic decision making. Continuous improvement efforts support resilience against transition and regulatory risks associated with climate change.	Positive: Proactive climate action can lead to lower energy costs, improved operational efficiency, reduced emissions related risks, enhanced regulatory preparedness and stronger stakeholder confidence, supporting long term and sustainable value creation. Negative: Insufficient climate action could lead to higher energy and compliance costs, increased exposure to regulatory penalties, operational disruptions, reputational risks and potential loss of competitiveness, adversely impacting margins and long term financial sustainability.
9.	Responsible Supply Chain	Risk	KPCL relies on an extensive and diverse supplier base for raw materials, components, services and outsourced activities critical to its manufacturing and project execution. Risks may arise from suppliers' non compliance with ethical, environmental, labour or statutory requirements, as well as supply disruptions, quality issues or lack of transparency across the value chain. As regulatory expectations, ESG scrutiny and customer requirements continue to evolve, inadequate oversight of the supply chain could expose the Company to operational, compliance and reputational risks.	The Company mitigates supply chain related risks through a structured vendor management framework that emphasizes supplier evaluation, quality assurance, statutory compliance and long term partnerships. Regular supplier assessments, audits, engagement and performance monitoring support alignment with the Company's standards on ethics, safety and sustainability. Increased focus on vendor consolidation, indigenization and closer collaboration helps improve supply reliability, transparency and resilience.	Positive: A well governed and responsible supply chain can enhance continuity of operations, improve quality and cost efficiency, reduce disruption related losses and strengthen stakeholder confidence, supporting stable financial performance. Negative: Weak supply chain governance can lead to supply disruptions, quality failures, regulatory exposure, reputational damage and cost escalations, adversely impacting margins, cash flows and long term business sustainability.

Sr. No.	Material issue identified ¹	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate (Measures for enhancing opportunities are also indicated)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Human Rights	Risk	KPCL's operations span multiple manufacturing locations and involve a large, diverse workforce, including permanent employees, contract workers and personnel engaged through the supply chain. The Company also interacts with external stakeholders such as suppliers, service providers and communities. Any lapse in upholding human rights—such as issues related to fair labour practices, workplace dignity, discrimination, health and safety or ethical conduct within operations or the value chain—could expose the Company to regulatory action, legal liabilities and reputational damage. As stakeholder expectations and regulatory scrutiny on human rights continue to increase, human rights compliance remains a material risk area.	The Company has defined policies and governance mechanisms that promote fair treatment, dignity and respect across operations. These include a Human Rights Policy, Code of Conduct, Prevention of Sexual Harassment (PoSH) framework, whistle blower and ethics mechanisms, and oversight by the Board and senior management. Regular awareness programmes, grievance redressal systems, compliance monitoring and alignment with statutory requirements help ensure that human rights considerations are integrated into workplace practices and supplier engagement.	Positive: Strong human rights governance supports workforce stability, enhances employer credibility, reduces legal and compliance risks and strengthens stakeholder trust, contributing to sustainable financial performance. Negative: Insufficient human rights controls could lead to regulatory penalties, litigation, workforce disruptions, reputational erosion and loss of business confidence, adversely impacting profitability, continuity of operations and long term value.
11.	Cybersecurity and Data Privacy	Risk	KPCL's increasing use of digital systems across manufacturing, engineering, supply chain, finance and human resources, along with the handling of sensitive business, employee and customer information, exposes the Company to cybersecurity and data privacy risks. Potential threats such as unauthorized access, data breaches, system disruptions or cyber attacks could impact business continuity, regulatory compliance and stakeholder trust. As digital integration and data reliance continue to expand, cybersecurity and data privacy remain material risk areas.	The Company mitigates cybersecurity and data privacy risks through appropriate IT controls, access management protocols, periodic system reviews and alignment with applicable statutory and regulatory requirements. Continuous monitoring of IT systems, defined data governance practices, employee awareness on cyber hygiene and escalation mechanisms support risk prevention and timely response. Cybersecurity considerations are integrated into operational controls to protect data integrity and system reliability.	Positive: Effective cybersecurity and data privacy controls protect business continuity, safeguard sensitive information, enhance stakeholder confidence and reduce the likelihood of disruption related financial losses. Negative: If cybersecurity and data privacy risks are not adequately managed, the Company may face data breaches, system downtime, regulatory penalties, legal liabilities, reputational damage and loss of customer trust, adversely impacting operating costs, margins and long term financial sustainability.
12.	Transparent Disclosures	Risk	As a listed company, KPCL is subject to extensive disclosure requirements under applicable laws and regulations, along with heightened scrutiny from investors, regulators and other stakeholders. Any gaps, inaccuracies or delays in disclosures—financial or non financial—could undermine stakeholder confidence, invite regulatory action and affect the Company's credibility. Increasing expectations around ESG, governance and risk disclosures further elevate the materiality of transparency related risks.	The Company voluntarily strengthens disclosure practices beyond minimum requirements through comprehensive reporting, management commentary, enhanced ESG and sustainability disclosures and regular engagement with stakeholders. Continuous improvement in reporting frameworks and voluntary disclosures, supports clarity, comparability and decision usefulness for stakeholders. KPCL has established governance processes, strong oversight by the Board and its committees, and clearly defined policies on disclosures, compliance and information management. Robust internal controls, periodic reviews, timely statutory filings and adherence to SEBI LODR and Companies Act requirements support accuracy, consistency and completeness of disclosures across reporting channels.	Positive: High standards of transparency can enhance investor confidence, improve access to capital, strengthen credit perception and support long term value creation. Negative: Weak or inconsistent disclosures could lead to regulatory penalties, litigation risks, reputational damage and erosion of investor trust, adversely impacting market perception, cost of capital and financial performance.

Note:

1. Material issues were identified and prioritized through a survey (materiality re-assessment) conducted by an independent third-party agency for key stakeholders; Dealers & Customers, Suppliers, Employees, Senior Management, Board Members, Investors etc.

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. Policy and Management processes:

Sr. No.	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. (b)	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. (c)	Web Link of the Policies, if available	Policies are uploaded on the Company's Website: https://www.kirloskarpneumatic.com/investors and on the Company's Intranet.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		Yes, Policies have been developed considering relevant Acts like The Companies Act, 2013, The SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR), The Factories Act, 1948 and other Statutes. The Policies are also based on different National / International Standards including that of the United Nations and International Labour Organisation and ISO Standards like ISO 9001:2015 ISO 14001:2015 ISO 45001:2018 and ISO / IEC 17025:2017								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		<p>KPCL is committed to accelerate its ESG journey and has put in place a Vision and Roadmap going forward. Following are some examples of its ESG commitments by 2030:</p> <p>Environment: 1. Increase renewable energy (solar) usage to 50% of its total energy requirement by 2030. 2. 100% waste recycling and zero waste to landfill by 2030. 3. Reduce water consumption by 25% and achieve ZLD (Zero Liquid Discharge) status by 2030.</p> <p>Social: 1. Maintain zero fatal accidents and achieve zero LTIFR (Lost Time Injury Frequency Rate) YoY. 2. Cover 100% employees periodically under Code of Conduct training. 3. Achieve diversity of 12% female employee and 3% differently abled by 2030.</p> <p>Governance: 1. Cover identified employees under Risk Management and Business Continuity awareness periodically. 2. Obtain BRSR Core Assurance as per SEBI timeline. 3. Obtain ESG Rating by approved / authorized rating agency by 2030.</p>								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		<p>KPCL monitors the performance against the targets set for reduction in energy consumption and use of solar energy as KPIs for the respective divisions. Following are some examples of its performance through focused ESG initiatives:</p> <p>With a specific commitment KPCL has 1. Contribution of renewable (solar) energy increased by almost 10 times from 1.5% (FY 23) to 15% (FY 26) of total electricity requirement. 2. Increased coverage of health & safety training from 58% (FY 23) to 89% (FY 26) of total workforce. 3. Crisil ESG Rating of 59 (Adequate) as updated on 5-Aug-2025 https://www.crisilesg.com/en/home/esg-ratings.html 4. Obtained Reasonable Assurance of BRSR Core through an Independent third party for FY 26 on a voluntary basis.</p>								

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 KPCL we are building a culture of 'ESG, as a Way of Life'. Beyond timely and transparent BRSR disclosures, we are working on our key gaps and material issues as identified in the previous year. We are focused on enhancing internal capability, creating stakeholder awareness, building teams like EnCon (Environment Conservation), WoW (War on Waste) while implementing initiatives aimed at enhancing ESG performance and disclosures. The CII HR Excellence Prize for Distinction awarded for consecutive 5 years is a testimony to best-in-class people practices that the Company is sustainably implementing year on year. We have strengthened ESG Governance by forming committees and reviewing the performance on a regular basis.

To fulfil KPCL's ESG ambition brought out by its Purpose Statement (To Create a Sustainable and Limitless Future through Innovation, Inclusion, and Integrity), we have put in place our ESG Vision of Green Planet, Nurturing Workplace and Transparent Governance. We aspire to become an industry leader in our segment by making a meaningful change to a wide group of user industries through product stewardship and implementation of ESG best practices. Having set goals and taken time bound targets in various key areas of ESG (refer to Section B Indicator No. 5), KPCL is moving forward to embed its business strategy with ESG requirements to create long term sustainable value for all the Stakeholders.

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

The Managing Director oversees implementation of the Business Responsibility policies and reports to the Board on the progress made by the Company in its ESG journey.

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, Corporate Social Responsibility Committee (CSR Committee) of the Board. For composition of CSR Committee, please refer to the Annual Report on its Website: <https://www.kirloskarpneumatic.com/investors> KPCL also has a Core ESG Committee with representation of an Independent Director and the Managing Director, EnCon i. e. Environment Conservation Committee and WoW i.e. War on Waste Committee for key ESG initiatives.

10. Details of Review of NGRBCs by the Company:

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Performance against policies is reviewed on monthly basis and the policies are reviewed on periodic basis. During FY 26, certain policies were reviewed and changed in line with the Statutory requirements.								
2. Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	The rectification vis-à-vis statutory requirements are done as and when need arises due to changes in Laws / Regulations and during the review of the policies.								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Most of KPCL's policies are internal. They are reviewed internally on a periodic basis as mentioned above. Review of policies related to the Companies Act 2013, SEBI LODR and IMS (ISO 9001, ISO 14001, ISO 45001 and ISO 17025) is carried out through external agencies during their audits. The IMS audits (surveillance and re-certification) are conducted by TUV India Private Ltd. annually. The policies related to the Companies Act 2013 and SEBI LODR were reviewed by the Secretarial Auditor during their audit.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable (all Principles are covered through various policies and are assessed / evaluated by external agencies).

SECTION C: Principle-wise performance disclosure

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

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

ESSENTIAL INDICATORS

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

Sr. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
1.	Board of Directors	15	During quarterly Board / Committee Meetings, all Board / Committee Members and KMPs were updated on a regular basis by presentations which covered, <i>inter-alia</i> , information on business performance, operations, regulatory updates & compliances, risk management, health, safety & environment performance, HR & CSR initiatives and such other areas as may arise from time to time.	100%
			In February 2026, sponsored residential 2 days training programme for few KMPs of the Company was organised by the Kirloskar Institute of Management. It inter alia covered aspects of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, Communication on Investor Relations	100%
2.	Key Managerial Personnel ¹	8	Managing Director and one of the Independent Directors are also a part of ESG Core Committee of the Company. Training and Familiarization Programme for Directors: https://www.kirloskarpneumatic.com/investors	
3.	Employees other than BOD and KMPs	154	Training and awareness programs covered knowledge, skills and behavioural areas pertaining to Safety, Health and Environment, Employee Code of Conduct, PoSH (Prevention of Sexual Harassment), Business Ethics, Shop Floor Practices (5S, IMS, Kaizen etc.), Sales, Product Training, Intellectual Property Rights, Leadership, Regulatory Compliances etc.	92%
4.	Workers	56		100%

Note:

1. 2 out of 4 KMPs are also Board Members.

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

Not applicable as there were no such instances during FY 26.

However, during the year, the Company had received an order from Principal Commissioner of Customs (Imports), Mumbai amounting to ₹ 1,19,35,360/- and imposition of penalty of an equal amount and amount equal to interest leviable thereon on account of re-assessment of declared classification of Imported Goods under Custom Tariff Heading (CTI). The Company has duly filed an appeal before CESTAT, Mumbai against the order of the Principal Commissioner of Customs (Imports), Mumbai.

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?

Not Applicable (refer to principle 1 Essential Indicator 2 above).

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

KPCL has Ethics and Anti-bribery Policy as well as Whistle-blower Policy - Vigil Mechanism to govern its operations. The Policy expects employees and any person dealing with the Company to be ethical, accountable and transparent in their conduct while discharging their respective duties. It addresses issues such as Unpublished Price Sensitive Information (UPS) beyond corruption and bribery. The whistle-blower has access to the Ethics Committee / Ombudsman / Counsellor of KPCL.

Whistle-blower Policy-Vigil Mechanism:

https://www.kirloskarpneumatic.com/documents/3010307/3499608/Whistle+Blower+Policy+_+_Vigil+Mechanism+%281%29.pdf/ac17c672-d2a1-d15f-f4fd-295d02edf1cb?t=1780911359054

Code of Conduct:

<https://www.kirloskarpneumatic.com/documents/3010307/71e0bab8-0f40-15c9-5f1c-205765f3619f>

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

Segment	FY 2026	FY 2025
1. Directors	0	0
2. Key Managerial Personnel	0	0
3. Employees	0	0
4. Workers	0	0

6. Details of complaints regarding conflict of interest:

Segment	FY 2026		FY 2025	
	Number	Remarks	Number	Remarks
1. Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
2. Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable (refer to Principle 1 Essential Indicators Nos. 5, 6).

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

Parameter ¹	FY 2026	FY 2025
Number of days of accounts payables	106	89

Note:

1. Reported as per BRSR Core Reporting Standard published by SEBI.

9. Openness of business: Provide details of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties:

Parameter ¹	Metrics	FY 2026	FY 2025
Concentration of purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of sales	a. Sales to dealers / distributors as % of total sales	19.80%	20.50%
	b. Number of dealers / distributors to whom sales are made	56	80
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	73.33%	71.85%
Share of RPTs	a. Purchases (Purchases with related parties / total purchases)	0.98%	5.58%
	b. Sales (Sales to related parties / Total sales)	0.65%	0.53%
	c. Loans & advances (Loans & advances to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total investments made)	0	0

Note:

1. Reported as per BRSR Core Reporting Standard published by SEBI.

LEADERSHIP INDICATORS

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

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
Customer, Dealer Personnel, Supplier Training: 111 training programmes (5,624 man-days) were conducted in FY 26.	Product Training pertaining to quality, safety, environment, operation and maintenance.	KPCL has a dedicated Training Centre for all the Stakeholders. The Company has identified the suppliers accounting for 75% of business value and is also putting in place a mechanism to provide training to the said suppliers.

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

Yes, the Company has a Code of Conduct for Directors and Senior Management as well as a Whistle Blower Policy-Vigil Mechanism. The web links for these policies / mechanisms have already been provided while addressing Essential indicator No. 4 of Principle 1. Moreover, the Directors made aware of the amendments in the laws/ regulations from time to time. The Company also receive yearly confirmations from them *inter alia* with respect to code of conduct, non-conflict of interest etc.

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

ESSENTIAL INDICATORS

- 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:

Sr. No.	Segment	FY 2026	FY 2025	Details of improvements in environmental and social impacts
1.	R&D	0	0	The R&D department is not only focused on new products, expanding existing product range but also on upgradation with a focus on safety, energy efficiency and reduction of carbon footprint.
2.	Capex	18.86%	41.7%	For FY 25 - Environment: Solar plants (2.38 MWp), rainwater harvesting projects (10,800 KL), water filtration plants, waste management projects, EnCon projects etc. Social (Safety & Health): Electrical safety, machine safety and operational safety, water and sanitation facilities, office ergonomics and welfare facilities etc. For FY 26 - Environment : Capacity expansion by 0.2 MW rooftop Solar power Plant, upgradation of server base energy monitoring system, SEC improvement Projects and energy efficient equipments, Electrical Safety improvement, ETP installation at Thor project, Transforming hazardous paint sludge into a circular economy resource, replacement of diesel forklift by electric forklift, replacement of asbestos roof sheet, employing bailing machine for waste management Social (Safety & Health): improvement of safety and employee welfare initiatives etc.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No):

Yes, sustainable sourcing attributes are defined in Supplier Selection, Evaluation and Re-evaluation Procedure and Format (as per Company's IMS-Integrated Management System requirements). Suppliers are categorised as product related manufacturer, proprietary item suppliers, outside processing & traders. Suppliers are selected and periodically evaluated for their performance as per the defined procedure and format. Those certified for ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) are preferred as Company's key suppliers.

- If yes, what percentage of inputs was sourced sustainably?

While as a practice majority of the sourcing is done sustainably (85.36% input material was sourced from within India- refer Principle 8 Essential Indicator No. 4), KPCL has developed a mechanism to track and monitor the percentage of such input materials. 75% of value-contributors (manufacturing suppliers) are re-evaluated alternate year and 25% of value-contributors (manufacturing suppliers) are self-assessed.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:

The Company has implemented compressor buyback programme (Renovare) for its refrigeration compressors for reuse, recycling and safe disposal of parts at the end of life. One Hundred & Thirty-Nine (139) compressors were reclaimed in Scheme 1 launched in FY 23; One Hundred & Sixty-Seven (167) compressors were reclaimed in Scheme 2 launched in FY 24 and continued in FY 25 and Eighty Seven (87) compressors were reclaimed in Scheme 3 launched in FY 26 from customers and dismantled at our factory by gas cutting. The castings, aluminium, brass and mild steel parts are sent to respective suppliers / disposal agencies who then reuse or recycle them. The used refrigerant oil is safely disposed off in compliance with MPCB Consent.

All Company products have Operations & Maintenance Manuals and Do's & Don'ts for the use of customers having detail guidance about health, safety and environment while installing, commissioning, operating and servicing them. The manuals also provide information about safe end of life disposal of the products.

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 to address the same:

Yes, Extended Producer Responsibility (EPR) is applicable to KPCL. The Company is registered as ‘Brand Owners’ as per EPR regime. Plastic waste generated from packaging is managed in accordance with Plastic Waste Management Rules, 2016.

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:

Lifecycle Assessment Perspective is considered in development of new products in accordance with the guidelines specified in IMS D&D document. Company is implementing in a modular manner, the PLM (Product Lifecycle Management) covering scope from design to responsible disposal of products. Assessment shall be conducted after complete implementation and roll-out.

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:

Environmental Aspect & Impact and OHS Risks & Opportunities Analysis is carried out by KPCL as per defined procedures and criteria requirements of IMS covering operations, installation, commissioning and servicing of products / projects.

An independent external agency carries out annual surveillance / re-certification audits of Company’s IMS (QE/OHS) and audit findings / observations are used for continual improvements of processes, products and services.

Specific Management Programmes are implemented to mitigate and further for identified significant impacts and risks. Fifteen (15) such Management Programmes were taken up in FY 26 and these are being reviewed in MRM (Management Review Meetings) as part of KPCL’s IMS.

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 2026	FY 2025
Foundry Steel (MT)	6.34 %	2.79%
Foundry Aluminium (MT)	11.57 %	14.61%
Foundry Sand (MT)	64.41%	67.16%
Packaging Wood (CFT)	34.83%	20.51%
Machine Oil (KL)	57.87%	56.22%

4. Out of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed:

Parts (MT)	FY 2026			FY 2025		
	Re-Used	Recycled	Safely Disposed ¹	Re-Used	Recycled	Safely Disposed ¹
MS Scrap	KPCL does not directly re-use or recycle the parts of reclaimed compressors.		79.98	KPCL does not directly re-use or recycle the parts of reclaimed compressors.		22.78
Cast Iron Scrap			0			0.01
Aluminium Scrap			0			0

Data related to compressors reclaimed / safely disposed at end of life through Scheme 1, Scheme 2 and Scheme 3 launched in FY 23, FY 24, FY 26 respectively.

Note:

1. While KPCL itself doesn’t reuse or recycle the Metal scrap, its safe disposal is ensured to agencies that eventually do it.

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
Refrigeration Compressors (Project Renovare)	4.1% (Scheme 1 – 8.6%, Scheme 2 – 9.2%)

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

ESSENTIAL INDICATORS

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

Category	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	810	810	100%	810	100%	NA	NA	810	100%	0	0%
Female	51	51	100%	51	100%	51	100%	NA	NA	51	100%
Total	861	861	100%	861	100%	51	6%	810	94%	51	6%
Other than Permanent Employees											
Male	152	152	100%	152	100%	NA	NA	0	0%	0	0%
Female	37	37	100%	37	100%	37	100%	NA	NA	37	100%
Total	189	189	100%	189	100%	37	20%	0	0%	37	20%

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

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	65	65	100%	65	100%	NA	NA	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	65	65	100%	65	100%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	785	785	100%	785	100%	NA	NA	0	0%	0	0%
Female	28	28	100%	28	100%	28	100%	NA	NA	28	100%
Total	813	813	100%	813	100%	28	3%	0	0%	28	3%

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

Parameter ¹	FY 2026	FY 2025
Cost incurred on well-being measures (insurances etc. refer 1a and 1b above) and other welfare measures (health care, health & safety measures, canteen and transport subsidy etc.) as a % of total revenue of the company	0.29%	0.58%

Note:

1. Reported as per BRSR Core Reporting Standard published by SEBI.

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

Benefits	FY 2026			FY 2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1. EPF ¹	95%	98%	Yes	95%	98%	Yes
2. Gratuity ¹	95%	98%	Yes	95%	98%	Yes
3. Superannuation	47%	0%	Yes	48%	0%	Yes

Note:

1. Not applicable to fixed period trainees and retainers.

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps is being taken by the entity in this regard:

Yes, KPCL is constantly working towards providing required supports to make its premises accessible to differently abled employees; buildings, factory premises have lifts, railings for staircases, ramps, adequate spaces / pathways, wheelchair arrangement, factory locations have 24x7 ambulances / health centre facilities, first aid trained security personnel, washrooms etc.

Special attention will be given to make new buildings, factory premises accessible to differently abled employees as per requirements of The Rights of Persons with Disabilities Act, 2016.

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

KPCL through its policies is committed to equal opportunity without discrimination on any grounds. KPCL is in the process of adopting DEI / 'Equal Opportunity Policy'.

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

Gender	Permanent Employees		Permanent Workers ¹	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100%	96%	NA	NA
Female	100%	100%	NA	NA
Total	100%	98%	NA	NA

Note:

1. None of the permanent workers availed of parental leave in FY 26.

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

Yes, in addition to existing mechanisms to receive and redress employee grievances, a Kirloskar Ethics Helpline managed by independent external agency is in place. Employees across all locations can lodge grievances through a toll-free number, voicemail, independent website, email or by post. Employees have freedom to share their identity or remain anonymous. Constant communication (Speak Up!) e-mailers create on-going awareness about the helpline and encourage employees to have Zero Tolerance towards; bribery or corruption / discrimination, harassment, threat or violence / theft, fraud or funds misappropriation / conflict of interest / violation of policy or law / safety or environmental hazard.

1. Permanent workers	Yes, monthly Union Representatives and Management Meetings are held to discuss various topics related to workers.
2. Other than Permanent Workers	Yes, 2 dedicated headcounts for addressing the issues of other than permanent workers are assigned on all days.
3. Permanent Employees	Yes, some of the mechanisms that capture, and redress employee grievances are PoSH Internal Committee, Theme Based Virtual Round Table Sessions, Safety Committee Meetings, New Joiners Interaction with HR and SBU Head, Union-Management Meetings, Annual HR Dip-Stick Survey, Alternate Year Employee Engagement Survey, Kirloskar Ethics Helpline.
4. Other than Permanent Employees	Yes, 2 dedicated headcounts for addressing the issues of other than permanent employees are assigned on all days.

7. Membership of Employees and Workers in association(s) or Unions recognized by the listed entity:

Category	FY 2026			FY 2025		
	Total Employees / Workers in respective category (A)	No. of Employees / Workers in respective categories, who is 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	861	0	0%	784	0	0%
Male	810	0	0%	749	0	0%
Female	51	0	0%	44	0	0%
Total Permanent Workers	65	65	100%	69	69	100%
Male	65	65	100%	68	68	100%
Female	0	0	0%	1	1	100%

8. Details of training given to employees and workers:

Category	FY 2026					FY 2025				
	Total (A)	On Health and safety measures		On Skill up-gradation		Total (D)	On Health and safety measures		On Skill up-gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	962	921	96%	896	93%	880	844	96%	827	94%
Female	88	83	94%	67	76%	68	61	90%	54	79%
Total	1,050	1,004	96%	963	92%	948	905	95%	881	93%
Workers										
Male	850	719	85%	806	95%	752	608	81%	691	92%
Female	28	28	100%	24	86%	23	21	91%	22	96%
Total	878	747	85%	830	95%	775	629	81%	713	92%

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

Category	FY 2026			FY 2025		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	962	962	100%	880	880	100%
Female	88	88	100%	68	68	100%
Total	1,050	1,050	100%	948	948	100%
Workers						
Male	850	460	54%	752	391	52%
Female	28	20	71%	23	16	70%
Total	878	480	55%	775	407	53%

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, what is the coverage of such a system?

Yes, KPCL is an IMS (ISO 9001 [Quality], ISO 14001 [Environment], and ISO 45001[Occupational Health and Safety]) certified company.

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

KPCL has implemented QEOHS Policy and put in place a structured approach towards health, safety and environment at its workplaces. The locational safety committees (3) meet every month and apex safety committee (1) meets every quarter to take a review of initiatives and performance. IMS documentation ensures that every department identifies and reviews the work-related hazards and risks & opportunities associated with them in an on-going manner. Dedicated safety managers along with safety committee members ensure that unsafe conditions and unsafe acts are identified and acted upon through Cris-cross Safety Audits, Monthly Safety Walks, and Risk Hunting Initiative. The committee members also participate in CII SHE Study Missions and DISH competitions to benchmark safety practices from other industries. Wider employee participation in identification of hazards and assess risks is ensured through 5S Initiative, Safety Kaizen Initiative and various activities/competitions/workshops organized during safety week. Quarterly Internal IMS Audits, annual IMS External Audit, alternate year statutory safety audit gives insights into aspects related to safety and the observations are addressed in a prompt manner.

c. Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks (Yes/No)

Yes, KPCL has a system and formats that employees can use to report unsafe conditions / acts near miss and injury incidents. These reports are analysed to implement corrective / preventive actions. KPCL insists on a safe workplace and as such, the safety committees at the plant and apex level in their periodic meetings analyse and take steps to ensure safe workplace.

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

Yes, KPCL has 24x7 Occupational Health Centre with qualified medical and paramedical staff accessible to all employees for first aid and day to day health care. Adequate hospitalization supports are ensured. Periodic e-Wellness communications and online wellness programs (yoga, emotional well-being etc.) address the health awareness needs across the Company.

11. Details of safety-related incidents:

Sr. No.	Safety Incident/Number	Category (Including the contract workforce) *	FY 2026	FY 2025
1	Lost Time Injury Frequency Rate (LTIFR) (per million-person hrs worked)	Employees	0	0
		Workers	0.18	0
2	Total recordable work-related injuries	Employees	2	3
		Workers	20	13
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

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

In addition to initiatives and actions taken as mentioned in response to disclosure no. 10 above, KPCL prioritizes safety trainings including behavioural trainings and employee induction program, work permit system for non-routine work, adherence to safety PPE policy by everyone.

The Apex Safety Committee which includes all SBU / BU Heads in addition to taking safety reviews ensures that safety related budgets, infrastructural spending and capex are prioritized for a safe and healthy workplace.

13. Number of Complaints on the following made by employees and workers¹:

	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

1. Safety Audit observations are captured monthly and addressed as improvements (450 improvements in FY 26 and 369 improvements in the FY 25 were made through such observations on Working Conditions and Health & Safety).

14. Assessments for the year:

Safety Incident/Number	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) ¹
Health and safety practices	100%
Working Conditions	100%

Note:

- All plants and offices are assessed through third party and internal audits as per the requirements of IMS and 5S systems. Additionally, factory locations (plants) are also assessed by Statutory Safety Audits by Government Authorized third party.

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:

Corrective and preventive actions after any incident, identification of unsafe conditions / acts through various mechanisms described above, is a vital requirement of KPCL's safety systems and these actions are implemented, reviewed and horizontally deployed for effective prevention.

Some of the examples of corrective actions taken to address significant concerns are; machine guarding survey and implementation (30 machine guards designed and put in place in FY 26), horizontal lifelines for EOT cranes to ensure safety of maintenance personnel, vertical lifelines and fall arresters to ensure safety of personnel while cleaning and maintenance of rooftop solar panels, arc flash suits to ensure safety of electrical maintenance personnel, initiated auto fire-fighting system for electrical panels etc.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No):

(A) Permanent Employees: Yes (B) Permanent Workers: Yes

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

Statutory compliances of labour contractors are ensured every month by obtaining a report to that effect along with supporting evidence before payments are released. KPCL is in the process of including such criteria in the selection, evaluation and re-evaluation of value chain partners.

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

Category	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 2026	FY 2025	FY 2026	FY 2025
Employees	0	0	0	0
Workers	0	0	0	0

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

KPCL organizes 2-day workshop for retiring workers with their spouses' giving insights into post retirement financial planning, health and diet awareness, mental health & well-being and second career guidance.

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	Number of suppliers assessed in the FY 26 - 414 and FY 25 - 374
Working Conditions	Number of suppliers assessed in the FY 26 - 414 and FY 25 - 374

While suppliers are assessed for health & safety practices and working conditions during their selection and periodic evaluation process, KPCL is putting in place a tracking mechanism to monitor value chain partners that account for 75% of the value of business done with them.

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:

Not applicable as no significant risks or concerns vis-à-vis health & safety practices and working conditions were identified during supplier selection and periodic evaluations carried out in the FY 26.

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:

KPCL has identified its key internal and external stakeholders through peer review and analysis of stakeholder groups considering that they could have potential impact or influence on its business operations, as well as the impact the Company might have on them.

KPCL recognizes that failing to consider stakeholder needs and expectations may jeopardize its long-term value generation strategy and believes that their opinion and concerns are just as vital to the business as its own strategic decisions.

KPCL connects and actively engages with the stakeholders on a regular basis through various communication channels, and the valuable interactions help it in the continual improvement of operations, products and services.

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
Employees	No	<ul style="list-style-type: none"> Emails, Notices, Displays, Meetings, Intranet, Website. Review Meetings, Performance Appraisal Dialogues. KORE Platform (e-Learning Management System), Trainings, Theme Based Virtual Round Tables. MD's Address. In-House Magazine (Impeller). Employee Engagement Activities Get-togethers, Sports and Cultural Activities. HR Dip-stick Survey Employee Engagement Survey. Annual Reward & Recognition Felicitations Programme. 	<ul style="list-style-type: none"> Continuous / Frequently Weekly / Monthly / Quarterly / Annually As per annual training/events calendar Annual Quarterly Annual Annual Alternate Year Annual Annual 	<ul style="list-style-type: none"> Employee morale and productivity. Employee health, safety and well-being. Learning, development and growth. Policies, processes and performance. Business communications. Employee satisfaction, engagement and benchmarking.
Investors & Shareholders	No	<ul style="list-style-type: none"> Annual General Meetings, Annual Reports. Quarterly Results, Press Releases, Media Interactions Investor Presentations, Earnings Calls, Advertisements. Stock Exchange Filings, Notices to Shareholders, Postal Ballots, Advertisements, Investor Meets, Emails, One-to-one Interactions, Website. 	<ul style="list-style-type: none"> Annual Quarterly Continuous / Frequently 	<ul style="list-style-type: none"> Corporate Governance, Transparency in disclosures and Enhancing enterprise Value. Performance and Financial Results. Strategy and Business Operations, Report on CSR, Conservation of Energy and Technology Absorption.
Suppliers	No	<ul style="list-style-type: none"> Emails, Website, Telephonic conversations, i-Supplier Web Portal, Virtual Meetings, Visits and Workshops, Supplier Meets, Vendor Satisfaction Survey 	<ul style="list-style-type: none"> Continuous / Frequently Annual Alternate Year 	<ul style="list-style-type: none"> Mutually beneficial and long-term relationship. Ethical practices, timely delivery and payments. Quality assurance and improvement projects. Business expectations and growth. Vendor Satisfaction and opportunities for improvements.

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
Dealers & Customers	No	<ul style="list-style-type: none"> Emails, Website, Visits and Interactions, O & M Manuals. Dealer Meets Customer Satisfaction Survey 	<ul style="list-style-type: none"> Continuous / Frequently Annual Alternate Year 	<ul style="list-style-type: none"> Mutually beneficial and long-term relationship. Business Promotion, Pre-sales support, timely delivery and prompt after-sales service. Business opportunities. Fair business practices. Customer satisfaction and opportunities for improvements.
Government & Regulatory Bodies	No	<ul style="list-style-type: none"> Interactions with District and State Authorities, Central Government, Pollution Control Boards, Stock Exchanges and SEBI, Direct and Indirect Tax Officials, Economic Publications in Journals, Seminars, Media Reports 	<ul style="list-style-type: none"> On-going and Need based 	<ul style="list-style-type: none"> Statutory and Regulatory Compliances
Banks	No	<ul style="list-style-type: none"> Consortium Meetings, Periodical Meetings with the member banks 	<ul style="list-style-type: none"> Annual and Need based On-going 	<ul style="list-style-type: none"> To approve fund based and non-fund-based limits for the Company
Society & Communities	-School children from weaker sections. -Social criteria for skilling beneficiaries.	<ul style="list-style-type: none"> In-person interactions by CSR Team, Volunteers, Partners. CSR Field Visits. Society (CSR) Perception Survey and Focused Group Discussions. 	<ul style="list-style-type: none"> Continuous / Frequently Alternate year 	<ul style="list-style-type: none"> Needs and expectations Impacts, satisfaction and opportunities for improvements.

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.

KPCL maintains a pro-active engagement with its key stakeholders as mentioned in the table above.

As a business practice, departmental heads interact with their internal and external stakeholders on regular intervals and stakeholder insights are shared with top management and subsequently with the Board Members to take appropriate steps and actions as required. Stakeholders' Engagement outcomes are shared through SBU's and MD's presentations to the Board.

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 input received from stakeholders on these topics was incorporated into policies and activities of the entity.

At KPCL, stakeholder engagement plays a central role in shaping the Company's understanding of environmental and social priorities and in guiding the management of associated risks and opportunities. Recognizing the dynamic nature of stakeholder expectations and the evolving regulatory environment, KPCL undertook a structured materiality reassessment in FY 26. Building on the materiality assessment conducted in FY 2023, the Company undertook a structured materiality reassessment in FY 26 to validate the continued relevance of identified ESG topics and to ensure alignment with evolving stakeholder expectations, regulatory developments and KPCL's expanding operational and business landscape. The reassessment followed the same robust and repeatable methodology, with stakeholder inputs forming a central pillar of the process.

As part of this exercise, KPCL identified and engaged a broad and representative group of internal and external stakeholders, including Board members, senior leadership, employees, customers, suppliers, investors and community representatives. Engagement was

carried out primarily through structured stakeholder surveys designed to capture perceptions on the relative importance of identified environmental, social and governance topics in the context of KPCL's manufacturing led operations, engineering intensity and sustainability priorities.

The inputs received through stakeholder engagement were analysed using a defined scoring and prioritization methodology. These insights directly informed the materiality matrix, enabling KPCL to reassess and reaffirm key material topics that guide the Company's sustainability focus areas, risk management and disclosure priorities. The outcomes of the reassessment reflect both internal business considerations and external stakeholder expectations, ensuring a balanced and evidence based approach to ESG decision making.

Insights derived from stakeholder consultation have been systematically embedded into KPCL's governance and sustainability processes. Stakeholder feedback has supported the integration of environmental and social considerations into enterprise risk management, strategic planning and operational decision making. The reassessment outcomes are being used to strengthen KPCL's ESG framework, including the identification of priority themes, development of measurable Key Performance Indicators (KPIs) and articulation of long term objectives, which together form an integral part of the Company's evolving sustainability roadmap and long term value creation strategy.

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

Inclusion as a guiding principle, KPCL's CSR initiatives reach out to the bottom of the social pyramid and address the concerns of stakeholders like socio-economically challenged girls (through Bharari, KaShi and Relashani programs). The Youth Skilling Initiative designed towards imparting future ready skills (like Diploma in Mechatronics & Smart Factory) and ensuring sustainable employability gives opportunities to the most vulnerable and deprived sections of the society (e.g. 43% of 151 students supported currently are girls out of whom 10 are orphans and another 9 have only single mothers).

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 the policy of the entity:

Category	FY 2026			FY 2025		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	861	795	92%	784	693	88%
Other than permanent	189	166	88%	164	129	79%
Total employees	1,050	961	92%	948	822	87%
Workers						
Permanent	65	49	75%	69	17	25%
Other than permanent	813	415	51%	706	365	52%
Total workers	878	464	53%	775	382	49%

2. Details of minimum wages paid to employees and workers:

Category	FY 2026					FY 2025				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	861	0	0%	861	100%	784	0	0%	784	100%
Male	810	0	0%	810	100%	740	0	0%	740	100%
Female	51	0	0%	51	100%	44	0	0%	44	100%
Other than permanent	189	0	0%	189	100%	164	0	0%	164	100%
Male	152	0	0%	152	100%	140	0	0%	140	100%
Female	37	0	0%	37	100%	24	0	0%	24	100%
Workers										
Permanent	65	0	0%	65	100%	69	0	0%	69	100%
Male	65	0	0%	65	100%	68	0	0%	68	100%
Female	0	0	0%	0	0%	1	0	0%	1	100%
Other than permanent	813	96	12%	717	88%	706	109	15%	597	85%
Male	785	89	11%	696	89%	684	103	15%	581	85%
Female	28	7	25%	21	75%	22	6	27%	16	73%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ Million)	Number	Median remuneration/ salary/ wages of respective category (₹ Million)
Board of Directors (BoD) (Excludes 2 Directors who are included in KMPs)	5	2.665	1	1.150
Key Managerial Personnel (includes 2 Directors)	4	32.60	0	NA
Employees other than BoD and KMP	929	0.998	64	0.665
Workers	65	0.591	0	NA

Information given above is based on permanent headcount of March 31, 2026.

b. Gross wages paid to females as % of total wages paid by the entity:

Parameter	FY 2026	FY 2025 ¹
Gross wages paid to females as % of total wages	1.72%	1.52%

Note:

1. Gross wages for FY 25 restated as per the definition of 'wages' in BRSR Core Reporting Standard published by SEBI.

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

Yes, there is Human Rights policy in place. The Ethics Committee, Ethics Ombudsman and Ethics Counsellors are responsible for addressing issues by following the Whistle-blower Policy and Vigil Mechanism thereon. Whistle-blower Policy Web link is given below:

<https://www.kirloskarpneumatic.com/investors>

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

In addition to existing mechanisms like Whistle-blower, a Kirloskar Ethics Helpline which is managed by independent external agency is introduced to receive and redress employee grievances.

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

Section	FY 2026		FY 2025	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	1	0	0	NA
Discrimination at workplace	0	NA	0	NA
Child Labour	0	NA	0	NA
Forced Labour/ Involuntary Labour	0	NA	0	NA
Wages	0	NA	0	NA
Other human rights related issues	0	NA	0	NA

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

Parameter ¹	FY 2026	FY 2025
Total complaints under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	1	0
Complaints on PoSH as a % of female employees / workers	0	0
Complaints of PoSH upheld	NA	NA

Note:

1. Reported as per BRSR Core Reporting Standard published by SEBI.

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

Kirloskar Ethics Helpline has a mechanism for anonymous reporting and assurance of 'no retaliation' for the complainants in harassment and discrimination cases. The details of the complainant are kept strictly confidential, and the complaint is investigated by the assigned committee following the laid down timelines, policy and procedure (e.g. PoSH Policy).

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

Yes, while due diligence of human rights principles is ensured during supplier selection and evaluation process, similar approach is being adopted for selecting and evaluating dealers going forward. KPCL is conscious of ensuring that human rights are respected and followed in spirit by its entire value chain.

10. Assessments for the year:

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Wages	100%

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

Not applicable as there were no significant human rights related risks / concerns identified by KPCL during the FY 26.

LEADERSHIP INDICATORS

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

Not applicable as no grievances / complaints were received regarding violation of Human Rights Policy during the FY 26.

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

KPCL has a Code of Conduct, Human Rights Policy, PoSH Policy and Grievance Mechanisms like Whistle-blower, Kirloskar Ethics Helpline etc. which are communicated and implemented covering the entire organization including internal and external stakeholders that ensured non-violation of any human rights.

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

Yes, KPCL is constantly working towards providing required supports to make its premises accessible to differently abled employees or visitors; buildings, factory premises have lifts, railings for staircases, ramps, adequate spaces / pathways, wheelchair arrangement, factory locations have 24x7 ambulances / health centre facilities, first aid trained security personnel, washrooms etc.

Special attention will be given to make new buildings, factory premises accessible to differently abled employees as per requirements of The Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

Section	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	Number of suppliers assessed in the FY 26 - 414
Forced Labour/Involuntary Labour	Number of suppliers assessed in the FY 25 - 374
Wages	
While suppliers are assessed for human rights during their selection and periodic evaluation process, KPCL has put in place a mechanism to evaluate suppliers contributing to 75% of total purchases.	

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

Not applicable as no grievances / complaints were identified regarding violation of Human Rights Policy during FY 26.

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:

Parameter ¹	FY 2026	FY 2025
From renewable sources		
Total electricity consumption (A) (GJ) ²	9,619.88	4,705.46
Total fuel consumption (B) (GJ)	1,430.75	3,946.33
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	11,050.63	8,651.79
From non-renewable sources		
Total electricity consumption (D) (GJ)	54,486.74	56,467.85
Total fuel consumption (E) (GJ)	5,528.25	5,319.91
Total fuel consumption from other sources (F) (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	60,014.99	61,787.76
Total energy consumed (A+B+C+D+E+F)	71,065.63	70,439.55
Energy intensity per rupee turnover (Total energy consumption / Revenue from operations) (GJ/₹)	0.0000040396	0.000004325
Intensity per rupee turnover adjusted for Purchasing Power Parity (PPP)³ (Total energy consumption / Revenue from operations adjusted for PPP) (GJ/₹ adjusted for PPP)	0.0000821654	0.000089356
Energy intensity in terms of physical output⁴	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity		

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, BDO India Services Private Limited.

Notes:

- Reported as per BRSR Core Reporting Standard published by SEBI.
- Renewable electricity accounts for 15 % of the total electrical energy requirement.
- PPP conversion rate for year 2025 of 20.66 and for year 2026 of 20.34-<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>
- Due to the diverse nature of the business operations and products/services of the Company, it is not feasible to determine the physical output for the calculation of Intensity.
- Internal and external IMS Audits on energy objectives and KPIs are carried out.
- The Company has undertaken structured energy audit and assessment exercises during the last three years to identify opportunities for improving energy performance, reducing utility costs, and enhancing sustainability. The company follows a continual improvement approach through internal reviews, third-party assessments, and implementation of Energy Conservation (EnCon) projects based on audit findings.

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

No, KPCL does not have any sites / facilities identified as designated consumers under PAT scheme of the Government of India.

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

Parameter ¹	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	8,242.24	0
(ii) Groundwater	0	0
(iii) Third party water	67,264.40	69,119.44
(iv) Seawater / desalinated water	0	0
(v) Others (demineralized water used in foundry)	25.4	66
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	75,532.04	69,185.44
Total volume of water consumption (in kilolitres)	75,532.04	69,185.44
Water intensity per rupee turnover (Water consumed / Revenue from operations in ₹)	0.00000429	0.000004248

Parameter ¹	FY 2026	FY 2025
Water intensity per rupee turnover adjusted for Purchasing Power Parity (PPP)² (Total water consumption / Revenue from operations adjusted for PPP) (kilolitres/₹ adjusted for PPP)	0.00008733	0.000087765
Water intensity in terms of physical output³ Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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, BDO India Services Private Limited

Note:

1. Reported as per BRSR Core Reporting Standard published by SEBI.
2. PPP conversion rate for year 2025 of 20.66 and for year 2026 of 20.34- <https://www.imf.org/external/datamapper/PPPEX@WFO/OEMDC>
3. Due to the diverse nature of the business operations and products/services of the Company, it is not feasible to determine the physical output for the calculation of Intensity.
4. The Company has established rain water harvesting infrastructure at Saswad and Nashik plants thereby surface water consumption during FY 2025-26 was accounted for through harvested rain water resources. Further, total water consumption increased due to backward integration.

4. Provide the following details related to water discharged:

Parameter	FY 2026	FY 2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in Kilolitres)	0	0

KPCL's plants do not discharge water outside of its premises with or without treatment. Water treated through STP processes is used in the premises for gardening purposes (9,908.12 KL and 9,873.39 KL recycled water was used for gardening in FY 26 and FY 25 respectively).

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

Yes, KPCL's plants have ETPs (Effluent Treatment Plants) and STPs (Sewage Treatment Plants) installed. The water used for industrial processes and other general purposes after the treatment is tested by NABL accredited lab. STP water is reused for gardening purpose throughout the factory premises. No water used in the factories is discharged to the municipal drains. KPCL is in the process of implementing zero liquid discharge mechanism by reusing ETP treated water in the industrial processes only.

6. Provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY 2026	FY 2025
NOx	mg/Nm ³	7.28	5.0
SOx	Kg/day	0.18	2.9
Particulate matter (PM)	mg/Nm ³	21.31	22.96
Persistent organic pollutants (POP)	NA (As per MPCB consent)	NA	NA
Volatile organic compounds (VOC)	NA (As per MPCB consent)	NA	NA
Hazardous air pollutants (HAP)	NA (As per MPCB consent)	NA	NA

Note:

1. Internal and external IMS Audits on parameters included in MPCB Consent are carried out. BDO India Services Private Limited had provided assurance.

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

Parameter ¹	Please specify unit	FY 2026	FY 2025
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	536.03	690.85
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10,746.00	11,403.37
Total Scope 1, Scope 2 emissions	Metric tonnes of CO ₂ equivalent	11,282.03	12,094.22
Total Scope 1, Scope 2 emissions per rupee turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent / ₹	0.00000064	0.000000743
Total Scope 1 and Scope 2 emission intensity per rupee turnover adjusted for Purchasing Power Parity (PPP)² (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP) (Metric tonnes of CO ₂ e / ₹ adjusted for PPP)	Metric tonnes of CO ₂ equivalent / ₹ adjusted for PPP	0.00001304	0.000015343
Total Scope 1 and Scope 2 emission intensity in terms of physical output³ Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected	-	-	-

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, BDO India Services Private Limited

Notes:

1. Reported as per BRSR Core Reporting Standard published by SEBI.

2. PPP conversion rate for year 2025 of 20.66 and for year 2026 of 20.34-<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

3. Due to the diverse nature of the business operations and products/services of the Company, it is not feasible to determine the physical output for the calculation of Intensity.

4. Internal and external IMS Audits on parameters included in MPCB Consent are carried out.

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

Yes, KPCL has 1.78 MW (AC) operational rooftop solar power PV Plant at Saswad and Hadapsar Factories and additionally, 0.20 MW (AC) Solar Plant has been installed at the Hadapsar plant and 1.0 MW (AC) at the Nashik plant. The generation will start from FY 27. Therefore, with total installed capacity of 1.78 MW (AC) these Solar Plants generated 2,658.30 MWh energy resulting in elimination of Scope 2 emissions by 1,887.00-ton CO₂e. As a result, the renewable energy accounts for 15% of the total electrical energy requirement.

Additionally, KPCL focuses on plantation and greening of its factory premises and has carried out Carbon Sequestration Assessment of Trees:

Hadapsar Plant (FY 26) - Trees store 49.37 tons of carbon with a potential of sequestering 0.93 tons per year (2% increase in standing biomass, stored carbon and carbon sequestration potential).

Saswad Plant (FY 26) - Trees store 131.29 tons of carbon with a potential of sequestering 2.4 tons per year (14% increase in standing biomass, stored carbon with doubling of carbon sequestration).

9. Provide details related to waste management by the entity:

Parameter ¹	FY 2026	FY 2025
	Total Waste generated (in MT)	
Plastic waste (A)	1.19	8.26
E-waste (B)	2,982	3.2
Bio-medical waste (C)	0.021	0.0129
Construction and demolition waste (D)	85.11	55.32
Battery waste (E)	0.21	0.79
Radioactive waste (F)	0	0
Other Hazardous waste (as per MPCB Consent) (G)	144.17	242.23
Other Non-hazardous waste generated (H). Please specify, if any.	2,274.68	1,993.61
Total (A+B + C + D + E + F + G + H)	2,508.37	2,303.42
Waste intensity per rupee turnover (Total waste generated / Revenue from operations)	0.0000001426	0.000000141
Waste intensity per rupee turnover adjusted for Purchasing Power Parity (PPP)² (Total waste generated / Revenue from operations adjusted for PPP) (Metric tonnes of waste generated/ ₹ adjusted for PPP)	0.000002900	0.000002922
Waste intensity in terms of physical output³ Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Notes:

- Reported as per BRSR Core Reporting Standard published by SEBI.
- PPP conversion rate for year 2025 of 20.66 and for year 2026 of 20.34- <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>
- Due to the diverse nature of the business operations and products/services of the Company, it is not feasible to determine the physical output for the calculation of Intensity.

Indicate if any independent assessment/ evaluation/assurance have been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, KPCL's independent assessment of hazardous waste management is carried out through IMS external Audits and Hazardous Waste Annual Report filed through MPCB website.

a. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT):

Category of waste	FY 2026	FY 2025
	Total waste recycled or re-used (MT) ^{1,2}	
(i) Recycled	612.83	1,041.69
(ii) Re-used	1,734.22	1,043.74
(iii) Other recovery operations	0	0

1. Plastic, paper, rubber waste, metal scrap, used / spent oil, discarded containers / barrels, wooden scrap, e-waste, battery waste, construction / demolition waste, sand are sent to authorized party / recycler / processor / CHWTSDF for re-use / recycle as per MPCB Consent.

2. Total Recycled / Re-use of material has increased as compared to last year due to systematic waste management approach.

b. For each category of waste generated, total waste disposed by nature of disposal method (MT):

Category of waste	FY 2026	FY 2025
	Total waste disposed (MT) ^{1,2}	
(i) Incineration	1.16	21.87
(ii) Landfill	160.18	196.12
(iii) Other recovery operations	0	0

1. Foundry dross, shot blasting, grinding dust, chemical / paint / ETP sludge, waste oil residues / gloves / filters, chemical bottles, discarded asbestos, glass wool, biomedical waste are sent to authorized processor / CHWTSDF for safe disposal by landfill / incineration as per MPCB Consent.

2. Due to systematic waste management approach, the waste reduced as compared to last year.

Note:

- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, BDO India Services Private Limited.

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 waste:

KPCL's waste management systems are well defined to manage operational waste. We follow the MPCB Hazardous Waste (Management, Handling & Trans-boundary) Rules, 2016 for effective management of our waste.

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, specify details:

KPCL does not have any offices or operational sites in the vicinity of any ecologically sensitive area.

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

Regulations requiring Environmental Impact Assessment (EIA) of projects is not applicable to any of the projects undertaken by KPCL.

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules thereunder (Yes/No). If not, provide details of all such non-compliances:

We are compliant with the applicable environmental laws / regulations / guidelines of the country.

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): For each facility / plant located in areas of water stress, provide the following information:

KPCL acknowledges water stress as a looming threat and is committed to reduce water consumption by 25% by 2030 and achieve ZLD (Zero Liquid Discharge) status for all its manufacturing plants.

- i. Name of the area - Manufacturing operations located at Hadapsar (Pune), Saswad (Pune) and Eklahare (Nashik)
- ii. Nature of operations - Manufacturing and service of engineering goods
- iii. Water withdrawal, consumption and discharge - Refer to Essential Indicator No. 3, 4 of Principle 6.

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

KPCL is currently in the process of quantifying its Scope 3 emissions and will disclose data related to it in the upcoming years.

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

Not Applicable as none of KPCL's facilities or plants are in ecologically sensitive areas.

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 the outcome of such initiatives as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, may be provided along with the summary, if any)	Outcome of the initiative
1	0.20 MW (AC) and 1.0 MW (AC) Solar Plants have been installed at the Hadapsar and Nashik plants respectively	Installations of Solar Plant at Hadapsar and Nashik completed and generation would start in FY 27	Collectively 1.2 MW (AC) Solar Plants will generate 1,951 MWh energy resulting in elimination of 1,385 Ton of CO2 emission per year.
2	ETP and STP to recycle water	Recycled water used for gardening	Zero water discharged outside of plants
3.	Carbon Sequestration	Tree plantations and green initiatives	Trees store 180.66 Tons of carbon and sequestering of 3.33 Tons/year.

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

KPCL has adopted Business Continuity Policy-Web link:

<https://www.kirloskarpneumatic.com/documents/3010307/3499608/Business+Continuity+Policy.pdf/12b1181c-934f-b5c8-187c-1f606b6e4103?t=1743677329047>

KPCL's Risk Management Policy emphasizes the business continuity and disaster management plan. Risk Management Committee identifies risks that can lead to disruptions and puts in place action plans as well as monitors the outcomes. The risk management plans and outcomes are reviewed by the Board.

The IT Security Policy and other initiatives including recovery plans are put in place to ensure that threats arising from cyber frauds, hacking or breakdown of servers are prevented.

Emergency Preparedness Plan as part of IMS implementation ensures that all plants and offices of KPCL focus on prediction / prevention of major incidents like fires, accidents and are prepared to mitigate any emergency that may arise during operations.

With the experience of handling COVID-19 related situations, KPCL is also better prepared to manage any significant local or global health emergency or pandemic in future.

KPCL will work with District Disaster Management Committee and other relevant Government forums to handle any climate change related events or natural disasters / calamities.

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

KPCL carries out assessment of its suppliers on various environment and social parameters during their selection and periodic evaluation. No significant concerns and adverse environmental impacts were identified during these assessments in the FY 26.

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

414 and 374 suppliers were assessed by KPCL in the FY 26 and the FY 25 respectively. While suppliers are assessed for environmental impacts during their selection and periodic evaluation process, KPCL has put in place a mechanism for assessing suppliers that are accounting for 75% of the total purchases.

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:

KPCL has affiliations with 10 trade and industry associations.

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a 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	Confederation of Indian Industry (CII)	National (India)
2	Engineering Export Promotion Council (EEPC)	National (India)
3	Maharashtra Chamber of Commerce and Industry	State (Maharashtra)
4	Mahratta Chamber of Commerce, Industries & Agriculture (MCCIA)	State (Maharashtra)
5	Indian Council of Arbitration	National (India)
6	Association of Ammonia Refrigeration	National (India)
7	Cold Storage Owners Association	National (India)
8	Quality Circle Forum of India	National (India)
9	Indian Society of Heating, Refrigerating and Air-conditioning Engineers (ISHRAE)	National (India)
10	Maharashtra Economic Development Council	State (Maharashtra)

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

Not applicable as there were no issues related to anti-competitive conduct by KPCL or adverse orders from regulatory authorities during the FY 26.

LEADERSHIP INDICATORS

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

KPCL is a member of various national and state industry confederations / chambers / associations where it actively participates and views such memberships as strategic in nature. Our senior executives participate in various meetings and seminars through active dialogues. They provide their expertise and business acumen during public policy consultations. Going forward KPCL intends to develop a tracking mechanism for details of public policy advocacy including reviews of such advocacy by the Board and making the information available in public domain.

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 FY 26:

As per applicable laws, SIA is not applicable for any of the projects undertaken by KPCL.

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

Not applicable as KPCL does not have any projects for which on-going Rehabilitation and Resettlement (R&R) is required to be undertaken.

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

Grievance Redressal Policy addresses and provides relevant links for community members to lodge a grievance or a concern. These can also be raised during on-going, in-person interactions with CSR stakeholders including beneficiaries, partners during planning, implementation and follow up of various CSR initiatives.

Society (CSR) Perception Survey conducted every alternate year through an external agency includes focus group discussion with community stakeholders which captures grievances / concerns, if any along with suggestions for improvements.

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

Category ¹	FY 2026	FY 2025
Directly sourced from MSMEs/ small producers	26.13%	31.28%
Directly sourced from within India	85.36%	81.36%

Note:

1. Reported as per BRSR Core Reporting Standard published by SEBI.

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 ¹	FY 2026	FY 2025 ²
Rural	0%	0%
Semi-urban	4.77%	4.79%
Urban	0%	0%
Metropolitan	95.23%	95.20%

¹To be categorized as per RBI Classification System (population) – rural (< 10,000) / semi-urban (10,000-1,00,000) / urban (1,00,000-10,00,000) / metropolitan (> 10,00,000)

Notes:

1. Reported as per BRSR Core Reporting Standard published by SEBI

2. Note: % for FY 2025 restated as per the definition of 'wages' in the BRSR Core Reporting Standard published by SEBI.

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):

Not applicable (refer to Principle 8 Essential Indicator No. 1)

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

Not applicable as KPCL's CSR activities are generally carried out in the vicinity of its plants / operations. Currently, KPCL does not have any of its plants / operations in or around designated aspirational districts.

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No):
No.
- b. From which marginalized /vulnerable groups do you procure?
Not applicable.
- c. What percentage of total procurement (by value) does it constitute?
Not applicable.

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

KPCL has not derived any benefits from intellectual properties owned or acquired based on traditional knowledge.

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:

Not applicable.

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project ¹	No. of people benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting higher education through KIM	195	-
2	RESQ Charitable trust (Wildlife Rescue, treatment, rehabilitation and conservation)	Rescue & Rehabilitation of wild animals	-
3	OGQ support to Athletes (Olympics) & Para Athletes (Paralympics)	468	100%
2	Sponsoring students to promote employability-oriented education / skilling (NTTF Diploma; Mechatronics & Smart Factory, Electronics & Embedded Systems, Electrical & Electronics)	151	100%
3	Bharari (Life-skills for Secondary School students from 6 schools)	944	100%
4	KaShi (Education Support for Secondary School students)	45	100%
5	School and College Environmental Initiative for 15 schools and 10 colleges	55,000	100%
6	Relashani (School Health Initiative-Adolescence) for 15 schools / junior colleges	2,870	100%
7	School Teachers health check up	968	100%

Notes:

KPCL's various CSR initiatives have benefitted 60,000 + community members in the reporting year of FY 26.

1. KPCL's CSR Guiding Principles and Projects are aligned to United Nation's Sustainable Development Goals. Refer to details of CSR Initiatives of the Company in Director's Report and Management Discussion & Analysis in addition to Annexure 2 (CSR Report) of the Annual Report 2025-26. Corporate Social Responsibility Policy of the Company can be accessed through the website policies link: <https://www.kirloskarpneumatic.com/investors>.

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:

Resolving customer complaints and action planning on improvements identified through customer feedback are considered by KPCL as the topmost priority.

A specialised system i.e. CCMS (Customer Complaints Management System) through ERP is used to register, track and resolve customer complaints in an on-going manner. The end users: OEMs can also lodge the complaints with KPCL’s dealers which eventually reach the respective SBU Service teams through Regional Offices and Head Office.

Additionally, various stakeholder engagements including annual Dealer’s Meet also capture issues faced by the dealers, consultants and end users / OEMs.

Customer Satisfaction Survey is carried out every alternate year through independent external agency for all SBUs. It not only highlights the satisfaction levels but also the issues faced by customers, dealers, consultants and end users.

Monthly Feedback Meetings (MFMs) led by QA and SBUs are conducted to monitor progress on issues raised by customers. The customer complaints are a key performance parameter for every SBU, and related data / actions are reviewed monthly in MORE (Management Operations Review) meetings.

KPCL’s Whistle-blower Policy is applicable to its customers as well. Web link:

https://www.kirloskarpneumatic.com/documents/3010307/3499608/Whistle+Blower+Policy+_+_Vigil+Mechanism+%281%29.pdf/ac17c672-d2a1-d15f-f4fd-295d02edf1cb?t=1780911359054

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of KPCL’s products carry information about its responsible and safe usage. KPCL provides relevant environmental, social information as well as dos and don’ts in product brochures, labels as per the requirement of national and international regulatory guidelines. The Operations & Maintenance Manuals carry a detailed guideline about safe use and end of life disposal of products.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2026			FY 2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

KPCL had no instances of either voluntary or forced product recalls on safety issues during FY 26.

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:

Core Security architecture framework is in place; up-gradation of the same with latest available features, versions and tools is an ongoing process.

Basic IT Policy which includes IT Security aspects documented is available; entire IT security landscape is undergoing uplift, including IT Cyber Security related policies.

Web-link of Information Security Policy:

<https://www.kirloskarpneumatic.com/documents/3010307/3499608/Information+Security+Policy.pdf/2b1cd6c4-58df-1490-aeab-5e444f00934a?t=1743677332139>

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:

KPCL has these preventive mechanisms in place: Tools like Antivirus (End Point Detection and Response), Threat Protection Software, Intrusion Detection and Prevention Software, Strong Passwords (End User Training / Awareness and Policies) as well as additionally Firewall Setup, Web Filtering Software, Product Patching and Monitoring.

We have completed the implementations of SOC (Security Operations Centre), NOC (Network Operations Centre) and SSO (Single Sign On) for all users as well as onboarding of Vulnerability Assessment Tools and Port Scanning.

7. Provide the following information relating to data breaches¹:

a. Number of instances of data breaches along-with impact: No data breaches were recorded in FY 26.

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

No data breaches were recorded in FY 26.

c. Impact, if any, of the data breaches:

NA

Note:

1. Reported as per BRSR Core Reporting Standard published by SEBI.

LEADERSHIP INDICATORS

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

Information relating to all the products and services provided by KPCL is available on the Company's website, <https://www.kirloskarpneumatic.com/about-us/innovations#r-and-d-highlights>

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

Operation, Instructions and Maintenance Manual is supplied along with the products which cover instructions / guidelines related to safe and responsible operation of products including do's & don'ts and end of use disposal.

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

Not applicable as KPCL is not directly involved in providing essential services to consumers. Company has a strong and ongoing engagement with all its identified stakeholders that ensures that any risk of disruption / discontinuation of services are managed with mutual considerations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey regarding 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, KPCL does provide basic information related to product such as Product Model No. / Sr. No, Manufacturing Year, Applicable Technical Parameters of products as well as safety do's & don'ts.

KPCL carries out Customer Satisfaction Survey every alternate year through an independent external agency for all its SBUs covering dealers, consultants and end users / OEMs. Overall Customer Experience Index is at 89% as per the last survey conducted by an independent third-party agency.

BRSR Value Chain Disclosure

Executive Summary

In today's dynamic industrial environment shaped by climate change, technological evolution, and geopolitical shifts, robust supply chain resilience and sustainability have become strategic priorities. For engineered solutions providers like Kirloskar Pneumatic Company Limited ("KPCL"/ "Company"), these drivers pose both challenges and opportunities: innovation cycles are accelerating, ESG regulations are tightening, and disruptions, from supply shocks to regulatory changes, are emerging more frequently. As a result, KPCL is moving beyond conventional cost-driven approaches to embrace value-led, ecosystem-based sourcing strategies that enhance transparency, trust, and long-term competitiveness.

Resilience and sustainability underpin KPCL's supply chain ethos. Operating across critical sectors such as manufacturing, oil & gas, power, and refrigeration, KPCL recognizes its responsibility to reduce emissions, manage resources responsibly, and ensure ethical supplier practices. Our ESG Policy that is aligned with global frameworks extends to value chain ensuring our partners adopt best-in-class environmental, social, and governance standards.

This Value Chain Report ("Report") has been structured to disclose the performance of our value chain against the BRSR Core framework, a streamlined version of the broader sustainability reporting standard by Securities and Exchange Board of India (SEBI). Pursuant to SEBI Circular No. SEBI/HO/CFD/CFD/ PoD-1/P/CIR/2025/42 dated March 28, 2025, the requirement for disclosing and assuring value chain data that has been deferred by one year, with the reporting boundary now covering partners contributing 2% to the purchases or sales value, cumulatively covering up to 75% of total value.

KPCL is utilizing this extended timeline to further reinforce ESG due diligence across its value chain and enhance the availability, quality, and consistency of supplier-level ESG data. Through structured collaboration with its suppliers, KPCL aims to identify and mitigate potential ESG risks, promote continuous improvement, and ensure preparedness for future regulatory requirements, while collectively driving long term value creation and sustainable development.

ESG Commitment and Governance

KPCL's Environmental, Social & Governance (ESG) Policy establishes a unified framework for integrating sustainability across its business operations and value chain. The Policy guides the Company toward reducing environmental impacts (e.g., emissions, water use, pollution), supporting resource efficiency, promoting circular economy principles, and enhancing biodiversity considerations. On the social front, KPCL emphasizes equal opportunities, workplace safety, fair labour standards, and continuous skill development. Governance commitments include transparency, regulatory compliance, ethical conduct, and stakeholder engagement, all governed under a robust code of conduct applicable to employees and partners alike.

KPCL is proactively engaging with its value chain partners as part of its continued commitment to transparent, responsible, and sustainable business practices. This initiative supports the systematic assessment and disclosure of BRSR Core indicators, with particular emphasis on strengthening supply chain sustainability and ESG governance.

Approach to Supplier Engagement and Data Collection

KPCL's approach follows a structured methodology to gather data against the BRSR Core framework.

- 1. Supplier Prioritization:** Identification of suppliers meeting SEBI-defined value thresholds ($\geq 2\%$ procurement value), covering up to 75% of total procurement spend.
- 2. Structured data collection:** Deployment of standardized questionnaires based on BRSR Core environmental, social, and governance indicators.
- 3. Capacity Building:** Conducted BRSR Core sensitization workshops covering a detailed walkthrough of the nine Core indicators and their computation.

Reporting Scope

This Report has been prepared in accordance with the SEBI BRSR Core framework and covers upstream value chain partners that meet the revised materiality thresholds prescribed under the SEBI Circular dated March 28, 2025. The reporting boundary has been carefully defined to ensure accuracy, comparability, and consistency across all indicators evaluated.

For FY 2024-25, KPCL's total procurement spend stood at INR 853 crore. In accordance with the regulatory requirement to include value chain partners contributing $\geq 2\%$ of annual procurement spend; the assessment boundary includes suppliers meeting this threshold. This assessment identified 8 suppliers who accounted for 2% or more of the total procurement spend. We have received partial information from few suppliers who independently meet the SEBI-defined threshold; however, this data has not been included in the current Report to maintain consistency across indicators and avoid reporting gaps that could arise due to incomplete submissions. The scope of the Report presents complete and verifiable BRSR Core information of suppliers who account for 2.73% of KPCL's total procurement spend; the required supplier information was sourced from publicly available disclosures.

KPCL is committed to building the readiness of its suppliers and is actively engaging with them to support their ability to collect, maintain, and report BRSR-aligned data in future reporting cycles.

ESG Performance of Value Chain Partners

The BRSR Core framework focuses on a set of nine essential ESG attributes that enable companies to disclose high-quality, assured, and comparable sustainability information. These indicators represent priority areas where ESG performance can have material impacts on a company's operations, supply chain, and long-term value creation. The nine attributes cover critical aspects of business responsibility, such as greenhouse gas emissions, water management, workforce well being, waste handling, and ethical practices. They are designed to encourage responsible conduct, enhance transparency, and drive improved ESG maturity across industry value chains. For KPCL, these attributes provide a structured lens through which to assess and engage its suppliers, ensuring that environmental stewardship, social responsibility, and governance integrity are upheld across the ecosystem.

Greenhouse Gas Footprint

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
1.	Greenhouse Gas (GHG) Footprint	Total Scope 1 emissions	MT	7,541	8,270
		Total Scope 2 emissions	MT	18,548	17,099
			MT/Unit of output	0.18	0.20
		GHG emission intensity (Scope 1+2)	MTCO ₂ e/INR adjusted for Purchasing Power Parity (PPP)	0.0000053	0.0000066

Water Footprint

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
		Total water consumption	KL	1,76,041	1,70,013
		Water consumption intensity	KL/ Unit of output	1.27	1.35
			KL/INR adjusted for PPP	0.0000358	0.0000441
		Water discharge by destination and levels of treatment			
		(i) To Surface water			
		- No Treatment	KL	-	-
		- With Treatment	KL	-	-
1.	Water footprint	(ii) To Groundwater			
		- No Treatment	KL	103	-
		- With Treatment	KL	-	-
		(iii) To Seawater			
		- No Treatment	KL	-	-
		- With Treatment	KL	-	-
		(iv) Sent to third parties			
		- No Treatment	KL	1,773	2,123
		- With Treatment	KL	-	-
		(v) Others			
		- No Treatment	KL	-	-
		- With Treatment	KL	-	-
		Total water discharged	KL	1,876	2,123

Energy Footprint

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
		Total energy consumption	GJ	2,00,812	2,02,057
1.	Energy footprint	Energy consumed from renewable sources	GJ	21,235	21,881
		% Energy consumed from renewable sources	%	10.57	10.83
			GJ/ Unit of output	1.45	1.61
		Energy intensity	GJ/ INR adjusted for PPP	0.0000408	0.0000524

Embracing Circularity

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
		Plastic waste	MT	131	120
		E-waste	MT	34	5
		Bio-medical waste	MT	0.03	0.04
		Construction and demolition waste	MT	723	1,476
		Battery waste	MT	6	16
		Radioactive waste	MT	-	-
		Other hazardous waste	MT	421	405
		Other non-hazardous waste	MT	5,399	5,001
		Total waste generated	MT	6,714	7,023
		Waste intensity	MT/ Unit of output	0.04	0.05
			MT/INR adjusted for PPP	0.0000014	0.0000018

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
2.	Waste recovered through recycling, re-using or other recovery options	Waste recycled	MT	6,564	7,005
		Waste reused	MT	-	-
		Waste recovered through other recovery options	MT	-	21
		Total waste recovered	MT	6,564	7,026
3.	Waste disposed by nature of disposal method	Waste incinerated	MT	118	-
		Waste sent to landfill	MT	-	-
		Waste disposed through other disposal options, mention the details	MT	-	-
		Total waste disposed	MT	118	-

Enhancing Employee Well-being and Safety

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
1.	Enhancing employee well-being and safety	Amount spent towards safety and well-being measures as a % of total revenue of the company	%	0.23	0.19
2.	Safety-related incident: Employees	Number of Permanent Disabilities due to safety incidents	Number	-	-
		Lost Time Injury Frequency Rate (LTIFR)	Number	0.40	-
		Number of fatalities	Number	-	-
3.	Safety-related incident: Workers	Number of Permanent Disabilities due to safety incidents	Number	-	-
		Lost Time Injury Frequency Rate (LTIFR)	Number	0.62	0.36
		Number of fatalities	Number	-	-

Enabling Gender Diversity

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
1.	Embracing employee well-being and safety	Gross wages paid to women/female employees and workers as a % of total wages paid	%	20	20
2.	Complaints on POSH	Total Complaints on Sexual Harassment (POSH) reported	Number	1	0
		Complaints as a % of women/female employees and workers	%	0.12	0
		Complaints on POSH upheld	Number	1	0

Note: For FY 2024-25, gross wages paid to females as % of total wages includes actual wages paid to non-permanent employees / workers, basis the clarification provided in the Industry Standards on reporting of BRSR Core released by SEBI.

Enabling Inclusive Development

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
1.	Enabling inclusive development	Total amount of Input material directly sourced from MSMEs/ small producers as a % of total amount of purchases	%	18	21
		Total wages paid to persons in smaller towns as a % of total wages paid*			
		Rural	%	-	-
		Semi-urban	%	9.10	8.10
		Urban	%	4.50	4.10
		Metropolitan	%	86.40	87.90

Note: As per the clarification provided in the Industry Standards on reporting of BRSR Core released by SEBI, in addition to the permanent employees, gross wages paid to other than permanent employees/workers have also been considered for FY 2025. Hence, the figures are not comparable to FY 2024's figures.

Fairness in engaging with Customers and Suppliers

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
1.	Fairness in engaging with customers and suppliers	Number of instances involving loss/breach of data of customer as a % of total data breaches	%	-	-
		Number of days of accounts payable	Number	75	73

Openness of Business

Sr. No.	Attribute	Parameter	UOM	FY 2025	FY 2024
1.	Openness of Business	Purchases from trading houses as a % of total purchases	%	1	NA
		Purchases from top 10 trading houses as a % of total purchases from trading houses	%	98	NA
		Number of trading houses purchases are made from	Number	16	NA
		Sales to dealers/distributors as a % of total sales	%	16	16
		Sales to top 10 dealers/distributors as a % of total sales to dealers and distributors	%	72	75
		Number of dealers/distributors to whom sales are made	Number	165	146
		2.	Related-party transactions	Purchases with related parties as a % of total purchases	%
Sales to related parties as a % of total sales	%			18	19
Loans and advances to related parties as a % of total loans and advances	%			0	0
Investments in related parties as a % of total investments	%			3	3

Independent Assurance Statement

To,
Kirloskar Pneumatic Company Limited
Plot No. 1, Hadapsar Industrial Estate,
Hadapsar, Pune, 411013

Independent Assurance Statement to Kirloskar Pneumatic Company Limited on select non-financial sustainability disclosures in the Business Responsibility and Sustainability Report for the financial year 2025-26.

Introduction and objective of engagement

Kirloskar Pneumatic Company Limited (the 'Company') has developed its Business Responsibility and Sustainability Report (BRSR) 2025-26 (the 'Report') based on the BRSR reporting guidelines, including the BRSR Core indicators prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct (NGRBC), and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard.

BDO India Services Private Limited ("BDO India") was engaged by the Company to provide independent assurance on BRSR Core indicators of the Report that includes the Company's performance for the period 1st April 2025 through 31st March 2026.

The Company's responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement, whether due to fraud or error.

BDO India's responsibilities

BDO India's responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the 'Scope, boundary & assurance criteria' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement" issued by the International Auditing and Assurance Standards Board (IAASB).

Scope, boundary & assurance criteria

The reporting scope and boundary cover the Company's standalone operations.

We applied the '**Reasonable Assurance**' criteria for non-financial BRSR Core Indicators, pertaining to the Company's disclosure for the period 1st April 2025 through 31st March 2026.

Verification of non-financial sustainability performance data on sample basis, based on our professional judgment was conducted at Hadapsar (Physical), Saswad (Physical) and Nashik (Virtual).

Assurance methodology

Our assurance process entails conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/ omission of relevant information/ data in the Report. Our review process included:

- Evaluation and assessment of the appropriateness of the quantification methods used to arrive at the non-financial sustainability information of the BRSR Core indicators in the Report;
- Review of consistency of data/information within the Report as well as between the Report and the source;
- Engagement through discussions with personnel at the corporate level who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.

Limitations and exclusions:

There are inherent limitations in an assurance engagement, including, for example, the use of judgement and selective testing of data. Accordingly, there are possibilities that material misstatements in the Report may remain undetected.

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2025 through 31st March 2026);
- Review of the 'economic and/or financial performance indicators' included in the Report or on which reporting is based; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topic other than those listed in the 'Scope, boundary & assurance criteria';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration/targets, expectation, aim or future intention.

Our observations

We have reviewed the disclosures in the "Report" for the reporting period from 1st April 2025 through 31st March 2026. The disclosures of the Company, covered under the 'Scope, boundary & assurance criteria', are fairly reliable.

Our conclusion

Based on the scope of our review, we conclude that the disclosures fulfil the principles of relevance, completeness, reliability, neutrality, and understandability as per 'reasonable' assurance criteria of the applied Assurance Standard.

Our assurance team and independence

BDO India Services Private Limited is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For **BDO India Services Private Limited**

Gurugram, Haryana
24 June 2026

Indra Guha
Partner | Sustainability & ESG
Business Advisory Services