

Business Responsibility & Sustainability Report

FY 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L23423HR1933PLC000097
2	Name of the Company	Isgec Heavy Engineering Limited
3	Year of Incorporation	23/01/1933
4	Registered office address	Radaur Road, Yamuna Nagar-135001, Haryana, India
5	Corporate office address	A-4, Sector-24, Noida, Uttar Pradesh 201301, India
6	E-mail id	cs@isgec.co.in ; cfo@isgec.com
7	Telephone	0120-4085408
8	Website	www.isgec.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and the BSE Ltd. (Bombay Stock Exchange)
11	Paid-up capital	Rs. 735.29 lakh
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Kishore Chatnani Joint Managing Director & Chief Financial Officer Email id.: cfo@isgec.com Contact No.: +91 120 4085405
13	Reporting Boundary	Standalone Basis
14	Name of assurance provider	NA since the Company does not fall among the top 500 listed companies by market capitalisation.
15	Type of assurance obtained	

II. Products/services

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

S. No	Description of main activity	Description of business activity	% of turnover
1	Industrial Projects	The Company undertakes projects for supply of Boilers, Sugar Plants, Power Plants, Air Pollution Control Equipment, Material Handling Systems.	63.1%
2	Manufacturing of Machinery and Equipment	The Company manufactures heavy capital goods such as Mechanical and Hydraulic Presses, Steel and Iron Castings, Boiler Tubes and Panels, Process Plant Equipment and Liquefied Gas Containers.	36.9%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Boiler and Boiler Parts	25130	28.0%
2	Sugar Machinery and Distillery Plant	28259 and 42901	13.0%
3	Presses	25910	1.0%
4	Erection, commissioning and related services	33200	9.0%
5	Flue Gas Desulfurization	28299	8.0%

S. No.	Product/Service	NIC Code	% of total turnover contributed
6	Pressure Vessels, Heat Exchangers	25122 and 28190	8.0%
7	Material Handling Equipment	28162	7.0%
8	Castings	24319	6.0%
9	Power Plants	42201	4.0%
10	Air Pollution Control Equipment	28299	3.0%
11	Containers	25129	3.0%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	5	12
International	0	1	1

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states)	23*
International (No. of countries)	1**

*The Company has a wide network of offices and project sites across India to support its business operations. The Company has identified its number of locations based on the Goods and Services Tax (GST) numbers for each location.

** The Company has marketing agents in many countries, and its own representative office in Thailand.

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

The Company has progressively reinforced its global presence by consistently delivering products and services of exceptional quality. In FY 2025–26, export of goods and services accounted for 22.36% of the Company's total turnover, highlighting the effectiveness of its global growth strategy and the increasing traction of its offerings across key international geographies.

c. A brief on types of customers

The Company offers a comprehensive portfolio of machinery, equipment, and integrated project solutions to a wide spectrum of industrial sectors across both domestic and international markets. Backed by decades of engineering expertise and a strong focus on operational efficiency, the Company serves critical industries such as power generation, oil and gas, petrochemicals, automotive, fertilizers, green energy, hydro power, mining, paper, sugar, steel, cement, chemicals, railways, distilleries, aerospace, and port infrastructure.

IV. Employees

20. Details as on March 31, 2026

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	2,961	2,857	96.5%	104	3.5%
2	Other than Permanent (E)	668	655	98.1%	13	2.0%
3	Total employees (D+E)	3,629	3,512	96.8%	117	3.2%
WORKERS						
1	Permanent (F)	435	435	100%	0	0
2	Other than Permanent (G)	15	15	100%	0	0
3	Total workers (F+G)	450	450	100%	0	0

b. Differently abled employees and workers

The Company is firmly committed to fostering a diverse and inclusive workplace, where equal opportunity is not merely a stated policy, but a fundamental value embedded within its organizational culture. It follows a merit-based approach to recruitment and employment, ensuring that all decisions are guided strictly by qualifications, skills and performance, without any discrimination based on race, caste, gender, sexual orientation, disability, religion or any other personal attribute. This commitment to fairness and inclusion is evident in the composition of the company's workforce, which recognizes and values diversity as a key strength. In line with its efforts to build an accessible and supportive work environment, the Company currently employs three individuals with disabilities as of the current financial year and continues to actively explore opportunities to further strengthen representation and inclusivity across all levels of the organization.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	3	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D+E)	3	3	100%	0	0
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	0	0	0	0	0
2	Other than Permanent (G)	0	0	0	0	0
3	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation / inclusion/ representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	0	0

22. Turnover rate for permanent employees and workers

During the FY 2025-26, the overall turnover rate stood at 14.32% for employees and 13.33% for workers.

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.3%	15.4%	14.3%	14.4%	0.7%	15.1%	14.6%	0.4%	14.9%
Permanent Workers	13.3%	0	13.3%	7.5%	0	7.5%	7.8%	0.2%	8.0%

V. Holding, subsidiary and associate companies (including joint ventures)

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

S. No.	Name of Holding / Subsidiary / Associate Companies / Joint Venture (A)	Indicate whether Holding / Subsidiary / Associate / Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Saraswati Sugar Mills Limited	Subsidiary	100%	No
2	Isgec Covema Limited	Subsidiary	100%	No
3	Isgec Exports Limited	Subsidiary	100%	No
4	Isgec Engineering & Projects Limited	Subsidiary	100%	No
5	Free Look Software Private Limited	Subsidiary	100%	No
6	Eagle Press & Equipment Co. Limited, Canada	Subsidiary	100%	No
7	Isgec Investment Pte Ltd., Singapore	Subsidiary	100%	No
8	Isgec Eswatini (Proprietary) Limited, Eswatini	Subsidiary	100%	No
9	Isgec Hitachi Zosen Limited	Subsidiary and Joint Venture Company	51%	No
10	Isgec SFW Boilers Private Limited*	Subsidiary and Joint Venture Company	51%	No
11	Isgec Titan Metal Fabricators Private Limited	Subsidiary and Joint Venture Company	51%	No
12	Isgec Redecam Enviro Solutions Private Limited	Subsidiary and Joint Venture Company	51%	No

* Renamed to SFW Isgec Energy Private Limited, consequent to reduction of the Company's shareholding to 26% with effect from June 25, 2026.

VI. CSR Details

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

ii. Turnover (in Rs.): 5,228.63 Crore

iii. Net worth (in Rs.): 2,733.64 Crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, The Company has implemented a structured grievance redressal process to address the concerns of community members in the vicinity of its operations. The Company has appointed dedicated personnel to manage and resolve these queries. Additionally, Isgec actively engages with the community through various Corporate Social Responsibility (CSR) initiatives.	0	0	-	0	0	-
Investors (other than shareholders)	Yes, investors and shareholders have multiple avenues to address their concerns. They can contact the Company's CFO or Company Secretary or Compliance Officer via email for prompt grievance resolution. Additionally, investors can utilise the Online Dispute Resolution (ODR) platform available on Isgec's website. This platform, known as Smart ODR, is user-friendly and provides easy access to online dispute resolution services. Within the Smart ODR system, investors can monitor the progress of their disputes after submission. Furthermore, investors have access to SCORES, an online grievance redressal platform by SEBI, which allows them to lodge complaints related to the securities market against SEBI-regulated entities.	0	0	-	0	0	-
Shareholders		1	0	-	3	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes, the Company has established a dedicated and structured process to effectively address the grievances and concerns of its employees and workers. Initially, employees are encouraged to bring their concerns to the attention of the Head of the Department. If the issue is not resolved in a timely manner or if the response is unsatisfactory, employees have the option to escalate the matter further to the Division Chief Executive or HR Head of the Unit	1	0	-	1	0	-
Customers	Yes, both customers and suppliers may send out their complaints to the chief executive of the respective divisions. The chief executives take immediate action to redress the issues of the complainant. If unresolved, they may reach out to managing directors.	23	5	-	0	0	-
Value Chain Partners		11	0	-	0	0	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance and Code of Conduct	Opportunity	At Isgec, Corporate Governance transcends compliance, serving as a pathway for progress. Beyond regulatory mandates, the Company's values emphasise a robust commitment to ethics, transparency, and the enhancement of shareholders value. The Board of Directors vigilantly oversees the governance framework, consistently upholding transparency quarter after quarter. Compliance reports, aligned with the Securities and Exchange Board of India's (SEBI's) best practices, are diligently submitted, reinforcing the Company's commitment to openness. From the boardroom to the plant floor, a comprehensive Code of Conduct steers every decision outlining ethical principles and expected behaviour for employees/directors, guiding decision-making processes.		<u>Positive Implication:</u> By upholding transparency and accountability, the Company garners investor trust, mitigates financial risks, and amplifies shareholder value. Furthermore, the Company's ethical culture not only fosters employee commitment but also drives operational efficiency, solidifying its financial standing and competitive edge in the industry.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Health and Safety	Risk and Opportunity	Risk: Isgec employs a significant number of employees and workers across its various offices, factories and construction sites. Consequently, the Company places paramount importance on ensuring the safety of its employees and workers. In the event of any lapses in the Company's safety related processes or injury and even fatality of workers, the government may issue a prohibition order, potentially resulting in the partial shutdown of the manufacturing unit /sites. Safety incidents also have detrimental effects on the physical and mental health, as well as the overall morale of the workforce. Opportunity: Isgec is dedicated to ensuring the health and safety of its entire workforce, including employees and workers. Numerous initiatives have been implemented throughout the business operations, encompassing both Project and Manufacturing service lines, to establish a resilient health and safety management system. The ongoing efforts aim to cultivate a "Zero Accident Culture" across all operations. Engaged employees and contractors through National Safety Week activities and over 1,200 participants during Electrical Safety Week and World Environment Day, supported by awareness campaigns, mock drills, safety demonstrations, inspection drives, and knowledge-sharing initiatives to strengthen workplace safety and environmental stewardship.	The Company is steadfastly committed to ensuring a safe, secure, and healthy workplace for its entire workforce, with a vision of achieving zero accidents. To support this commitment, the Company has established robust occupational health and safety processes and systems across all its locations and is certified to ISO 45001:2018 for its Occupational Health and Safety Management System. The Company conducts regular internal and external audits to assess the effectiveness of its occupational health and safety management practices and identify opportunities for continual improvement. In addition, health and safety risk assessments are periodically undertaken across various sites and projects to proactively identify hazards, evaluate associated risks, and implement appropriate mitigation measures. Further, at a regular frequency, the Company conducts multiple health check-up camps and webinars for its workforce with Doctors and Consultants. During the reporting period, covered 49 project sites through cross-functional IMS internal audits, reinforcing governance, risk management, and compliance with internationally recognized occupational health, safety, and environmental management standards. The audit programme facilitated proactive identification of gaps, strengthened accountability, and drove continuous improvement across operations.	<u>Negative Implication:</u> A significant negative financial implication of not ensuring compliance with health and safety regulations is the potential restrictions of the manufacturing unit following any government order. This can lead to substantial financial losses due to halted production, disrupted operations, and the associated costs of addressing and rectifying safety issues. Additionally, there may be legal penalties and reputational damage, further impacting the Company's financial standing. In the event of accidents or injuries, legal costs and potential settlements can be financially burdensome. <u>Positive Implication:</u> A healthy and safe workplace promotes a positive work environment, enhancing employee morale and engagement. This, in turn, can lead to overall improved operational efficiency and productivity, building a positive reputation both internally and externally.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Emission Reduction & Emission Management	Risk and Opportunity	Risk: The Company is proactively working to meet and exceed regulatory standards while reducing its carbon footprint. By investing in emission control technologies, the Company not only demonstrates its commitment to sustainability but also positions itself as a leader in environmental responsibility. Through these efforts, the Company conducts IMS internal audits to enhance its reputation among stakeholders who prioritise eco-friendly practices. The Company is confident in its ability to navigate the evolving environmental landscape while maintaining its competitiveness and esteemed reputation in the market. Opportunity: The Company views emission reduction as a strategic opportunity and continues to enhance its share of renewable and clean energy while improving energy efficiency. The Company has installed 2,050 kWp of rooftop solar power at its Yamunanagar unit and 1,000 kWp at its Rattangarh unit, generating approximately 33,92,160 units of green energy during the year. In addition, the Company purchased 4,36,000 units of green power through the Indian Energy Exchange (IEX) and signed a 7 MWp solar power PPA for its Yamunanagar plant, expected to generate approximately 98 lakh units annually. The Company is also implementing energy-efficient equipment and technologies, including inverter/IGBT-based systems, VFDs, BLDC fans and automated controls, while transitioning from LSHS to PNG at its Muzaffarnagar plant. These initiatives are contributing to lower energy consumption, increased renewable energy adoption and a reduction in the Company's carbon footprint, supporting its transition towards a cleaner and more sustainable future.	The Company addresses emission reduction through initiatives focused on renewable energy, energy efficiency and cleaner fuels. It has installed 2,050 kWp rooftop solar at Yamunanagar and 1,000 kWp at Rattangarh, purchased green power through IEX, and signed a 7 MWp solar PPA for Yamunanagar. The Company is also replacing inefficient equipment with energy-efficient alternatives and has switched boiler and heat-treatment furnace fuel from LSHS to PNG at its Muzaffarnagar plant. These initiatives contribute to reducing energy consumption and the Company's carbon footprint. The Company remains committed to continuous improvement in energy conservation, renewable energy adoption and environmental sustainability.	<u>Positive Implication:</u> Embracing emission reduction measures fosters innovation and collaboration, making the Company an appealing partner for investors and stakeholders aligned with sustainability goals. Isgec's commitment to emission reduction represents a strategic investment in long-term resilience, competitiveness, and environmental stewardship. <u>Negative Implication:</u> Implementing necessary emission control measures demands upfront investments in technology and infrastructure, exerting pressure on the Company's financial reserves and limiting its ability to allocate resources elsewhere. Operational costs are incurred, including ongoing maintenance and staff training are also required.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Supply Chain Management	Opportunity	Isgec's large and diverse supplier base makes supply chain sustainability a critical issue, both as a risk and strategic opportunity. Risks include non-compliance with labour laws, human rights violations, environmental damage and ethical misconduct by suppliers, which can lead to reputational harm, project delays and regulatory penalties. On the opportunity side, promoting a sustainable and resilient supply chain enables the Company to collaborate with suppliers and contractors for its own as well suppliers' capabilities, improve efficiency and drive innovation and enhance vendor performance. Sustainable supply chain also supports customer trust. Prior to onboarding any suppliers, the Company conducts thorough assessments of potential suppliers or vendors. This evaluation ensures that there are no associated risks with the prospective suppliers, particularly in terms of financial and legal compliances, as well as adherence to robust health and safety measures.		<u>Positive Implication:</u> A strong supply chain evaluation system helps identify and mitigate potential risks, minimising the impact of disruptions such as delays, shortages, or unexpected events.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Data Security and Privacy	Risk	The Company confronts the substantial risk of data security and privacy, given the rising tide of cyber threats. An array of predatory entities, including hackers and cybercriminal syndicates, persistently endeavours to breach any Company's digital defences, seeking unauthorised access to its confidential data repositories. These incursions are not haphazard but calculated efforts driven by motives ranging from financial gain to industrial deception and outright sabotage. As the Company manoeuvres through the digital landscape, safeguarding its sensitive information becomes essential to shield against the ever-present threats posed by malicious individuals operating online.	Recognising the critical importance of data security, the Company has taken proactive measures to fortify its defences. The Company has a data security policy which is in line with ITGC (Information Technology General Controls) and ensures data security and controlled access. Through collaborative efforts with external experts, the Company has implemented robust measures such as firewall setups, advanced software solutions, and strict authentication protocols. However, there remains ample scope for improvement in continually refining and updating these measures to address emerging cyber threats effectively. The Company generally conducts IT security audits such as "Vulnerability Assessment & Penetration Testing" through external agencies. The Company employs cyber security experts in-house in its IT team and conducts extensive use of awareness and training programs on cyber security using in-house resources as well as external resources from time to time. Recognising that not all risks can be fully protected, the Company has taken Cyber Security & Criminal Liability Insurance Policy to cover the risks. Further to strengthen the IT Governance and Security, the Company is implementing ISO 27001; 2022 framework.	<u>Negative Implication:</u> In the network of data security and privacy, the financial toll of risks is substantial. Remediation costs, legal battles, and regulatory fines can drain resources and strain budgets. Operational disruptions hamper productivity and stifle growth. Meanwhile, reputational damage erodes trust and investor confidence.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Human Rights, Diversity and Inclusion	Risk and Opportunity	Risk: Possible occurrences of breaches in human rights or failure to adhere to legal standards may result in negative financial and reputational consequences. Opportunity: The Company holds the belief that championing human rights and promoting equity, diversity, and inclusion fortifies the Company's business. A workforce characterised by diversity and inclusivity has the potential to enhance performance and innovation. Upholding human rights allows the Company to nurture shared values and maintain a positive workplace. This commitment contributes to the creation of a more equitable world and, at the same time, strengthens the business.	The Company prioritises safeguarding the human rights of its employees and workers. This commitment is evident in various policies, including the Human Resource (HR) policy, which explicitly states that no individual shall face discrimination by the Company or their peers. In addition, the Company is dedicated to being an equal opportunity employer and has a standalone Prevention of Sexual Harassment at Workplace (POSH) policy. Through the implementation of human rights assessment processes, engaging with suppliers and stakeholders on human rights issues and promoting awareness and training among employees, the Company actively fosters a commitment to human rights. This comprehensive approach underscores the Company's commitment to promoting a safe, respectful, and inclusive work environment. The Company does not distinguish individuals based on their religion, sex or colour but strives to identify those who have the skills and commitment to take the Company forward.	<u>Negative Implication:</u> Discrimination or human rights violations can lead to legal actions, investigations, and fines, resulting in significant financial liabilities for the Company. This can cause reputation damage, talent drain and even potential customer boycotts, negatively impacting sales and revenue. <u>Positive Implication:</u> Companies that prioritise human rights and create an inclusive environment are more likely to attract and retain talent. This reduces recruitment and training costs and contributes to higher employee morale and productivity.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Waste Management	Risk and Opportunity	Risk: Amidst tightening environmental regulations and heightened public awareness of waste disposal, the Company faces a critical imperative: to uphold exemplary practices and secure public trust. In this pivotal moment, the Company must rise to the challenge, navigating the complexities of waste management, to solidify its reputation as a responsible corporate citizen in an environmentally conscious world. Opportunity: Waste management presents a prime opportunity for the Company to showcase its commitment to sustainability. By adhering to the 3-R principle and minimising plastic usage, the Company underscores its dedication to curbing waste generation. Additionally, its proactive approach to e-waste management and water conservation further solidifies its reputation as a leader in sustainable business practices. While the Company has made strides in waste management, the Company remains open to adopting new technologies for further waste minimisation, demonstrating its commitment to continuous improvement in environmental stewardship.	The Company has been actively working to reduce waste generated from its operations. Additionally, the Company has implemented initiatives to repurpose scrap materials within its operations, ensuring that valuable resources are not wasted. Furthermore, the Company has invested in an Effluent Treatment Plant and Sewage Treatment Plant to manage liquid waste efficiently. This plant plays a crucial role in treating and recycling liquid waste, minimising environmental impact and promoting sustainability across its operations.	<u>Positive Implication:</u> Efficient waste management presents financial opportunities for the Company. By reducing waste and recycling, the Company cuts disposal costs and saves on raw material expenses by reusing scrap materials. These practices enhance the Company's reputation, attracting environmentally conscious customers and investors while mitigating regulatory risks. <u>Negative Implication:</u> Inadequate waste management poses substantial financial risks for the Company. Failure to comply with regulations may lead to significant fines, while inefficient processes inflate operational costs, diminishing profit margins. Poor practices can also damage the Company's reputation, eroding investor confidence and potentially lowering market value.
8	Water Management	Opportunity	Water management presents a strategic opportunity for the Company rooted in environmental responsibility, operational efficiency, and long-term sustainability. The Company acknowledges water as a critical natural resource, the commitment to judicious water usage aligns with emerging global trends and regulatory expectations. Implementing robust water management practices positions the Company to mitigate operational risks associated with water scarcity and contamination, ensuring continuity and resilience. The Company actively takes measures to decrease overall water consumption in all its operations	-	<u>Positive Implication:</u> The Company's strategic focus on water management also translates into tangible financial benefits. By actively reducing overall water consumption and implementing initiatives to enhance water recyclability, the Company can achieve operational cost savings. Additionally, the adoption of water-efficient technologies and practices not only aligns with environmental stewardship but also positions the Company as an innovative industry leader. This, in turn, creates a competitive advantage, attracting environmentally conscious customers and investors while contributing to the Company's long-term viability and profitability.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Human Capital Development	Opportunity	The Company has a diverse workforce covering various specializations and gives high priority to human capital development. The training and management development activities form a part of the continuous process in integrating the organization's needs with the needs of individuals for growth and development. Training development needs are identified through the performance management system, and discussions with head of the departments. Annual training Calendars are prepared, and programs and Workshops are organised periodically. The Company has external training programs wherein the employees get the opportunity to learn through the Management Development Programs through various high skills professionals. The Company also has internal training programs wherein employees are trained from time to time as and when required according to the jobs being undertaken. Training to develop functional skills is given importance. Soft skill training like personality development, communication, teamwork, improving the workplace behavior, planning and organizing, etc., are imparted as a continuous learning process. Individuals are encouraged to learn from the marketplace, customer project sites through site visits and interaction. The Company has a program for inducting fresh engineering graduates through a structured one-year program for Graduate Engineer Trainees. After completion of the program, the individuals are absorbed across different divisions and functions at Isgec. The Company also runs a focused initiative for employees identified as "high potential" to train and prepare them to take over higher responsibilities in their career with the Company. It offers apprentice training programs as part of its commitment to skill development and employee growth. These programs aim to provide skills in various technical disciplines and prepare for future employment in engineering factories.	-	<u>Positive Implication:</u> Human capital development fuels profound financial transformation. Skilled employees drive increased productivity, sharpen competitiveness, and cut turnover costs. Human capital development is a pathway to future excellence - a legacy that extends far beyond financial metrics.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Economic Performance and Market Share	Risk and Opportunity	Risk: Operating in the engineering sector, the Company is susceptible to economic fluctuations, rendering it vulnerable to downturns and market uncertainties. Economic downturns can negatively influence the demand for the products and services. Intense competition requires constant innovation and adaptation to changing market dynamics. The risk is heightened in the context of emerging and disruptive technologies and evolving customer preferences. A proactive approach to market intelligence, product development, and strategic partnerships becomes essential to not only protect but also enhance the Company's market share. Opportunity: Economic performance and market share serve as strategic opportunities for the Company. In favourable economic conditions, the Company can maximise revenue and profitability, using the financial strength to invest in innovation and sustainability. Simultaneously, an increased market share positions the Company as an industry leader, providing economies of scale, enhanced operational efficiency, and greater negotiating power.	The Company maintains a commitment to strengthening relationships with its stakeholders while focusing on enhancing the quality, technology, and competitiveness of its products. The Company has curated a diverse portfolio comprising manufacture of heavy capital goods machinery and equipment. The Company also has extensive capabilities in executing industrial projects on Turnkey basis across chosen product lines. The Company holds a prominent position, ranking either as the top or second in the Indian market in its product lines. The Company's strategic approach includes establishing technical tie-ups (collaboration and joint venture) with reputable companies, particularly in specialised fields such as Air Pollution Control, Process Plant Equipment, Boilers, and Presses. These collaborations empower the Company to provide optimal technical solutions and high-quality products to customers both within India and internationally.	<u>Negative Implication:</u> Economic downturns and a decrease in market share may lead to increased competition and can limit the Company's ability to invest in research and development, hindering long-term growth. Financial challenges may lead to cost-cutting measures, potentially resulting in layoffs or reduced employee benefits, impacting workforce morale and productivity. <u>Positive Implication:</u> A larger market share and robust economic performance often contribute to improved pricing power, expansion opportunities, stakeholder confidence and overall enhanced profitability for the Company.
11	Customer Relationship Management	Opportunity	Customer Relationship Management (CRM) offers Isgec a prime chance to hold up its standing in the market and strengthen ties with clients. In today's cutthroat competitive environment, nurturing enduring relationships with customers can make or break the Company's fortunes. Through engaging with Customers at different levels of the Customer organisation, the Company can unlock invaluable perspectives, boost customer interaction, and customise its solutions to keep pace with changing needs. With this approach we can better understand the need of the customers and offer products more suited to their requirements. This not only reinforces customer allegiance but also boosts brand endorsement, charting a course for enduring expansion and financial viability down the line.	-	<u>Positive Implication:</u> By leveraging insights from Customer interactions, the Company can identify upselling and cross-selling opportunities, thereby boosting sales and revenue generation. Additionally, improved customer relationships fostered through multiple customer engagements both by the Company's service staff at the Customer plant and in technical conferences organised by Isgec alongside participation in Industry specific exhibitions results in positive word-of-mouth referrals and enhanced brand reputation, attracting new customers and further driving financial growth. The Company also conducts customer satisfaction surveys from time to time to engage with Customers.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Biodiversity Management and Land Use	Opportunity	The Company recognises an opportunity in biodiversity management and land-use as strategic imperatives by acknowledging the fundamental importance of preserving biodiversity for a balanced ecosystem.	-	<u>Positive Implication:</u> The dedication to biodiversity preservation ensures long-term sustainability and distinguishes the Company from its competitors. The Company's appeal to environmentally conscious consumers and businesses not only sets it apart but also reduces the legal challenges faced by companies operating in the engineering sector.
13	Corporate Citizenship and Charity	Opportunity	With a strong CSR policy in place, the Company channels its resources into initiatives aimed at uplifting marginalised communities surrounding its plants. From installing rainwater harvesting systems to providing solar energy in schools, the Company's commitment to environmental sustainability and social development shines through. By investing in skills development and rural projects, the Company not only enriches lives but also fortifies its position as a responsible corporate entity dedicated to societal progress.	-	<u>Positive Implication:</u> By investing in the well-being of communities and promoting sustainable development, Isgec strengthens its social license to operate. This, in turn, enhances brand reputation and customer loyalty, potentially leading to increased sales and market share. Moreover, participating in Corporate Social Responsibility activities can attract socially conscious investors and partners, expanding access to capital and fostering long-term financial stability.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

Isgec adheres to a comprehensive set of policies aimed at ensuring effective governance within the Company. These policies are centred around the nine principles delineated in NGRBC (P1 to P9). The Company places significant emphasis on compliance with relevant regulatory and statutory mandates across all its operations. Regular policy reviews are conducted to ensure alignment with evolving regulations, particularly those concerning Environment, Social, and Governance (ESG) standards.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web link of the policies, if available	1. Anti Bribery and Corruption Policy https://www.isgrec.com/pdf/Anti-Bribery-Corruption-Policy.pdf 2. Policy on Materiality of Related Party Transactions and on dealing with Related Part Transactions. https://www.isgrec.com/pdf/PolicyonMaterialityofRelatedPartyTransactionsandondealingwithRelatedPartTransactions.pdf	1. Quality policy https://www.isgrec.com/pdf/CorporateQualityPolicy-Isgec.pdf 2. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php	1. HR Policy https://www.isgrec.com/careers-hr-policy.php 2. POSH Policy https://www.isgrec.com/pdf/POSH-Policy.pdf 3. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php	1. Anti Bribery and Corruption Policy https://www.isgrec.com/pdf/Anti-Bribery-Corruption-Policy.pdf 2. Whistle-blower Policy https://www.isgrec.com/pdf/Whistle-Blower-Policy(Updatedon09.02.2026).pdf 3. Dividend Distribution-Policy-1219.pdf https://www.isgrec.com/pdf/Dividend-Distribution-Policy-1219.pdf 4. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php	1. Whistle-blower Policy https://www.isgrec.com/pdf/Whistle-Blower-Policy(Updatedon09.02.2026).pdf 2. HR Policy https://www.isgrec.com/careers-hr-policy.php 3. POSH Policy https://www.isgrec.com/pdf/POSH-Policy(Updatedon09.02.2026).pdf 4. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php	1. EHS Policy https://www.isgrec.com/pdf/EHS-Policy.pdf 2. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php	1. ESG Policy https://www.isgrec.com/pdf/EnvironmentSocialandGovernancePolicy.pdf 2. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php	1. CSR policy https://www.isgrec.com/pdf/CSR-Policy-12oct.pdf 2. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php 3. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php	1. Archival Policy https://www.isgrec.com/pdf/archivalpolicy11feb2021.pdf 2. Quality policy https://www.isgrec.com/pdf/CorporateQualityPolicy-Isgec.pdf 3. Code of Conduct and Investors policies: https://www.isgrec.com/aboutus-policies-investor.php

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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*	No	No	No	No	No	No	No	No
4. Name the national and international codes/ certifications/ labels/ standards	Quality Management System (ISO 9001:2015) Environmental Management System (ISO 14001:2015) Occupational Health and Safety Management System (ISO 45001:2018) Isgec does not have any codes/ certifications/ labels/ standards in line with principle 4 of the NGR-BCs. However, the Company engages with the community members through community development program carried out specifically around the area of its operations. Isgec does not have any codes/ certifications/ labels/ standards in line with principle 7 of the NGR-BCs. However, the Company engages with the community members through community development program carried out specifically around the area of its operations. Isgec does not have any codes/ certifications/ labels/ standards in line with principle 8 of the NGR-BCs. Isgec does not have any codes/ certifications/ labels/ standards in line with principle 9 of the NGR-BCs. They are ASME U-2, U, S, R Stamp of National Board with 'NB' certification, 'CE' Marking for supply to European Union, IBR Approval, Class 1 fabricator of Fusion welded pressure from Lloyd's Register of Shipping, approval for Liquefiable Gas Containers and license from China safety and quality. These are globally recognized certifications which authenticate quality of the Company's products and in turn instill trust and satisfaction among the Company's customers.								

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The Company has consistently upheld its commitment to environmental, social, and governance (ESG) principles by implementing various initiatives aimed at cultivating a sustainable and responsible business. Through dedicated efforts, the Company has successfully reduced its carbon footprint and minimised resource consumption, underscoring its dedication to environmental stewardship. With a robust foundation in corporate governance, the Company has continuously taken significant steps to enhance employee well-being, cultivating a workplace that prioritizes growth and support. Currently, the Company is focused on defining specific and measurable targets to guide its sustainability efforts in the coming years. As it progresses on this path, the Company remains committed to making a positive impact both within the organization and across the broader community, ensuring a future that is ethical and sustainable.								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	The Company remains dedicated to advancing the initiatives already in place, ensuring continued progress toward sustainability and responsible governance. With a determined focus, it will work diligently to achieve the targets that will be carefully crafted through a process of thoughtful consultation. By embracing a collaborative approach, the Company aims to set meaningful and achievable goals that align with its long-term vision for positive impact and growth.								

*Anti-Bribery and Anti-Corruption Policy of the Company is applicable to its suppliers and other third-party contractors. Other than this, no other policy has its scope extended beyond the employees of the Company.

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 Isgec, business is conducted in accordance with the highest standards of integrity, accountability, and responsibility. The Company maintains a zero-tolerance approach towards unethical practices and reported no instances of conflict of interest during the financial year. Its Anti-Bribery and Corruption Policy continues to guide conduct across operations and stakeholder interactions.

The health, safety, and well-being of employees and workers remain a key priority for the Company. Clear health and safety objectives have been established and are reviewed periodically to monitor progress and drive continuous improvement. All permanent employees are covered under health and accident insurance, while both employees and workers have access to non-occupational healthcare services, supporting their overall well-being.

The Company is actively increasing its share of renewable and green energy through rooftop solar generation, green power procurement, and long-term renewable energy agreements. It has installed 2,050 kWp of rooftop solar capacity at its Yamuna Nagar unit and 1,000 kWp at its Rattangarh unit, generating approximately 33,92,160 units of green energy during the year. In addition, approximately 4,36,000 units of green power were procured through the Indian Energy Exchange (IEX). Further, the Company has signed a Power Purchase Agreement (PPA) for 7 MWp of solar power for its Yamuna Nagar plant, with an expected annual generation of approximately 98 lakh units. These initiatives are helping increase the share of renewable energy in the Company's energy mix while reducing power costs, reliance on conventional energy sources, and its overall carbon footprint.

The Company continues to integrate circular economy principles into its operations. During the financial year, resource efficiency measures included the in-house recycling of approximately 1,500 MT of iron scrap. Additionally, around 55 MT of old sheets and structures recovered from scrap were reused to develop approximately 1,125 sq. m. of area for the main store and car parking, resulting in cost savings and promoting the efficient utilization of resources.

While significant progress has been made, challenges remain in accelerating decarbonisation, expanding renewable energy adoption, and enhancing process efficiencies across a diversified manufacturing footprint. The Company is addressing these challenges through continued investments in cleaner technologies, energy-efficient systems, and operational improvements. diversified technologies, energy-efficient systems, and operational improvements.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.

At the highest level, the Board of Directors, Key Managerial Personnel (KMPs), and the CSR Committee are responsible for driving, overseeing, and periodically assessing the Company's business responsibility and sustainability performance.

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.

No. There is no specified committee of the Board. The implementation of policies is to be reviewed by the Management and by the Internal Audit Department.



10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action										Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances										Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly

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.

No assessment/ evaluation of Company Policies has been conducted by any external agency.

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

All principles are covered under relevant policies. The Company has ensured that all the policies that have been formulated are in compliance with all applicable laws. These policies are reviewed by the Managing Director/Joint Managing Directors as and when necessary or whenever there is any amendment in any applicable law.

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

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

The Company is dedicated to maintaining the highest standards of integrity and ethical conduct across all facets of its operations. In accordance with Regulation 17(5) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, it has established a robust Code of Conduct applicable to the Board of Directors and Senior Management. This Code outlines the expected standards of behaviour, reinforces compliance with applicable laws and regulations, and strictly prohibits conflicts of interest, ensuring that the Company’s interests are always prioritized.

To further strengthen its governance framework, the Company has instituted a Vigil Mechanism and Whistleblower Policy. This mechanism enables Directors, employees, stakeholders, and their representatives to confidentially report genuine concerns, unethical practices, or any suspected leakage of unpublished price-sensitive information. The Audit Committee is responsible for monitoring and ensuring the effective implementation of this policy. For further details, please refer to the responses provided below:

Essential Indicators

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

The Company regularly conducts various training programs for all its employees at various levels. The detailed information on the number and type of trainings imparted is provided below in the standard format:

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	P5 – Human Rights Policy & Procedure for Resolution of Human Rights	12.5%
Key Managerial Personnel (KMP)	1	P1 – Ethics, Integrity & Governance • Aarohan-HI POT Leadership Programme	50.0%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	648	P1 – Ethics, Integrity & Governance • Code of conduct • Organisational values and induction programs • PMS and leadership development • Communication and problem-solving • Finance and labour laws • POSH • ISO/QMS and audit trainings • Compliance systems (SAP/workflows) P2 – Sustainable & Safe Products / Services • Engineering design and tools (AutoCAD, PV Elite, CEASAR II) • Product systems (boilers, turbines, pressure vessels) • Machining, CNC/PLC, hydraulics • Metallurgy, casting, welding • Inspection (NDT/DT) and testing • Commissioning and maintenance P3 – Employee Well-being • HSE and first aid • Fire safety • Machine/material handling safety • PPE and emergency response • Risk analysis • Resilience and stress management P4 – Stakeholder Engagement • Stakeholder management • Project planning • Communication and teamwork • Customer and site management • Inventory and operations coordination P5 – Human Rights • Code of conduct • POSH • Women's safety • Labour laws • Behavioural safety P6 – Environment Protection • ISO 14001 and EHS systems • Energy conservation • Emissions control systems (ESP, WFGD) • Chemical handling • CPCB/CEMS compliance • Boiler efficiency and water treatment • Risk/aspect analysis P7 – Responsible Policy Advocacy • CPCB and IBR frameworks • ISO/QMS audits • ASME codes • Client specifications • Labour laws P8 – Inclusive Growth • Technical and vocational skills • Sectoral learning (engineering, sugar, distillery) • Site exposure (SAIL, IOCL, GAIL) • Operations and manufacturing improvement P9 – Consumer Value & Responsibility • Customer centricity • Quality systems and audits • Inspection and testing • Surface finish and packaging • Project and customer management	84.6%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes
Workers	204	P1 – Ethics, Integrity & Governance • Labour Laws on Labour Day • Policy & Procedure for Resolution of Human Rights • POSH Act • POSH Awareness P2 – Sustainable & Safe Products / Services • Client Specification PED • Basics of Engineering Drawing • Drawing Reading • Dimension Inspection • Destructive Test • Measuring Instruments • Testing of Raw Materials • Visual Inspection • Surface Finish • Surface Finish Benefits • Fillet Size Calculation • Cutting Tools & Parameters • Cutting Tools Types • CNC Programming • CNC / PLC Troubleshooting Oi-MD • PLC Programming • PLC Motion Programming • Electric Control Panel • Electric Motor • Type of Welding & Welding Procedure Qualification • Recent Welding Rework & Corrective Measures • Troubleshooting of Welding Rectifier & Saw Machine • Packaging Method • Loading of Material • Assembly of Crown • Assembly of Die Cushion • Assembly of Slide Adjustment P3 – Employee Well-being • Awareness Program from Vidal Health Care • Behaviour Based Safety • Health & Safety Awareness • Electrical Safety • EHS Legal Requirement • Emergency Preparedness & Response Plan • Fire Extinguisher Use • Fire Fighting • Fire Fighting Basics • Fire Hydrant System • Fire Safety • PPE Importance • Respiratory Protection • Road Safety • Road Safety Awareness Program • Scaffolding Safety • Workplace Safety Steps • Women's Safety • EOT Crane Safety • Lifting Tools & Tackle Safety during Material Handling • Material Handling Safety • Material Handling Safety by EOT Crane • Storage & Handling of Chemical & Gas Cylinder P4 – Stakeholder Engagement • Awareness Program from Vidal Health Care • Labour Laws on Labour Day • POSH Awareness • Women's Safety	80.2%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes
Workers	204	- Client Specification PED P5 – Human Rights - Policy & Procedure for Resolution of Human Rights - POSH Act - POSH Awareness - Labour Laws on Labour Day - Women's Safety P6 – Environment Protection 5S Implementation 5S Principle - Housekeeping Implementation - Machine Cleaning - Energy Conservation - Furnace Operation - Furnace Lining - Band Roll & Furnace Operation - Melting & Pouring - Full Mould Process - Gating System - Methoding - Casting Defects - Casting Defect & Core Assembly - Core Assembly - Fettling & Dressing - Pattern Making & Casting Defects - Pattern Finishing - Surface Grinding - Material Handling - Storage & Handling of Chemical & Gas Cylinder - Gas Cutting Process & Safety P7 – Responsible Policy Advocacy - EHS Legal Requirement - Labour Laws on Labour Day - Policy & Procedure for Resolution of Human Rights; POSH Act; Client Specification PED P8 – Inclusive Growth - Awareness Program from Vidal Health Care Labour Laws on Labour Day - POSH Awareness - Women's Safety - Human Rights Policy & Procedure P9 – Consumer Value & Responsibility - Client Specification PED - Basics of Engineering Drawing - Drawing Reading - Dimension Inspection - Destructive Test - Testing of Raw Materials - Visual Inspection - Measuring Instruments - Surface Finish - Surface Finish Benefits - Type of Welding & Welding Procedure Qualification - Recent Welding Rework & Corrective Measures - Packaging Method - Quality-related technical training	80.2%

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

The Company incurred monetary fines or penalties during FY 2025-26.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	Deputy Excise and Taxation Commissioner, Department of Excise and Taxation, Jagadhari, Ambala, Haryana	Imposition of penalty of Rs.23,87,276/-, which includes Rs. 11,87,053 IGST, and Rs. 6,00,112 each for CGST and SGST.	The order received on August 07, 2025, w.r.t. Input Tax Credit claimed but disallowed by Authority	No appeal is necessary, as the order has been issued for dropping the proceedings against the Company.
		Office of the Commissioner of Customs & Central Tax	Imposition of Penalty: Rs.31,05,617/- Interest: Rs.8,94,401/-	The order received on December 08, 2025, w.r.t. Input Tax Credit claimed in contravention to Rule 36(4) of the CGST Rules, 2017.	No. The Appeal in respect of this adverse Appellate Order is yet to be filed before GSTAT.
		State Tax Officer (1), Enforcement, Div-6, Vadodara under State GST Act.	Imposition of: Penalty: Rs.24,58,323/- Interest: Rs.29,71,405/-	The order received on December 15, 2025, w.r.t. The State Tax Officer, State Tax levied tax demand of Rs.24,58,323/- alleging Ineligible Input Tax Credit claimed from cancelled taxpayers, non-genuine and non-existent taxpayers and return defaulters as per Section 16(2) of the CGST Act	Yes. The Company has filed an appeal as per acknowledgement no: AD 240326021042 T dated 17-03-2026, against the demand notice received from the department.

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred? (Yes/No)
		Amount (in INR)	Brief of the Case	
	Joint Commissioner of Central Tax & Central Excise, Bengaluru East Commissionerate, Bengaluru.	Imposition of Penalty of Rs.13,67,16,445/-	The order received on December 30, 2025, w.r.t. The Joint Commissioner, Central Tax & Central Excise levied tax demand of Rs.6,27,80,982/- alleging to declare discharge the GST liability on the advance received for the supply of services in statutory returns and failed to discharge the GST liability on the advances received for the supply of services as per Section 7 4(9) of the CGST Act.	Yes. The Company has filed an appeal as per acknowledgement no: AD290326059427 dated 27-03-2026, against the demand notice received from the department.
	Assistant Commissioner (C. Tax), East Division 3, Bangalore East Commissionerate	Imposition of Penalty of Rs.17,33, 779 /-	The order received on December 30, 2025, w.r.t. the Assistant Commissioner of Central Tax, Bengaluru, has passed an order raising a tax demand of Rs. 1,73,37,786/- and a penalty of Rs. 17,33,779/- . The demand has been raised on the grounds that the reconciliation reported in Column 12F of GSTR-9C was not found acceptable by the department, resulting in the issuance of this order.	Yes. The Company has filed an appeal as per acknowledgement no: AD2903260592017dated 27-03-2026, against the demand notice received from the department.
	Superintendent, CGST, Raipur	Imposition of penalty of Rs.1,29,351/-	The order received on December 31, 2025, w.r.t., The Superintendent, CGST, Raipur levied tax demand of Rs.12,93,512/- alleging inadmissible Input Tax Credit wrongly availed and utilized as per Section 73(1) of the CGST Act.	Yes. The Company has filed an appeal as per acknowledgement no: AD220326006925A dated 25-03-2026, against the demand notice received from the department.

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred? (Yes/No)
		Amount (in INR)	Brief of the Case	
	Assistant Commissioner (C. Tax), East Division 3, Bangalore East Commissionerate	Imposition of Penalty Rs.1,56,49,425/-	The order received on December 31, 2025, from the Assistant Commissioner of Central Tax, Bengaluru, has passed an order raising a tax demand of Rs.58,28,379/- , and a penalty of Rs.1,56,49,425/- The demand has been raised on the grounds that of ITC claim where suppliers fail to file GSTR-3B during Audit period	Yes. The Company has filed an appeal as per acknowledgement no: AD 290326053077Y, AD2903260533607 & AD290326053986H dated 26-03-2026, against the demand notice received from the department.
	Assistant Commissioner (C. Tax), East Division 3, Bangalore East Commissionerate	Imposition of Penalty of Rs.1,71,116/-	The order received on December 31, 2025, w.r.t., the Assistant Commissioner of Central Tax, Bengaluru, has passed an order raising a demand of penalty of Rs.1,71,116/-. This penalty demand is on account of Taxes already paid without any interest and penalty.	Yes. The Company has filed an appeal as per acknowledgement no: AD290326046816P dated 24-03-2026, against the demand notice received from the department.
	Assistant Commissioner (Central Tax Division), 1572/A, 1st Floor, Court Road, Jagadhri, Distt. Yamunanagar-135003	Confirmation of Demand of Rs.15,95,700/- and Imposition of Penalty of Rs.15,95,700/- with Interest.	The order received on January 07, 2026, w.r.t., The department has alleged that Input Tax Credit was wrongly availed on the invoice: raised by Supplier.	Yes. Appeal filed before The Commissioner (Appeal), CGST, Panchkula. With Acknowledgement no. AD060326016170N dated 24-03-2026.
	Assistant Commissioner or GSTO, Ward 62, Zone 5, Delhi	Imposition of Penalty of Rs.60,518	The order received on December 12, 2025, w.r.t., Alleging Ineligible Input Tax Credit claimed from cancelled dealers, return defaulters & non-taxpayers as per Section 16(2) of the CGST Act.	Yes. The Company has filed an appeal as per acknowledgement no: -AD0703260332295 dated 26-03-2026, against the demand notice received from the department.

		Monetary			
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)	
	Indian Customs (Air Cargo Complex, Sahar, Mumbai)	A fine of Rs.5,000 was imposed during the assessment of the Bill of Entry	The order received on December 12, 2025, w.r.t., Late filing of Customs Bill of Entry.	No. It is late filing fee. Importer has to file Bill of Entry for customs clearance of import consignment latest by the date of arrival of aircraft at the Indian airport. There can be delay in filing Bill of Entry for various reasons such as delay in receipt of documents from foreign suppliers. As an administrative measure, Government levies fine of Rs.5,000 per day if the Bill of Entry is not filed on time. This is neither a penalty nor a fine. This is "late fee charge". There is no violation either. There is no provision for filing Appeal / Revision.	
	Chief Judicial Magistrate, Rewari, Haryana	Fine of Rs.10,000/- deposited in CJM Court – Rewari, Haryana on 25.08.2025	The order received on August 08, 2025, w.r.t., Safety violation under Factory Act	No.	
	Labour Department / Lok Adalat, Nagpur, MH.	Fine of Rs.7,150/-	The order received on March 14, 2026, w.r.t., EPC Project: Violation of Payment of Wages Act for Contract Worker at EPC Project Site of M/s. MAHAGENCO - Koradi, Nagpur, MH (O&M Project)	No. Case has been closed in Lok Adalat at Saoner court. Challan amount has been paid by Vendor same is attached for your reference. Labour payment of O&M workers was delayed due to some reason at site. Ensured labour payment between 7-10th of every month. Same is continued till last month.	
Settlement	None	-	0	-	No
Compounding fee	None	-	0	-	No

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	None	-	-	No	
Punishment	None	-	-	No	

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.

Information pertaining to whether an appeal has been referred or not, has been provided in the table above.

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

The Company has an anti-bribery and corruption policy. This policy aims to ensure that all business dealings are conducted in compliance with applicable laws and following high standards of professionalism, fairness and integrity.

The policy can be accessed from the following link:

<https://www.lsgec.com/pdf/Anti-Bribery-Corruption-Policy.pdf>

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

There have been no instances of disciplinary action taken against Directors, Key Managerial Personnel (KMP), or employees/ workers at Lsgec regarding corruption and bribery.

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints about conflict of interest.

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
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.

Since there were no complaints against the Board of Directors, KMPs, senior management employees and other employees of the Company, no corrective action was needed to be taken on cases of corruption and conflict of interest.

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

No. of days of accounts payables	FY 2025-26	FY 2024-25
	109.2	115.9

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are made from	No purchases from trading houses	No purchases from trading houses
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of sales	a. Sales to dealers / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made	The Company does not involve in any sales to dealers	The Company does not involve in any sales to dealers
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.2%	2.6%
	b. Sales (Sales to related parties / Total Sales)	0.7%	0.9%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.1%	97.6%
	d. Investments (Investments in related parties / Total Investments made)	78.2%	65.8%

Leadership Indicators

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

Isgec works with well-known, reliable suppliers for sourcing raw materials and equipment. It also partners with MSME suppliers and construction & erection contractors. The vendor selection process emphasizes collaborating with companies that maintain high standards of quality, health, and safety, and comply fully with all relevant laws and regulations.

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
1914	P3 - Employee Well-being* • Working at height • Confined Space • Scaffolding • Lifting Safety • First Aid • Electrical Safety • Fire Safety • Emergency preparedness • Hazard Identification & risk Assessment	85.0%

*Note: Training was given to employees of contractors.

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

The Company maintains a Code of Conduct that applies to its Board of Directors and senior management employees. This Code includes provisions on conflicts of interest, clearly defining the criteria for such conflicts. It requires Directors and senior management to disclose any external business interests that could potentially conflict with their personal interests or the interests of the Company. Every Director and Member of Senior Management must avoid any situation in which there is an actual or apparent conflict of interest that could interfere or could be perceived to interfere with the Director's or Member of Senior Management's judgment in making decisions in the Company's best interests.

PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Isgec excels in the design and manufacture of bespoke engineering solutions, meticulously tailored to align with specific client requirements. Each product is engineered with precision, incorporating advanced features that ensure superior quality, operational safety, user-friendliness, ease of maintenance, energy efficiency, and long-term durability.

To uphold its commitment to excellence, the Company enforces rigorous quality control and inspection protocols at every stage of production. These systems are designed not only to guarantee the safety and reliability of its offerings but also to ensure their performance and sustainability throughout their operational lifecycle.

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impact
R&D	-	-	-
Capex	0.7%	0	PNG Connection with Field Regulating Station (FRS) and Metering and Regulating Station (MRS) for environmental emission reduction. And Heat Transfer Fluid Furnace (HTF) upgradation for cleaner fuel as PNG. Stop usage of Asbestos sheet and start usage of Metal sheet for social and environment impact reduction.

Note: The Company continuously works on improving designs and technology of its products and value engineering to make its products competitive and value for money. It also has strategic tie-ups and technical collaboration with some of the leading foreign manufacturers for specific products for the Indian market.

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

Isgec is actively advancing its sustainable procurement practices by implementing structured sourcing procedures for all purchases. Prior to engaging with suppliers, the Company conducts comprehensive evaluations through a detailed vendor assessment framework. This process rigorously reviews supplier performance, with particular emphasis on environmental stewardship and social responsibility, ensuring alignment with Isgec's ethical and operational standards before formal onboarding.

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

NA

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

(a) Plastics (including packaging): Isgec's primary customers are some of the leading companies in the industry. The Company supplies heavy machinery for these companies and sells both nationally and internationally. The products manufactured by the Company have a longer life cycle ranging even up to 25-30 years.

The plastic used by the Company in packaging is mostly the reused component of the packaging material from suppliers supplying raw materials, thus reducing the need for virgin plastic and reducing the environmental footprint.

(b) E-waste: The Company does not manufacture and sell any product which falls under the electronics category.

(c) Hazardous waste: The Company does not manufacture and sell any product which falls under the hazardous category.

(d) Other waste: Isgec stands as a prominent supplier of heavy machinery to leading industry entities, serving markets domestically and abroad. Renowned for their longevity, Isgec's products endure for 25-30 years. In packaging practices, the Company champions sustainability by primarily employing recycled wood, sourced from suppliers of raw materials.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Extended Producer Responsibility (EPR) provisions of the Environment Protection Act 1986, read with different rules made thereunder, is not applicable to the Company.

Leadership Indicators

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

Type of Waste	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)	0	0	19.5	0	5068.5	0
E-waste	0	0	0	0	4.3	0
Hazardous waste (used oil & battery)	0	0	0	0	23.7	0
Other waste (wood)	0	5090.0	0	38.5	0	0

PRINCIPLE 3 - BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Isgec places the highest priority on the health and well-being of its employees and workers. Every permanent employee is fully covered by health and accident insurance, ensuring comprehensive protection. The workplace is designed to be inclusive, featuring wheelchair ramps, braille signage, accessible restrooms, and digital accessibility wherever possible to enhance ease of access for all. Various grievance redressal committees are in place to address concerns and foster a supportive work environment. Additionally, the Company is certified with ISO 45001, underscoring its commitment to occupational health and safety standards.

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male*	2,857	2,856	99.96%	2,857	100%	0	0	0	0	0	0
Female	104	104	100%	104	100%	79	75.96%	0	0	0	0
Total	2,961	2,960	99.97%	2,961	100%	79	2.67%	0	0	0	0
OTHER THAN PERMANENT EMPLOYEES											
Male**	655	655	100%	655	100%	0	0	0	0	0	0
Female	13	13	100%	13	100%	12	92.31%	0	0	0	0
Total	668	668	100%	668	100%	12	1.80%	0	0	0	0

*One of the Company's employees has requested not to be covered under the GMC Policy, as he is already covered under his spouse's medical insurance policy. He has informed that in case he opts for the company's GMC policy, he will be excluded from his spouse's policy coverage.

**Providing Medical allowance to the workers for taking the Medical policy

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

% Of workers covered by											
Category	Total (A)	Health insurance**		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male**	435	435	100%	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	435	435	100%	0	0	0	0	0	0	0	0
OTHER THAN PERMANENT WORKERS											
Male	15	0	0	15	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	15	0	0	15	100%	0	0	0	0	0	0

**The Company offers an option to employees and workers to enrol in a group Medici claim policy arranged by the Company on attractive rates and terms. The above table has been prepared accordingly.

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.2%	0.1%

2. Details of retirement benefits for the current and previous financial year

The Company places strong emphasis on the long-term financial security of its employees by providing a robust framework of retirement benefits. These initiatives are intended to offer stability and reassurance, allowing employees to plan for the future with confidence and transition into retirement with dignity and security. This approach underscores Isgec's continued commitment to supporting its workforce not only during their active service but also in the years beyond.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted and deposited with the authority (Yes/No/N.A.)	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted and deposited with the authority (Yes/No/N.A.)
PF*	90.5%	100%	Yes	89.9%	100%	Yes
Gratuity*	100%	100%	Yes	89.8%	100%	Yes
ESI	0.2%	6.7%	Yes	0.2%	0.2%	Yes
Others-Leave Encashment**	100%	100%	NA	100%	100%	NA
Others-NPS	6.4%	0%	Yes	10.4%	0	Yes

*321 other than permanent employees are not covered

**All employees are eligible for leave encashment. However, if the question pertains to how many employees have actually availed the benefit, the percentage may vary.

3. Accessibility of workplaces

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

Yes.

The Company remains strongly committed to creating an inclusive workplace where individuals of all abilities are valued, respected and supported. It maintains a zero-tolerance stance toward discrimination on the basis of disability, a principle that is reflected in the diverse composition of its workforce. To promote equal access and participation, the company's offices and facilities are designed in line with universal accessibility standards, incorporating features such as ramps and other enabling infrastructure to ensure ease of movement and a safe, welcoming environment for all employees, regardless of physical ability.

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

Yes.

Isgec implements a comprehensive Human Resource policy that is applied consistently to all existing and prospective employees. Central to this policy is the company's commitment to non-discrimination, ensuring that every individual is treated with fairness, dignity and respect, irrespective of race, religion, colour, gender, age or social background. All forms of discriminatory practices, including those related to recruitment and selection, are strictly prohibited, reinforcing the Company's resolve to maintain an equitable and inclusive workplace.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes.
Other than Permanent Employees	The Company considers timely and effective grievance redressal to be fundamental to fostering trust, transparency and a positive work environment for employees and workers. To this end, a structured mechanism is in place across offices and plants, under which employees and workers are encouraged to raise their concerns with their respective business or team heads.
Permanent Workers	Necessary corrective actions are initiated at this level and where concerns remain unresolved or the complainant is not satisfied with the outcome, matters may be taken to the Human Resource Head for further review and resolution.
Other than Permanent Workers	In addition to this defined grievance redressal process, the Company has instituted a comprehensive framework of statutory and non-statutory committees and mechanisms to safeguard employee welfare, promote workplace harmony and enhance operational efficiency. These include the Works Committee, Grievance Redressal Committee, Safety Committee, Canteen Committee, and the implementation of Industrial Standing Orders. The Company also recognizes the role of a Registered Trade Union, where applicable, in facilitating constructive dialogue between management and workers. Further, Complaint and Suggestion Boxes are provided at workplaces to enable employees and workers to share concerns or suggestions confidentially and without hesitation. Collectively, these committees, policies and forums ensure that employee voices are heard, concerns are addressed fairly and transparently, and a safe, inclusive and supportive work environment is consistently maintained, reinforcing the Company's commitment to employee well-being and engagement.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2,961	0	0	2,662	0	0
- Male	2,857	0	0	2,595	0	0
- Female	104	0	0	67	0	0
Total Permanent Workers	435	387	89.0%	427	421	98.6%
- Male	435	387	89.0%	427	421	98.6%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health & safety/ wellness measures		On skill upgradation		Total (D)	On health and safety measures / wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
EMPLOYEES										
Male	3,512	2,136	60.8%	2,949	84.0%	3,264	1,072	32.8%	2,272	69.6%
Female	117	38	32.5%	90	76.9%	74	21	28.4%	68	91.9%
Total	3,629	2,174	59.9%	3,039	83.7%	3,338	1,093	32.7%	2,340	70.1%
WORKERS										
Male	450	300	66.7%	430	95.6%	427	366	85.7%	339	79.3%
Female	0	0	0	0	0	0	0	0	0	0
Total	450	300	66.7%	430	95.6%	427	366	85.7%	339	79.3%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	3,512	3,046	86.7%	3,264	2,775	85.0%
Female	117	75	64.1%	74	58	78.4%
Total	3,629	3,121	86.0%	3,338	2,833	84.9%
WORKERS						
Male	450	450	100%	427	427	100%
Female	0	0	0	0	0	0
Total	450	450	100%	427	427	100%

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

Isgec's operations are certified with ISO 45001:2018 and ISO 14001:2015, reflecting its commitment to a robust and structured Environment, Health and Safety (EHS) Management System. The EHS framework is independently certified by DNV for manufacturing operations, covering all manufacturing processes, essential services, storage, and internal material transportation, while project-related activities are certified by Lloyd's Register Quality Assurance.

The certification scope encompasses the installation and commissioning of boilers and power plants, process plants, air pollution control systems, sugar machinery, and material handling equipment, along with associated site operations across India. To drive continual improvement, Isgec conducts periodic internal audits and regular third-party surveillance audits to assess system performance and compliance. Feedback and observations gathered from workers, employees, and supervisory personnel during these audits are systematically reviewed and integrated into the EHS processes, ensuring ongoing strengthening and effectiveness of the management system.

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

Isgec follows a structured and practical approach to hazard identification, risk assessment, and safety management across both routine and non-routine operations. For routine activities, hazards are systematically identified through Hazard Identification and Risk Assessment (HIRA), supported by regular safety inspections and intershop safety patrolling to proactively identify unsafe conditions. These measures are reinforced through routine safety inspections carried out by

supervisory and EHS teams, ensuring continuous monitoring and control at the operational level.

For non-routine and higher-risk activities, Isgec implements a more rigorous risk management framework. Job Safety Analysis (JSA) is undertaken to assess task-specific risks, and a formal Permit to Work (PTW) system is applied for all routine and non-routine activities to ensure that hazards are evaluated and control measures are verified prior to work execution. This process is complemented by pre-job discussions and clear communication of safety requirements to all involved personnel.

Strengthened safety governance and capability development through membership of the National Safety Council (India), facilitating adoption of industry best practices and continuous improvement in workplace health and safety performance.

The effectiveness of these practices is periodically evaluated through internal safety audits conducted in line with ISO 14001 and ISO 45001 requirements. Audit findings and observations from inspections, patrolling, and workforce feedback are systematically reviewed to identify gaps and improvement opportunities. Through the combined application of hazard assessments, permit systems, inspections, and audits, Isgec ensures consistent implementation of safety controls while continually strengthening its EHS management practices.

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

Isgec actively promotes workmen participation in safety management through structured Safety Committee meetings, providing a formal platform for employees and workers to raise safety concerns and share observations from the workplace. Issues and hazards highlighted during these interactions are assigned to the relevant incharges, who are accountable for ensuring timely closure of actions and elimination of risks to prevent accidents.

In parallel, Isgec's EHS Policy clearly empowers all employees and workmen to report work-related hazards and withdraw from situations they consider unsafe, without fear of reprisal. This reinforces a strong safety culture where protection of life and health takes priority over operational considerations. Before the commencement of any activity, workers are briefed on the associated risks and required precautions, ensuring clarity and preparedness at the outset.

A structured hazard reporting and escalation mechanism is in place to address safety concerns effectively. Workers are encouraged to first report hazards to their immediate supervisors, with provisions for further escalation through the site leadership hierarchy, including the Site Incharge, Construction Manager, and EHS team, where necessary. To enable swift response during emergencies, emergency contact details and information on responsible personnel are prominently displayed at accessible locations across sites. Work areas are classified based on risk levels, and safety personnel are deployed accordingly to ensure adequate supervision of high-risk activities. Most sites are additionally supported by emergency response arrangements, including access to ambulances or equivalent medical facilities, to manage health and safety incidents promptly.

Together, these practices ensure that workers are not only encouraged to actively participate in safety management but are also supported through clear processes, defined responsibilities, and emergency preparedness, enabling them to safeguard themselves and others from unsafe conditions.

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

Yes, employees and workers have access to non-occupational medical and healthcare services. The Company has arrangements with reputed healthcare providers such as Apollo, HCL Healthcare, ICARE, and other multi-specialty clinics, enabling employees to avail medical consultations and health check-ups at concessional rates. At the Yamunanagar plant, in-house medical facilities including a dispensary and health centre are available for employees, workers, and their families. Regular health check-up camps are also conducted to promote overall well-being.

These provisions ensure that employees and workers have adequate access to both preventive and emergency healthcare services beyond occupational requirements. At project sites, basic healthcare support is ensured through first aid facilities, ambulance availability, and tie-ups with nearby multi-specialty hospitals for emergency and medical needs.

11. Details of safety related incidents

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.057	0
	Workers	0	0
Total recordable work-related injuries	Employees	2	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
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.

Isgec treats health and safety as a core organizational value and integrates it comprehensively across all activities and operations. Risk assessments are conducted for all routine and nonroutine activities, with additional control measures implemented wherever required to mitigate identified risks. For nonroutine activities, Job Safety Analysis (JSA) and a formal Permit to Work system are mandatorily applied to ensure that hazards are assessed in advance and appropriate safeguards are in place before work commencement. Safe Operating Procedures and detailed work instructions are established for all operations, providing clear guidance on safe methods of working.

To build and sustain competence, Isgec ensures that safety training is imparted to all employees and workers, covering job-specific hazards, control measures, and safe work practices. Compliance with legal requirements, internal procedures, and safety guidelines is monitored through periodic inspections, internal audits, and external audits. Workmen participation in safety management is actively encouraged through Plant Central Safety team meetings, enabling employees to contribute to hazard identification and improvement initiatives. One-point lessons and regular toolbox talks are circulated and conducted on the shop floor to reinforce critical safety messages and promote continuous awareness.

Clear health and safety objectives and targets are defined and reviewed periodically to drive measurable improvement. Employees are encouraged to report all near-miss incidents and accidents, which are systematically investigated to identify root causes and prevent recurrence. Safety information, including posters and standard operating procedures, is prominently displayed at workplaces to reinforce safe behavior. Isgec also promotes a positive safety culture through motivational programs, recognizing and rewarding good safety practices and performance.

Contractor safety is managed through a structured Contractor Safety Management System, ensuring that contractors' workmen are subject to the same safety standards and controls as direct employees. In addition, periodic health checkups are conducted for employees to monitor occupational health risks and support overall wellbeing. Collectively, these measures enable the Company to maintain a proactive, participative, and continually improving safety management framework.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

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

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

Isgec follows a structured and responsive approach to incident prevention and risk mitigation, aligned with the requirements of ISO 45001. Hazard Identification and Risk Assessments (HIRA), along with associated operational control procedures, are periodically reviewed to ensure their continued relevance and effectiveness. Where gaps or recurring trends are identified, additional control measures are introduced to strengthen risk management.

Engineering controls are systematically implemented to eliminate or reduce the likelihood of recurrence of similar incidents. For example, risk assessments have identified activities such as working at height and material handling as key safety concerns. To manage workatheight risks, Isgec deploys certified scaffolding systems, aerial work platforms, and fixed lifelines, supported by mandatory use of full-body harnesses. All work-at-height activities are governed by a dedicated Permit to Work system, ensuring prior risk assessment, authorization, and compliance with defined safety controls.

Similarly, material handling activities are managed through detailed lifting plans that consider load characteristics, equipment capacity, and site conditions. Critical lifting operations are carried out under competent supervision and controlled through a Lifting Permit to Work system, which includes mandatory pre-lift checks and verification of safety arrangements before execution.

Incidents and near-miss events are formally communicated and shared with all relevant stakeholders to promote learning across the organization. This structured dissemination of information, combined with regular reviews and strengthened engineering controls, reinforces a culture of transparency, proactive risk mitigation, regulatory compliance, and continual improvement in workplace safety.

During the reporting year, the Company further strengthened its commitment to a Zero Harm workplace through leadership-driven EHS governance, Life Saving Rules, critical control verification programmes and focused management of high-risk activities. During the year, over 7,400 employees and contractors participated in National Safety Week initiatives, while more than 1,200 individuals were engaged through Electrical Safety Week and World Environment Day activities. Safety performance and accountability were further enhanced through 18+ leadership safety visits, IMS internal audits covering 49 project sites, implementation of a Contractor EHS Scorecard Framework, establishment of the EHS Connect platform, and the launch of a Digital EHS Transformation Programme. The Company also strengthened workforce capability through targeted safety training, enhanced emergency preparedness through regular mock drills and first-aid initiatives and leveraged its membership of the National Safety Council (India) to drive the adoption of industry best practices and continuous improvement in workplace health and safety performance.

Leadership Indicators

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

The Company has established provisions for a compensatory package in the event of the death of an employee or worker, as outlined below:

- I. **Death Relief Scheme:** Financial assistance is provided to the family of a deceased employee or worker in the event of death during active service, offering immediate support during a difficult period.

II. Statutory Benefit under the Provident Fund Scheme: Benefits are extended in accordance with the Employees' Death Linked Insurance (EDLI) scheme, as prescribed under applicable statutory regulations.

III. Gratuity Insurance Benefit: An amount equivalent to the gratuity payable is disbursed to the nominee or legal heir in the event of the employee's death. This amount is calculated as if the employee had continued in service until the normal age of retirement.

These provisions reflect the Company's commitment to providing financial security and support to employees' families during unforeseen circumstances.

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

Isgec engages with suppliers which are GST registered companies and periodically reviews on the portal if GST dues have been paid to the authority on time. In case of any discrepancy found, supplier payment is held back by the Company until compliance is ensured. Similarly, company ensures that PF and ESI contributions for workers/employees engaged through contractors are deposited on time.

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

	Total Number of affected employees / workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Employees	0	-	0	-
Workers	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).

No. Staff/Workers in the past few years have never been made redundant or asked to leave.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices*	100%
Working Conditions*	100%

***Note:** 100% of contractors for projects Business.

PRINCIPLE 4 - BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

The Company maintains active engagement with both internal and external stakeholders across its value chain to gain a comprehensive understanding of their expectations and priorities. Recognising the importance of continuous dialogue, the Company considers stakeholder interaction a critical driver of sustainable business growth and a key contributor to long-term value creation.

Essential Indicators

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

Isgec recognises the crucial role of all stakeholders in driving the Company's sustainable growth. It identifies as stakeholders those individuals and institutions that significantly influence or are affected by the Company's business. Further, Isgec has identified shareholders, banks, the stock exchange of India, directors, employees, customers, and suppliers as its primary internal and external stakeholders.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders/ Bankers Consortium meeting	No	Annual General Meeting, Quarterly Investor Calls, Investor presentation on website, Consortium meeting with Banks	Quarterly / Annually / periodically	To update about Company's business position
Employees	No	Periodic emails, intranet, social media groups, Virtual Meetings, In house magazine "Isgec Alive"	On a regular basis	Employees are one of the major drivers for the success of Isgec. The Company believes that regular interaction with employees boosts their morale and motivates them. The interaction helps in increasing retention of talent.
Workers	No	Tool Box Talks, Safety Committee Meetings, Notice Boards, Training Programmes, Suggestion Boxes	On a regular basis	The Company regularly engages with workers to promote a safe, healthy and inclusive workplace. Engagement focuses on occupational health and safety, working conditions, welfare measures, skill development and awareness on Company policies and procedures. Feedback received from workers is considered to improve workplace practices and enhance employee well-being and productivity.
Directors	No	Email, telecalls, Board Meetings	On a regular basis	To keep them informed/updated on the Company's activities and take inputs from them on policies/growth plans.
Customers, Suppliers and Service Providers	No	Email, telecalls, Customer Meets, Supplier Meets, participation in Trade Shows and Exhibitions, Social Media Posts	On a regular basis	The Company engages with its customers with the objective to build trust amongst its customers and incorporate their perspective and demand in the product and service portfolio. Isgec also ensures that its customers are informed about its product offerings. To this end, the Company has dedicated vendor development department and quality teams which work to improve capabilities of vendors and contractors.

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.

Feedback is provided by the Managing Director and Joint Managing Directors 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 inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes.

For Isgec, a sustainability issue is considered material if it presents a significant risk or contributes to a broader risk that could impact the Company's business performance. Additionally, issues identified as critical by key internal stakeholders are also classified as material. Stakeholder perspectives play a pivotal role in assessing the relevance and urgency of each issue, enabling the Company to prioritise its sustainability agenda effectively.

Through the identification and prioritization of material topics, Isgec aims to strengthen its sustainability initiatives and embed responsible business practices across its operations. This approach ensures alignment with stakeholder expectations, regulatory requirements, and evolving industry standards.

Our new office buildings are designed to have minimal impact on the environment which inculcate sustainable practices such as energy-efficient design, use of renewable energy sources, rainwater harvesting, waste management and green landscaping. By reducing resource consumption and minimizing environmental pollution, these buildings contribute to a greener and more sustainable future.

PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Isgec upholds the protection of human rights as a fundamental principle across its workforce. This commitment is embedded in its core policies, including the Human Resource (HR) policy, which explicitly prohibits any form of discrimination and ensures equal treatment for all individuals. Isgec also maintains a zero-tolerance approach toward harassment in any form—be it bullying, intimidation, or sexual harassment.

To address such concerns effectively, the Company has instituted a dedicated Prevention of Sexual Harassment at Workplace (POSH) policy, which outlines a clear and structured mechanism for reporting and resolving complaints. Any violations of human rights are addressed promptly and appropriately through a formal grievance redressal process, reinforcing the Company's dedication to fostering a safe, respectful, and inclusive work environment.

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	2,961	1,579	53.3%	2,662	823	30.9%
Other than Permanent	668	104	15.6%	676	256	37.9%
Total employees	3,629	1683	46.4%	3,338	1,079	32.3%

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
WORKERS						
Permanent	435	355	81.6%	427	10	2.3%
Other than Permanent	15	4	26.7%	0	0	0
Total workers	450	359	79.8%	427	10	2.3%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	2,961	0	0	2,961	100%	2,662	0	0	2,662	100%
Male	2,857	0	0	2,857	100%	2,595	0	0	2,595	100%
Female	104	0	0	104	100%	67	0	0	67	100%
Non-permanent	668	0	0	668	100%	676	0	0	676	100%
Male	655	0	0	655	100%	669	0	0	669	100%
Female	13	0	0	13	100%	7	0	0	7	100%
WORKERS										
Permanent	435	0	0	435	100%	427	0	0	427	100%
Male	435	0	0	435	100%	427	0	0	427	100%
Female	0	0	0	0	0	0	0	0	0	0
Non-permanent	15	0	0	15	100%	0	0	0	0	0
Male	15	0	0	15	100%	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	8,50,000	1	7,00,000
KMP (other than BoD)	2	93,93,661	0	0
Employees other than BOD & KMP	2,855	11,81,000	104	8,77,521
Workers	435	6,60,000	0	0

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages.	1.2%	2.1%

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

Yes, the Company's Chief Human Resource Officer (for Industrial Project Business offices & sites) and Head - HR & Admin for manufacturing locations is responsible for dealing with Human rights issues.

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

Isgec has put appropriate internal systems in place to address human rights-related grievances in a fair and effective manner. The Whistleblower Policy enables employees and other stakeholders to report concerns directly to the Audit Committee. In addition, the Company's website displays contact information for different business units, allowing concerns to be raised and resolved through clear communication channels. Isgec also complies with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), ensuring a safe work environment and a defined process for the timely handling of sexual harassment complaints. These practices reflect Isgec's continued commitment to respecting human rights and maintaining a dignified and respectful workplace.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	-	1	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced /Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.9%	1.0%
Complaints on POSH upheld	1	1

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

Isgec has established internal mechanisms to address human rights-related grievances in an effective and transparent manner. Under the Whistleblower Policy, individuals may report concerns directly to the Audit Committee. The Company's website also includes contact details for its various business units, enabling straightforward communication and timely resolution of issues. In addition, the Company complies with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), thereby ensuring a safe work environment and clear procedures for the prompt handling of sexual harassment cases.

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

Yes.

The company's vendor assessment process includes checks to ensure that vendors do not engage in child labour or forced labour and that they comply with applicable minimum wage laws.

10. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/ involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

Nil

Leadership Indicators

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

NA

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

NA

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?

The Company is committed to ensuring accessibility for all individuals, including those with disabilities. To achieve this, the Company has implemented ramps and lifts in its office premises, allowing easy access for differently abled visitors.

PRINCIPLE 6 - BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Isgec is committed to reducing its environmental impact and advancing sustainability initiatives. With a clear understanding of the pressing challenges posed by climate change, the Company emphasizes the importance of maintaining a healthy and pollution-free environment. This environmental responsibility is demonstrated through the ISO 14001 certification of its facilities, which ensures compliance with internationally recognized environmental management practices.

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	77.7	29.3
Total fuel consumption (B)	-	-

Parameter	FY 2025-26	FY 2024-25
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	77.7	29.3
From non-renewable sources		
Total electricity consumption (D)	165.5	156.8
Total fuel consumption (E)	154.3	98.9
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	319.8	255.7
Total energy consumption (A+B+C+D+E+F)	397.4	285.0
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)-J/Rs	7,583.7	5,678.3
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)-GJ/USD	0.0001549	0.0001147
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

No independent assessment has been carried out by any external agency for FY 25-26.

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

No, the Company's facilities do not fall under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground Water	2,43,948.0	2,40,903.0
(iii) Third Party Water	16,992.0	14,975.0
(iv) Seawater/Desalinated Water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	2,60,940.0	2,55,878.0
Total volume of water consumption (in kilolitres)	2,12,753.0	1,56,913.0
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)-litre/Rs	0.004	0.003
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)-litre/USD	0.083	0.063
Water intensity in terms of physical output	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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

No independent assessment has been carried out by any external agency for FY 25-26.

4. Provide the following details related to water discharged.

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(iv) Sent to third parties	48,187.0	98,965.0
- No treatment	48,187.0	35,068.0
- With treatment, please specify level of treatment	-	63,897.0
(v) Others	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
Total water discharged in kilolitres	48,187.0	98,965.0

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

No independent assessment has been carried out by any external agency for FY25-26.

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

Yes, we have implemented ZLD systems across all operational locations, with the exception of one facility.

The Company recognises the critical importance of water conservation and has implemented targeted initiatives to enhance efficiency. Key water conservation techniques undertaken by Isgec include:

- I. Installation of self-closing taps.
- II. Modification of cooling tower to reduce water usage.
- III. Removal of water-cooled air compressors.
- IV. Reduction in water consumption for cooling towers by securing a zero-cut feeder from UHBVN.
- V. Recycling of hydro-testing water and reusing STP water for toilet flushing, gardening and floor cleaning.
- VI. Planting less water consuming tree species.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/Nm ³	27.3	28.4
SOx	mg/Nm ³	10.4	10.0
Particulate matter (PM)	mg/Nm ³	33.7	43.5

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

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. Third party assessment was carried out by M/s Haryana Test House & Consultancy Services (Panipat) Haryana.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9,699.0	13,919.6
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	32,639.1	33,321.1
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 emissions/ Revenue from operations)-gmCO ₂ e/Rs	gCO ₂ e/Rs	0.8	0.9
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)- gmCO ₂ e/rupee adjusted for PPP	gCO ₂ e/USD	16.5	19.0
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

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

No independent assessment has been carried out by any external agency for FY25-26.

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

Yes, the Company has undertaken various projects and initiatives aimed at reducing Greenhouse Gas (GHG) emissions and its carbon footprint. These include:

- I. Renewable Energy:** Installation of 2,050 kWp rooftop solar power plants at Yamuna Nagar and 1,000 kWp at Rattangarh, generating approximately 33,92,160 units of green energy during the year. The Company also purchased approximately 4,36,000 units of green power through the Indian Energy Exchange (IEX) and signed a PPA for 7 MWp of solar power for the Yamuna Nagar plant, expected to generate approximately 98 lakh units annually.
- II. Energy Efficiency:** The Company replaced inefficient and high-power-consuming equipment with energy-efficient alternatives, including replacement of conventional equipment with inverter/IGBT-based systems, installation of VFDs, BLDC fans, timers and automated controls. These initiatives resulted in estimated energy savings of approximately 2.24 lakh kWh during the year.
- III. Cleaner Fuel Transition:** At the Muzaffarnagar plant, the fuel used in the boiler and most heat-treatment furnaces was converted from LSHS to PNG, while PNG was also introduced for casting preheating and riser cutting in place of LPG cylinders. These measures support the transition towards cleaner fuels and reduction in associated emissions.

IV. Waste Reduction, Reuse and Recycling: The Company implemented Reduce, Reuse and Recycle (3-R) practices, including recycling approximately 1,500 MT of iron scrap in-house and approximately 500 MT sold for recycling. The Company also reused approximately 55 MT of old sheets/structures recovered from scrap for creating additional infrastructure, thereby reducing resource consumption and associated carbon emissions.

V. Renewable Electricity at Muzaffarnagar: The Muzaffarnagar plant increased the use of solar power to approximately 50% of its total electricity consumption, further contributing to the reduction of emissions associated with conventional electricity sources.

VI. Boiler technology initiatives:

- Isgec manufactures Circulating Fluidized Bed Combustion (CFBC) Boilers up to 150 MWe under a technology licensing agreement with Sumitomo SHI FW Energia Oy, Finland, enabling the use of biomass and waste fuels.
- The Company also utilizes reheat design for CFBC Boilers up to 100 MW, licensed by Sumitomo, which improves thermal efficiency and lowers GHG emissions per unit of electricity generated.
- Through a collaboration with BHI FW Korea, Isgec offers super-critical and sub-critical pulverized coal-fired boilers (60 MWe to 1000 MWe), which operate at higher efficiencies and reduce CO₂ emissions compared to conventional systems.
- Under a technology agreement with Amec Foster Wheeler Energia S.L.U, Spain, Isgec supplies high-efficiency oil & gas packaged boilers (up to 260 TPH), designed to optimize combustion and reduce fuel-related emissions.
- In partnership with Siemens Heat Transfer Technology b.v, Netherlands, Isgec provides Drum-type Heat Recovery Steam Generators (HRSGs) that recover waste heat from gas turbines, reducing the need for additional fuel combustion and associated GHG emissions.
- On a case-to-case basis, Isgec collaborates with Tenova, Italy to supply Waste Heat Recovery Boilers for submerged arc, electric arc, and reheat furnaces, enabling energy recovery from industrial processes and reducing fossil fuel use.

Overall, these initiatives collectively contribute to reducing energy consumption, increasing the share of renewable energy, transitioning to cleaner fuels, improving resource efficiency and thereby reducing the Company's overall GHG emissions and carbon footprint.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste (A)	19.6	12.4
E-Waste (B)	3.2	4.3
Bio-Medical Waste (C)	0	0
Construction and demolition waste (D)	3.7	2.0
Battery Waste (E)	11.1	5.8
Radioactive waste (F)	1.6	0.4
Other Hazardous waste. Please specify, if any-Used Oil (G)	22.7	18.2
Other Non-hazardous waste generated (H). Please specify, if any - MS melting scrap, wooden waste, cardboard, thermocol, etc.	10,636.5	10,034.1
Total (A+B+C+D+E+F+G+H)	10,698.3	10,077.2
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)-gm/Rs	0.2	0.2

Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)-gm/USD	4.2	4.1
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	5,090.0	5,092.2
(ii) Re-used	3.2	38.5
(iii) Other recovery operations	77.0	0
Total	5,170.1	5,130.7
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

No independent assessment has been carried out by any external agency for FY25-26.

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

The Company abides by the 3-R principle—Reduce, Reuse, and Recycle—to minimize waste generation. Additionally, it consciously minimizes plastic usage, such as avoiding plastic bottles in meetings and official gatherings whenever feasible. Moreover, the Company predominantly utilizes electronic devices in its offices. After these devices reach the end of their lifespan, they are sold to authorized recyclers to ensure proper e-waste management.

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

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

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2025-26.

During the reporting period, none of the projects required Environment Impact Assessment to be undertaken in compliance with EIA notification 2006.

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web Links
NA					

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

Yes. Isgec complies with all applicable environmental laws and guidelines.

SI No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
NA				

Leadership Indicators

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

Yes. The Company has established Business Continuity and Disaster Management Plans, integrated with its Environment, Health and Safety (EHS) Management System, particularly at construction and project sites. The plans address flooding, earthquakes, major fires, disease outbreaks, and other emergencies through mitigation, preparedness, response, and recovery measures. Emergency sirens, first-aid and medical facilities, assembly points, training, and mock drills support preparedness. Business continuity is further strengthened through cybersecurity initiatives, including adoption of the ISO 27001 Information Security Management System framework, VAPT, asset and patch management, Data Loss Prevention (DLP), Digital Rights Management (DRM) and enhanced email security measures.

PRINCIPLE 7 - BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

The Company engages in public policy advocacy and is a proud member of 19 trade and industry chambers/associations. Through these partnerships, it contributes to policy discussions, collaborates with stakeholders, and helps shape industry standards and best practices. This commitment to advocacy demonstrates its dedication to driving positive change and strengthening the business landscape.

Essential Indicators

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

Isgec is a member of nineteen (19) trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	PHD Chamber of Commerce and Industry (PHD)	National
4	Sugar Technologist's Association of India (STAI)	National
5	Deccan Sugar Technologists' Association (DSTA)	National
6	Sugar Industry Technologists (SIT)	National
7	Indian Sugar & Bio-energy Manufacturers Association (ISMA)	National
8	All India Sugar Trade Association (AISTA)	National
9	All India Distillers' Association (AIDA)	National
10	Grain Ethanol Manufacturers Association (GEMA)	National

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

Name of the Authority	Brief of the case	Corrective Action Taken
NA as Isgec does not have any adverse order against it.		

PRINCIPLE 8 - BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Isgec is dedicated to uplifting underprivileged, marginalized, and vulnerable communities through its Corporate Social Responsibility (CSR) initiatives. Guided by a structured CSR Policy, the Company undertakes both long-term and short-term projects, primarily in the regions surrounding its manufacturing facilities. Key initiatives have included the installation of rainwater harvesting systems, provision of solar energy solutions to government schools, vocational training and skill development programs for numerous apprentices—who receive stipends during their training—establishment of CNC Centres of Excellence at Industrial Training Institutes (ITIs), and contributions to educational organizations.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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In the Financial Year 2025-26, the Company has not undertaken any projects that required Social Impact Assessment (SIA) as per the applicable law. Thus, this provision is NA.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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NA, no project/activity undertaken by the Company caused displacement of the population and thus R&R was not required.

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

Isgec has developed structured processes to effectively manage and respond to community grievances. The Company's website serves as a key platform, offering accessible contact information for various departments to facilitate open dialogue and quick resolution of concerns. Community members can also directly email their issues to designated contacts, ensuring their voices are heard. These measures highlight Isgec's ongoing commitment to transparency, accountability, and building strong community relations.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	25.7%	21.1%
Directly from within India	97.4% (including MSME)	79.0%

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

Location	FY 2025-26	FY 2024-25
Rural	-	-
Semi-urban	-	-
Urban	34.3%	36.8%
Metropolitan	65.7%	63.2%

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).

Since Isgec does not need Social Impact Assessment for any projects, no mitigation measures are adopted for assessing the negative impacts of the same.

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

None of the projects undertaken by the Company falls into the aspirational districts category. All projects undertaken by the Company are in two regions, Yamunanagar and NCR.

S. No.	State	Aspirational district	Amount spent (in Rs.)
		Nil	

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

The Company prefers vendors/contractors situated in close vicinity for the procurement of products and services for its manufacturing and project business respectively. It also procures significantly from MSMEs, thus lending its support to small businesses. However, the Company does not have any dedicated Preferential Procurement Policy in place.

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

NA

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

25.73% (procured from MSME).

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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		NA, since Isgec does not use 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.

Name of authority	Brief of the Case	Corrective action taken
	NA, since Isgec does not use traditional knowledge	

PRINCIPLE 9 - BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Isgec holds its customers in the highest regard and is dedicated to delivering products and services with unwavering integrity and excellence. By prioritising quality and ethical business practices, it strives to exceed expectations and build lasting relationships. Its commitment to innovation and customer satisfaction ensures that every offering is designed to meet the highest standards, reinforcing trust and reliability.

Essential Indicators

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

In case of any issue/complaint, the customers may directly email the business head stating its concern. Further, as soon as the complaint is received by the business head, the Company promptly investigates the reason behind the concern and take appropriate measure to address the problem on time. Additionally, the website provides contact information for various business units, facilitating direct communication for issue resolution.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Since the primary business activity of the Company is setting up projects and manufacturing heavy engineering goods or capital goods, the lifecycle of its products is significantly high with a lifetime of 25 to 30 years. Therefore, this provision is NA to the Company.

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	No complaints have been received on data privacy	0	0	No complaints have been received on data privacy

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Advertising	0	0	No complaints have been received on advertising	0	0	No complaints have been received on advertising
Cybersecurity	0	0	No complaints have been received on cybersecurity	0	0	No complaints have been received on cybersecurity
Delivery of essential services	0	0	Project business and manufacturing of capital goods do not qualify as essential services	0	0	Project business and manufacturing of capital goods do not qualify as essential services
Restrictive Trade Practices	0	0	No complaints received on restrictive trade practices	0	0	No complaints received on restrictive trade practices
Unfair Trade Practices	0	0	No complaints received on unfair trade practices	0	0	No complaints received on unfair trade practices
Other	0	0	-	0	0	-

4. Details of instances of product recalls on accounts of safety issues.

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Isgec has implemented a Data Security Policy aligned with IT General Controls, ensuring robust data protection and regulated access to information systems.

Web link for Policies: <http://192.168.59.172:8080/joomla/index.php/infosec-posts/75-it-a-system-informations/1016-it-security-policy>

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

Isgec continues to advance its IT infrastructure and cybersecurity capabilities through ongoing enhancements to its systems and applications. Over the past year, the Company has implemented several organization-wide initiatives to bolster digital security. An external consultant was engaged to perform a comprehensive vulnerability assessment and penetration testing, with the project now nearing completion.

To safeguard its public-facing applications from cyber threats and application-level attacks, Isgec has deployed multiple Web Application Firewalls (WAFs). Email security has also been significantly upgraded, with implementation efforts currently in progress.

In addition, a senior cybersecurity expert has been appointed to lead awareness and training programs across the organization. A dedicated "Personal Cyber Security Month" campaign was also launched to educate employees on best practices for online safety.

Notably, there have been no product recalls, nor have there been any penalties or regulatory actions related to product or service safety.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

No data breaches faced in FY 2025-26.

b. Percentage of data breaches involving personally identifiable information of customer

NA

c. Impact, if any, of the data breaches

NA

Leadership Indicators

1. Channels / platforms where information on products and services of the Company can be accessed.

Isgec uses multiple channels to circulate information regarding its products and services. They are as follows- Website address: <https://www.isgec.com/>, LinkedIn Profile: <https://www.linkedin.com/company/isgec-heavy-engineering-ltd/>

Magazine: Powerline, Facebook: <https://www.facebook.com/Isgec.engg/>

Instagram: <https://www.instagram.com/isgec.engg/>

2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

Isgec ensures that each product it manufactures and delivers is supported by a comprehensive Operations and Maintenance (O&M) Manual, offering clear instructions for safe and effective use. To further support its customers, the Company conducts in-depth training sessions at its Head Office, where operators and maintenance personnel receive hands-on guidance to ensure proper handling and long-term performance of the equipment.

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

Isgec does not provide essential services. Therefore this is NA.

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

Yes, the Company carries out division-wise surveys with regard to consumer satisfaction.