Business Responsibility and Sustainability Report ('BRSR')

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number ('CIN')	L68100MH1946PLC004886
2.	Name of the Listed Entity	Nesco Limited
3.	Year of incorporation	1946
4.	Registered office address	Nesco Center, Western Express Highway, Goregaon (East), Mumbai – 400 063
5.	Corporate address	Nesco Center, Western Express Highway, Goregaon (East), Mumbai – 400 063
6.	E-mail	companysecretary@nesco.in
7.	Telephone	+91 22 66450123; +91 9137500282
8.	Website	www.nesco.in
9.	Financial year for which reporting is being done	1 April 2025 to 31 March 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and NSE Limited
11.	Paid-up Capital	₹14.09 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Shalini D. Kamath Company Secretary and Compliance Officer Email: companysecretary@nesco.in Mobile: +91 9137500282
13.	Reporting boundary	Standalone Basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/Services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity**
1.	Realty - IT Park	To build a private IT Park and to provide space on a license basis	42.69
2.	Exhibition and Events - Bombay Exhibition Center and MICE*	To provide space for trade fairs, events, exhibitions, conventions and conferences	27.88
3.	Hospitality - Nesco Foods	To carry on the business of Kitchens, Food Courts, Food Kiosks, Mass Catering, etc	25.59
4.	Engineering goods and services - Indabrator	Manufacture of machinery, equipment and capital goods in the surface preparation and allied segments	3.84

*MICE (Meetings, Incentives, Conferences and Exhibitions) refers to a specialised hospitality and business tourism segment that focuses on organising corporate events, trade shows and large-scale gatherings.

**Turnover has been calculated excluding other income. Income from Investments constitutes 9.65% of the Company's total turnover, including other income.

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.	Office Buildings	99531223	42.69
2.	Exhibition halls	99531222	27.88
3.	Other food products n.e.c.	99611299	25.59
4.	Machinery for metallurgy and parts thereof – Other special-purpose machinery n.e.c.	99611881 and 99611889	3.84

*Turnover has been calculated excluding other income. Income from Investments constitutes 9.65% of the Company's total turnover, including other income.

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	2	6*	8
International	0	0	0

* The Company has not considered offices at plant locations separately.

19. Markets served by the entity:

The Company's Realty, Nesco Foods (including exhibition food courts, banquets, restaurants and outlet operations) and Bombay Exhibition Center ('BEC') businesses (comprising Guest Exhibitions, Guest Events, Own Exhibitions and Own Events) are operated from its premises at Goregaon (East), Mumbai. While customers are based across India and globally, the services are delivered primarily in Mumbai. The Company has also forayed into a new and promising business vertical - Wayside Amenities ('WSA') which represents a natural extension of its integrated food, retail capabilities and fuel services. Through this business, the Company aims to provide quality food, retail and convenience services to travellers across key transit routes. The Indabrator division, located in Gujarat, operates in the engineering segment and provides solutions across the value chain for surface preparation requirements of customers in India and overseas, including machines, spares and abrasives.

a. Number of locations:

Locations	Number of plants*
National (No. of States)	23 States and 7 Union Territories
International (No. of Countries)	9 Countries#

*Based on sales in FY 2025-26

#UAE, Austria, China, Germany, France, Sri Lanka, Netherland, Oman, Uganda

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

The total contribution of exports to the total turnover is 0.07%.

Note: Export contribution is from the Indabrator business.

c. A brief on types of customers:

Nesco has distinct customer segments for its different businesses. Customers for Nesco IT Park include occupiers who lease office space from the Company. The occupiers include leading multinational companies, IT and BFSI companies. For BEC, customers include exhibition organisers, corporations and exhibitors. The Company organises events and exhibitions, where the general public is the consumer. For Nesco Foods (exhibition food courts, restaurants, outlets), customers include consumers from the general public and corporate/family events. The Indabrator business provides specialised capital goods machinery, which includes shot blasting machines, paint booths, abrasives and spare parts for the shot blasting machines. These products meet the demands of various industry verticals, including Foundry, Indian Railway, Automotive, Defence, Shipbuilding, Chemical and numerous other industries. WSA represents a natural extension of its integrated food, retail capabilities and fuel services. Through this business, the Company aims to provide quality food, retail and convenience services to travellers across key transit routes.

IV. Employees:

20. Details as at the end of Financial Year:

a. Employees and workers (including the differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	349	293	83.95	56	16.05
2.	Other than Permanent (E)	14	11	78.57	3	21.43
3.	**Total employees (D + E)**	**363**	**304**	**83.75**	**59**	**16.25**
WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	638	570	89.34	68	10.66
6.	**Total workers (F + G)**	**638**	**570**	**89.34**	**68**	**10.66**

Note: All employees of the Mumbai business and Indabrator are considered in the permanent employee count. Other than permanent employees, include those employees working on a contractual basis. Workers other than permanent include the contractual workers at Nesco food courts employed on Fixed-Term Contracts ('FTC') and contractual workers on third-party payrolls, including housekeeping, security, gardeners and daily wage workers at Indabrator plants.

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	**Total employees (D + E)**	**0**	**0**	**0.00**	**0**	**0.00**
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	**Total workers (F + G)**	**0**	**0**	**0.00**	**0**	**0.00**

Note: Nesco has no differently abled employees or workers, though the Company encourages a diverse and inclusive workplace.

21. Participation/Inclusion/Representation of women:

	Total (A)	No. of Female (B)	% (B/A) of Females
Board of Directors	6*	2	33.33
Key Management Personnel	2	1	50.00

* The Chairman and Managing Director, Mr. Krishna S. Patel, is included in the Board of Directors and excluded from Key Managerial Personnel.

22. Turnover rate for permanent employees and workers:

Particulars	Turnover rate in FY 2025-26			Turnover rate in FY 2024-25			Turnover rate in FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.12	25.81	18.92	22.39	32.87	24.00	17.00	5.00	12.00
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?
Nesco Retail Private Limited	Wholly Owned Subsidiary ('WOS')	100	(Refer note provided below)

Note: Nesco Retail Private Limited was incorporated on 21 February 2025 to pursue opportunities in hospitality, realty and related amenity businesses. As the subsidiary evaluating projects Business Responsibility initiatives are not yet aligned to the subsidiaries, Business Responsibility initiatives are not yet applicable.

The Company does not have any joint ventures or associate companies.

VI. CSR Details:

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

ii. Turnover (in ₹): 932.06 crores

iii. Net worth (in ₹): 2,996.49 crores

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remarks	No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remarks
Communities	Yes+	0	0	-	0	0	-
Investors and Shareholders		7	0	-	4	0	-
Employees and Workers		0	0	-	0	0	-
Customers*		19#	1	The complaints will be resolved within the established turnaround time.	46	0	-
Value Chain Partners		6	2	The complaints will be resolved within the established turnaround time.	0	0	-
Other (please specify)		0	0	-	0	0	-

+https://www.nesco.in/resources/images/pdf/policies-on-brsr/Grievance-Management-System.pdf.

*Includes customer grievances for all the Business Units.

#During the year, we have improved our grievance mechanism to reflect the nature of our business.

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

Below are the key material issues related to responsible business conduct and sustainability, across environmental and social dimensions, that pose potential risks or offer strategic opportunities for the Company's operations. The Company has reviewed these material issues for their applicability in the reporting period.

S. No.	Material issue identified	R/O	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Energy Management	Opportunity	Nesco's IT Park, BEC and Events businesses rely on energy-intensive operations, primarily for heating, cooling and critical infrastructure. Rising ambient temperatures increase electricity demand for cooling, directly affecting operating costs. Efficient energy management presents an opportunity to reduce utility expenditure, lower carbon emissions and strengthen the Company's competitive positioning as occupiers and customers increasingly prioritise sustainable operations.	Nesco's IT Park operates on 100% renewable electricity. Green energy is offered to BEC and Events organisers and from FY 2025-26 this is extended at no additional cost. IoT-enabled building management systems and automated water misting for chillers at BEC have been deployed to optimise energy consumption. Double-glazed low-E glass with argon fill has been incorporated into building design for thermal efficiency. UPS and DG backup systems are in place for critical equipment. Indabrator provides energy-efficient motors as part of its product offering. Tenant and organiser engagement on transitioning to green power is conducted on an ongoing basis, supported by the provision of green power certificates.	Energy efficiency measures translate into direct cost savings through reduced utility expenditure. The transition to renewable electricity reduces exposure to energy price volatility and positions the Company ahead of potential future carbon pricing mechanisms. Proactive energy management also supports ESG rating improvement, which is increasingly relevant to investor confidence and cost of capital.
2.	Waste Management	Risk	Nesco's operations at Goregaon (IT Park and BEC) and Gujarat (Indabrator) generate waste across office, industrial, organic and event-related categories. The scope of waste management at the IT Park extends to occupiers, exhibitors and visitors given the scale of footfall. Inadequate waste handling can lead to regulatory penalties, operational disruptions and reputational harm with the surrounding community.	Nesco has adopted a structured waste management approach based on reduction, segregation, recycling and reuse. A dedicated organic waste composting (OWC) plant operates at the IT Park, with capacity expanded by 800 kg to a total of 1,040 kg. Wet organic waste is composted at the IT Park, BEC and the Head Office, with the compost used for on-site gardening. Waste segregation at Goregaon and Gujarat follows the Total Facilities Management standard operating procedure for collecting and disposing of wet and dry waste. Empanelled waste recycler vendors manage dry waste streams. The Company uses 100% biodegradable garbage bags and environmentally safe cleaning chemicals across all premises. Regular awareness sessions are conducted for employees, occupiers and visitors on waste segregation practices.	Structured compliance with waste regulations avoids the risk of regulatory fines and operational disruptions. Composting and recycling reduce disposal fees and generate compost for use in landscaping, resulting in measurable cost savings. Proactive waste management also reduces reputational risk and supports the Company's licence to operate across its high-footfall venues.
3.	GHG Emissions	Risk	GHG emissions from Nesco's diversified operations across real estate, exhibitions, events, hospitality and manufacturing (Indabrator) create regulatory, reputational and investor risk as India's climate disclosure landscape evolves under BRSR and emerging global standards. Failure to monitor and reduce emissions exposes the Company to potential carbon-related costs and adverse stakeholder sentiment.	Nesco has established a GHG inventorisation baseline covering Scope 1 and Scope 2 emissions across business units. Monitoring of Scope 3 GHG emissions has been initiated. A Scope 2 reduction target is in place, supported by the Company's transition to 100% renewable electricity at the IT Park. Green energy is offered to BEC and Events organisers, with this provision extended at no additional cost from FY 2025-26. EV charging stations (2 stations, 4 ports) have been installed on campus to support low-carbon mobility for occupiers and visitors.	Monitoring and reducing GHG emissions reduces the Company's exposure to future carbon pricing mechanisms and potential regulatory penalties. The renewable energy transition at the IT Park delivers measurable Scope 2 cost savings. Demonstrating credible emissions management supports ESG rating performance and strengthens the Company's positioning with institutional investors and sustainability-focused occupiers.
4.	Green Buildings	Opportunity	Nesco's commercial real estate portfolio at the IT Park represents the Company's core business. Green-certified buildings use less energy and water, resulting in lower operating costs and healthier indoor environments for occupiers. Certification against recognised standards future-proofs assets against tightening building energy regulations and supports premium positioning in the commercial leasing market.	IT Park Towers 3 and 4 hold the IGBC LEED India (Core and Shell) Platinum certification and USGBC LEED (O&M) certification. ISO certifications are in place at both the IT Park in Mumbai and Indabrator in Gujarat. Building design incorporates responsible materials, water conservation measures and energy-efficient systems. Tree plantation drives have been carried out at both the Mumbai and Gujarat facilities.	LEED Platinum certification supports premium positioning in the commercial leasing market, strengthening occupier retention and new tenant acquisition. Lower energy and water consumption per square foot directly improves net operating income. Green-certified assets are better positioned against the risk of value erosion as building energy standards evolve and occupiers increasingly factor sustainability into leasing decisions.
5.	Water Management	Risk	Nesco's Goregaon campus operates at significant scale, with a large daily footfall across the IT Park, BEC, food and hospitality operations and Head Office. Water availability, quality and regulatory compliance are operational essentials. Rising municipal water costs and potential water scarcity in urban locations make efficient water use a material financial and environmental consideration. Non-compliance with water regulations can also hinder approval of future projects.	Nesco has deployed four operational sewage treatment plants (STPs) with a combined capacity of 1,040 KLD, enabling treated water to be recycled for non-potable uses. Aerators have been installed in washbasins at BEC, the IT Park and the Head Office, enabling up to 70% reduction in water flow. Recycled water is used in flush tanks across premises to reduce freshwater consumption. IoT-enabled water tank automation and smart irrigation systems are in place. Rainwater harvesting infrastructure is operational on campus. Water conservation awareness initiatives are conducted for employees, occupiers and visitors.	On-site STP infrastructure reduces dependence on municipal water supply, lowering utility costs. Aerators and recycled water systems deliver measurable reductions in water consumption and associated tariff expenditure. Proactive water management reduces exposure to regulatory penalties and supports the approval of future development projects.
6.	Customers (Product Responsibility and Satisfaction)	Opportunity	Across the IT Park (occupiers and tenants), BEC and Events (exhibitors and organisers), Foods (visitors) and Indabrator (industrial clients), customer experience is central to Nesco's revenue model. Meeting customers' service quality and sustainability expectations builds brand loyalty, supports occupier retention and positions the Company favourably in competitive markets.	Annual CSAT and ESG engagement surveys are conducted across all business segments. IT Park tenants report an NPS of 94.80. Customers and occupiers are included in the annual materiality assessment process and engagement sessions are held to educate them on the Company's ESG initiatives. A structured Stakeholder Grievance Management Process is in place across all verticals to capture and resolve complaints in a timely manner.	High NPS and structured customer engagement support occupier retention and reduce vacancy risk at the IT Park. Positive exhibitor and organiser experience at BEC supports repeat event bookings and revenue continuity. Formal grievance management reduces the risk of disputes escalating into reputational or legal incidents that could adversely affect revenue and the Company's market standing.
7.	Occupational Health and Safety (OH&S)	Risk	Nesco's campus encompasses multiple high-footfall environments including exhibitions, events, restaurants, the food court, IT Park common areas and industrial operations at Indabrator. Health and safety obligations extend to employees, contract workers, occupiers' employees, visitors and event attendees. Inadequate safety management exposes the Company to regulatory penalties, legal liability and reputational harm.	The Company holds ISO 45001:2018 certification for Total Facility Management at the IT Park in Mumbai and at Indabrator in Gujarat. Over 75 Hazard Identification and Risk Assessment (HIRA) processes are documented and maintained. Zero fatalities and zero recordable injuries have been recorded. Safety training coverage is 100% for employees and contract workers. Monthly engagement sessions are conducted with contract workers. Emergency drills, fire evacuation exercises and first aid training are conducted on a regular basis. A dedicated safety team oversees signage, infrastructure maintenance and continual safety improvements.	ISO 45001 certification and a zero-incident record reduce insurance risk and potential legal liability costs. Structured safety management protects against regulatory penalties and reputational damage, particularly during high-visibility events at BEC. Consistent safety performance reduces unplanned operational disruptions and supports productivity across the workforce.

S. No.	Material issue identified	R/O	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
8.	Employee Well-being and Engagement	Opportunity	With operations spanning multiple business verticals and a significant contract workforce, Nesco's ability to attract, retain and motivate employees and workers is directly linked to operational performance and service quality. An engaged and healthy workforce is more productive, less prone to attrition and contributes to a positive organisational culture.	Nesco is certified as a Great Place to Work. Employee feedback is collected through structured surveys and acted upon through initiatives such as the introduction of healthier food options and wellness activities including Zumba sessions. Increments and promotions are processed before the start of the new financial year to ensure timely recognition of performance. The Company's HRMS is integrated with the AdrenalinMAX LMS, enabling structured learning and performance management. Training is delivered in English, Marathi, Hindi and Gujarati to ensure coverage across the full workforce. All employees and workers receive training on Health and Safety, Human Rights, the Prevention of Sexual Harassment (POSH) Policy, the Whistleblower Policy and the Code of Conduct and Ethics.	Great Place to Work certification supports talent attraction and reduces recruitment costs by strengthening the employer brand. Timely increments and structured career progression reduce voluntary attrition, resulting in direct savings on recruitment and induction. LMS-enabled training improves skill levels and operational efficiency across business verticals.
9.	Human Capital Development	Opportunity	A significant portion of Nesco's workforce comprises contractual labour across facilities management, events and construction. Managing this workforce with appropriate training, compliance oversight and engagement reduces operational risk, supports regulatory compliance and contributes to a positive workplace culture. Fair compensation, learning opportunities and career development are key to sustaining workforce quality.	Training is conducted for employees and workers on policies, safety, skills and ESG-related topics. The Company promotes awareness of rights, duties and responsibilities across the full workforce. Labour compliance is monitored through third-party assessments. Zero instances of child labour, forced labour or sexual harassment have been recorded. Diversity, equity and inclusion policies and grievance redressal processes are operational. The Company holds Great Place to Work certification.	Structured training and compliance oversight reduce the risk of labour-related regulatory penalties and operational incidents. Investment in workforce development improves productivity and reduces turnover costs across the employee and contract workforce. Human capital practices support the Company's long-term operational resilience and reputational standing.
10.	Regulatory Compliance	Risk	Nesco operates across real estate, exhibitions, manufacturing and food, each with distinct regulatory obligations covering environmental standards, labour laws, building codes and food safety. Non-compliance in any vertical threatens the Company's licence to operate, exposes it to financial penalties and can damage its standing with regulators and stakeholders.	The Company maintains a compliance tracking system with regular internal assessments and independent third-party environmental and labour compliance audits. A Whistleblower Policy and vigil mechanism are in place, with zero tolerance for unethical conduct. Zero reported violations were recorded in FY 2025-26. All employees and workers are trained on the Code of Conduct and Ethics. Policies are published on the Company's HRMS and website to ensure organisation-wide accessibility.	Proactive compliance management avoids regulatory fines, legal costs and operational disruptions that could otherwise materially affect financial performance. Third-party audits provide independent assurance and reduce the risk of unforeseen compliance failures. A clean compliance record supports lower insurance costs and strengthens investor and lender confidence.
11.	Corporate Governance and Board Oversight	Opportunity	Strong, independent board oversight and transparent governance structures are evaluated by institutional investors, proxy advisors and ESG rating agencies. Effective governance ensures accountability in strategic and operational decision-making and protects long-term stakeholder value.	The Board operates through dedicated committees including the Audit Committee, Nomination and Remuneration Committee (NRC), CSR Committee, Stakeholders' Relationship Committee and Risk Management Committee, each with defined terms of reference. ESG and sustainability progress is periodically presented to the Board and the Risk Management Committee. Corporate governance practices are aligned with SEBI Listing Regulations and BRSR requirements. The Code of Conduct, Whistleblower Policy and all statutory governance policies are published on the Company's HRMS and website. All employees and workers receive training on the Code of Conduct and Ethics.	Strong governance structures support lower cost of capital and higher valuations by building investor confidence. Integration of ESG oversight at the Board level ensures sustainability risks are considered in strategic decisions, reducing the likelihood of value-destroying outcomes. Transparent governance disclosures strengthen the Company's positioning with institutional investors and ESG-focused capital.
12.	Responsible Supply Chain	Opportunity	Nesco's supply chain spans facility management vendors, event contractors, construction suppliers and raw material providers for Indabrator. ESG misalignment within the supply chain creates reputational and compliance risk and can affect the continuity of operations. Ethical and sustainable supply chain practices secure stable inputs, uphold quality standards and strengthen the Company's overall ESG profile.	A Supplier Code of Conduct is in place covering labour rights, environmental standards and anti-corruption. Suppliers are screened and assessed on ESG maturity and engagement sessions are held to educate them on the Supplier Code of Conduct and the Company's ESG expectations. Suppliers are included in the annual materiality assessment process. Supply chain disclosures are included in the BRSR, aligned with NGRBC responsible business principles.	Responsible supply chain management reduces the risk of operational disruptions caused by supplier non-compliance or ethical incidents. ESG-aligned procurement practices protect against reputational harm and reduce the risk of legal penalties associated with supply chain violations. Proactive supplier engagement builds supply chain resilience and supports long-term continuity of operations.
13.	Business Ethics and Anti-Corruption	Risk	Nesco operates across sectors with broad stakeholder interactions spanning real estate, exhibition and events, manufacturing and food and hospitality. Ethical conduct and robust anti-corruption controls are foundational governance requirements. Corruption or fraud incidents would expose the Company to severe regulatory penalties, legal liability and irreparable reputational damage.	A Whistleblower Policy and vigil mechanism are in place, with direct access to the Audit Committee Chairperson. Zero complaints related to ethics or corruption were recorded in FY 2025-26. Training on the Code of Conduct and Ethics is provided to all employees and workers. All relevant policies are available on the Company's HRMS and website to ensure transparent and organisation-wide access.	A zero-incident record on ethics and corruption reduces the Company's exposure to regulatory penalties and associated legal costs. Strong ethical governance supports institutional investor confidence and protects long-term enterprise value. Consistent conduct standards reduce the risk of reputational incidents that could adversely affect leasing, event bookings and industrial client relationships.
14.	Risk Management	Risk	ESG-related risks, including climate, regulatory, workforce and reputational risks, need to be identified, assessed and integrated into the Company's enterprise risk management framework. SEBI's Listing Regulations and BRSR requirements expect listed entities to demonstrate Board-level oversight of sustainability and risk governance.	The Risk Management Committee of the Board provides oversight on ESG and sustainability-related risks. Progress on ESG, sustainability and BRSR is periodically presented to the Board and the Risk Management Committee. The Company is developing SOPs for relevant functions to institutionalise internal controls and risk management procedures. We conduct risk identification, assessment, mitigation and reporting.	Formalised ESG risk integration reduces the likelihood of regulatory penalties, operational disruptions and reputational incidents that could cause financial harm. Board oversight of ESG risks ensures sustainability considerations are embedded in strategic planning, supporting long-term value creation and strengthening investor confidence in the Company's governance standards.

S. No.	Material issue identified	R/O	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
15.	Stakeholder Engagement and Grievance	Risk and Opportunity	Nesco engages with a diverse stakeholder base including IT Park occupiers and tenants, BEC exhibitors and organisers, investors and shareholders, suppliers, the surrounding community and the Company's own employees and workers. Robust engagement and transparent grievance redressal support trust and regulatory compliance. BRSR requires entities to disclose grievances received and resolved across the NGRBC principles. Inadequate engagement creates reputational and regulatory risk, while effective engagement presents an opportunity to strengthen relationships and improve performance.	Annual CSAT and ESG engagement surveys are conducted across all business segments including the IT Park, BEC, Events, Foods and Indabrator. Both internal and external stakeholders are consulted as part of the annual materiality assessment process. External stakeholders included in the assessment are investors and shareholders, the community, customers and suppliers. A structured Stakeholder Grievance Management Process is in place across all verticals, with complaints tracked by stakeholder group at a defined frequency. The Grievance Redressal Mechanism and the relevant web link are disclosed in the BRSR. The number of complaints filed and pending is tracked and reported by stakeholder category.	Structured stakeholder engagement and grievance redressal reduce the risk of disputes escalating into regulatory complaints or litigation, protecting the Company from associated financial and reputational costs. Inclusive materiality assessment improves the credibility and quality of ESG disclosures, which is increasingly relevant to ESG ratings and investor assessments. Strong NPS and CSAT outcomes across business segments support occupier retention, repeat event bookings and continued revenue generation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes:

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever relevant, policies have defined procedures for stakeholders to respond to situations defined in the policies.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	» Platinum LEED O&M Certification at all IT Park Buildings covers Principles 2,3,6 and 9. » Platinum LEED Certification for Core and Shell at all IT Park Buildings covers Principles 2,3,6 and 9. » ISO 45001:2018 for Total Facilities Management at IT Park covers Principles 3 and 5. » ISO 9001:2015 at Indabrator Division, plants at Vishnoli and Karamsad, Gujarat covers Principles 2 and 9. » ISO 14001:2015 and ISO 45001:2018 cover Principle 2, Principle 3 and Principle 6 at Vishnoli Plant. » Certified Great Place to Work® (December 2025 – December 2026) covers Principle 3. » Nesco Complex Food Court certified as 'Eat Right Campus' by FSSAI covers Principle 9								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nesco has established a broader ESG roadmap with defined sustainability targets to be achieved by FY 2030, covering key areas such as energy and emissions, water management, green infrastructure, employee well-being, stakeholder engagement, governance and ethical business practices. The Company is in the process of refining measurable KPIs and interim milestones, which will be disclosed in its standalone ESG Report for FY 2025-26 aligned with GRI. **Environment:** » Plantation of 500+ saplings by FY 2026-27. » Sourcing over 75% of energy/electricity from renewable sources across the entire organisation by FY 2026-27, significantly reducing Scope 2. **Customers:** » Customer Satisfaction ('CSAT') Survey across Business Units ('BUs') – Realty, BEC, Events, Foods and Indabrator, plans to conduct CSAT surveys in the upcoming financial year. Through this initiative, the organisation aims to achieve an overall CSAT score of 80% or higher across all units. » Nesco plans to conduct ESG engagement surveys across all Business Units in the upcoming financial year. Additionally, Nesco will provide training to key stakeholders across these units on the key ESG material topics identified in this financial year. » Maintain IT Park Customer NPS > 80. **Suppliers:** » Nesco to continue supply chain engagement programme, with assessment criteria to achieve 100% coverage of suppliers, under the Supplier Code of Conduct ('SCoC'). Following this, Nesco will ensure that top suppliers receive comprehensive training on the SCoC and align with the Company's ESG commitments by FY 2027-28. **Community:** » Organising 4 employee volunteering programs annually focused on community development. **Employees:** » Delivering 100% training coverage for employees on key policies including POSH, Prevention of Insider Trading, Code of Business Conduct and Ethics, Whistleblower Policy, ESG principles, Anti-Bribery and Corruption, Health and Safety, Hygiene and Human Rights. » Ensuring an average of 8 hours of combined training and skill development per employee.								
6.	Performance of the entity against the specific commitments, goals and targets, along with reasons in case the same are not met.	The following are key achievements mapped to the previous year's goals: » 135+ plants planted within Nesco and Indabrator premises in FY 2025-26. » 100% Green Power transition at Bombay Exhibition Center, Registered Office, Kitchen, Food Courts, earlier were using regular power now using green power. » Customer Satisfaction ('CSAT') Survey conducted across BUs – Realty, BEC, Events, Foods and Indabrator. » ESG Engagement Survey conducted across across BUs – Realty, BEC, Events, Foods and Indabrator. » In FY 2025-26, IT Park Customer NPS was 94.80. » Initiated a structured supply chain engagement programme through a digital platform, with pre-defined assessment criteria aligned with the Company's ESG commitments and Supplier Code of Conduct. 100% of suppliers adhered to the Supplier Code of Conduct, embedded within the purchase order process. » In FY 2025-26, we organised 5 employee volunteering programs focused on environment and community development. » Delivered 100% training coverage for employees on key policies including POSH, Prevention of Insider Trading, Code of Business Conduct and Ethics, Whistleblower Policy, ESG principles, Anti-Bribery and Corruption, Health and Safety, Hygiene and Human Rights. » Achieved average of 8+ hours of combined training and skill development per employee.								

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):**

Sustainability remains integral to Nesco's long-term growth strategy and business philosophy. As stakeholder expectations, regulatory requirements and climate-related considerations continue to evolve, the Company remains focused on strengthening responsible business practices and integrating ESG considerations across its operations. Nesco recognises that sustainable growth requires a balanced approach toward environmental stewardship, social responsibility and strong governance practices.

During FY 2025-26, the Company continued to strengthen its ESG framework through enhanced stakeholder engagement and improvements in ESG data management and reporting processes. The Company also completed its revised materiality assessment and initiated the development of the Nesco 2030 ESG Roadmap to guide its long-term sustainability priorities. The Company also continued its efforts towards increasing adoption of green energy across key business units and improving ESG integration across operations and value chain practices.

While ESG-related challenges such as climate risks, evolving stakeholder expectations and strengthening value chain engagement continue to remain important focus areas, Nesco remains committed to continuous improvement and transparent reporting. Through its sustainability initiatives and responsible business practices, the Company aims to create long-term value while contributing positively to the environment and society.

Krishna S. Patel

Chairman and Managing Director

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

Board of Directors holds ultimate oversight of BRSR. The Risk Management Committee ('RMC') supervises ESG-related risks and performance. The Chairman and Managing Director ('CMD') provides strategic direction, supported by the Chief Financial Officer ('CFO') and Company Secretary ('CS') for governance and compliance. The ESG SPOC coordinates implementation, with Business and Functional Heads responsible for execution. Progress is periodically reviewed by the Board and RMC.

9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability-related issues? (Yes/ No). If yes, provide details:

Yes, the Risk Management Committee of the Board is responsible for decision-making on sustainability-related issues.

10. Details of Review of NGRBCs by the Company:

Disclosure	Indicate whether a review was undertaken by the Director/Committee of the Board/ any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies and follow-up action.					Yes									Annually				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances.					Yes									Annually (The Company follows the requirements of the relevant principles to the extent applicable)				

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. ***	No	Yes	Yes	No	Yes	Yes	No	No	Yes
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:					NA				

Web links of all the policies aligned with the BRSR Principles are provided below.

1. Policy on Code of Business Conduct and Ethics: https://www.nesco.in/resources/images/pdf/Code-of-Business-Conduct-and-Ethics.pdf
2. Code of Business Conduct and Ethics for Employees and Workers: https://www.nesco.in/resources/images/pdf/policies-on-brsr/code-of-business-conduct-and-ethics-for-employees-and-workers.pdf
3. Anti-Bribery, Corruption and Gifting Policy: https://www.nesco.in/resources/images/Anti%20Bribery-Corruption-and-Gifting%20policy.pdf
4. Whistleblower policy: https://www.nesco.in/resources/images/pdf/policy/whistle-blower-policy.pdf
5. Supplier Code of Conduct: https://www.nesco.in/resources/images/pdf/policies-on-brsr/suppliers-code-of-conduct.pdf
6. Policy on Environment Management and Protection: https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-n-environment-management-and-protection.pdf
7. Human Capital Management Policy: https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-capital-management.pdf
8. Policy on Health and Safety: https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-health-and-safety.pdf
9. Policy on Stakeholder Relationships: https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-of-stakeholder-relationships.pdf
10. Human Rights Policy: https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-rights.pdf
11. Prevention of Sexual Harassment at Workplace: https://www.nesco.in/resources/images/pdf/policy/policy-on-sexual-harrassment-at-workplace.pdf
12. Public Advocacy Policy: https://www.nesco.in/resources/images/pdf/policies-on-brsr/public-advocacy-policy.pdf
13. CSR Policy: https://www.nesco.in/resources/images/pdf/policy/Corporate-Social-Responsibility-(CSR)-Policy.pdf
14. Quality and Customer Centricity Policy: https://www.nesco.in/resources/images/pdf/policies-on-brsr/quality-and-customer-centricity.pdf
15. Environment, Social and Governance Policy: https://www.nesco.in/resources/images/ESG%20Policy.pdf

* The Company has a Code of Conduct for Suppliers, which lays out its expectations for its value chain partners and it details the relevant Principles that are extended to them.

**Independent assessment/evaluation for working-specific aspects of policies and businesses is carried out periodically by certifying bodies. Indabrator certifications on Quality, Health and Safety ISO 9001:2015 (Principle 2 and Principle 9), 14001:2015 (Principle 6) and 45001:2018 (Principle 3) are certified by URS India, United Kingdom Accreditation Service ('UKAS') Management Systems and International Accreditation Forum ('IAF') while Bureau Veritas has certified Nesco IT Park for ISO45001:2018 (Principle 3). LEED O&M Platinum certification has been awarded by US Green Buildings Council ('USGBC') (Principle 2). LEED Platinum certification has been awarded by the Indian Green Buildings Council ('IGBC') (Principle 2). Great Place to Work® (December 2025 - December 2026) certification (Principle 3 and Principle 5) has been awarded by Great Place to Work Institute India. Any additional external assessments will be considered in due course.

*** Nesco has identified the key policies from a compliance and materiality perspective. Independent assessment/evaluation for the working of specific aspects of policies and businesses' is carried out periodically by certifying bodies as explained above.

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total No. of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Several Board familiarisation programs covering key aspects of the business, progress and review on ESG and an overview of the BRSR (all principles) were conducted in the year. Additional details are available on https://www.nesco.in/resources/images/pdf/Details%20of%20Familiarisation%20Programme%20for%20Independent%20Directors.pdf	100
Key Managerial Personnel	9	1. ESG and BRSR overview of all relevant principles 2. Prevention of Sexual Harassment at Workplace ('POSH') and Human Rights (Principle 5) 3. Whistleblower Policy (Principle 1) 4. Prevention of Insider Trading (Principle 1) 5. Fire Safety Training (Principle 3) 6. Code of Business Conduct and Ethics (Principle 1)	100
Employees other than BoD and KMPs	6	1. Prevention of Sexual Harassment at the Workplace ('POSH') and Human Rights (Principle 5) 2. Whistleblower Policy (Principle 1) 3. Prevention of Insider Trading (Principle 1) 4. Training awareness sessions covering Health and Safety (Principle 3) 5. Fire Safety Training (Principle 3) 6. Code of Business Conduct and Ethics (Principle 1)	100
Workers	61	1. Health and Safety (Multiple) including emergency response, equipment safety, HIRA (Hazard Identification Risk Assessment), incident reporting and ISO 45001:2018 awareness (Principle 3) 2. Training on operational guidelines, skilling, compliance and waste management (Principle 3 and Principle 6) 3. Prevention of Sexual Harassment at the Workplace ('POSH') and Human Rights (Principle 5) 4. Environmental Awareness – Energy, Water conservation and other sustainability efforts awareness (Principle 3 and Principle 6) 5. Fire Safety Drill and Emergency Preparedness Training (Principle 3)	100
Occupiers and Visitors	37	1. ESG Materiality Assessment (All principles) – Few top tenants 2. Fire Safety Drill and Emergency Preparedness Training (Principle 3) 3. Work Safety Training for Tenant Support staffs in line with the ISO 45001:2018 (Principle 3) 4. Green Power Transition Discussions 5. Periodic Engagements with tenants and organisers to address needs and expectations	NA
Customers	1	1. ESG Materiality Assessment (All principles) – Few top customers across segments	NA
Community	1	1. ESG Materiality Assessment (All principles) – Few top community members	NA

Note: Safety instruction guidelines are provided to Exhibitors and Event Organisers at BEC/Events, which are excluded above. To reinforce its commitment to responsible business practices across its operations and value chain, the Company has established a formal Supplier Code of Conduct. As Nesco has initiated steps towards deeper upstream and downstream value chain engagement, the Company will progressively disclose enhancements in awareness of other principles across different elements of its value chain. Nesco does not employ any permanent workers.

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

S. No.	Monetary					
	Penalty/Fine	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹ in crores)	Brief of the Case	Has an appeal been preferred? (Yes/No)
1.	Penalty	Principle 1	Securities and Exchange Board of India	0.05	Order dated 15 April 2025 for violation of various provisions of SEBI LODR Regulations 2015 and Companies Act, 2013 *inter-alia* for continuation of an Independent director after the expiry of his term.	No
2.	Penalty	Principle 1	Office of the Asst. Commissioner of State Tax (GST), Gujarat	0.18	Order dated 19 May 2025 levying penalty for excess claim of input tax credit on its inward supplies for the financial year 2021-22 under Section 73(5)/74(5) of the CGST/ IGST Act, 2017.	Yes
3.	Penalty	Principle 1	Brihanmumbai Municipal Corporation – Assessment and Collection Department	2.59	Order dated 17 Jun 2025 levying penalty for delay in payment of earlier years assessment tax assessed by BMC due to retrospective change in area, change in capital value and change in the use of area under Section 162 (2) and 216 (B) of the Mumbai Municipal Corporation Act, 1888. Orders are of several dates pertaining to the Financial year.	Yes
4.	Penalty	Principle 1	Office of the Superintendent, CBIC, Anand, Vadodara, Gujarat	0.13	Order dated 24 December 2025 for ineligibility to claim GST Input Tax Credit for FY 2019-20 and 2021-22 under Section 74 of SCGST/IGST/CGST Act 2017.	Yes
5.	Penalty	Principle 1	Office of the Deputy Commissioner of State Tax, Vadodara	0.00*	Order dated 7 November 2025 towards short payment of tax on liabilities declared on taxable supplies in GSTR for FY 2020-21 under Section 73 of SCGST/IGST/CGST Act 2017.	No
	Settlement	-	-	-	-	-
	Compounding Fee	-	-	-	-	-

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

*Amount rounded to two decimal places in ₹ crore. Actual amount: ₹ 20,000.

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Order dated 19 May 2025 levying penalty for excess claim of input tax credit on its inward supplies for the financial year 2021-22 under Section 73(5)/74(5) of the CGST/ IGST Act, 2017.	Office of the Asst. Commissioner of State Tax (GST), Gujarat
Order dated 17 Jun 2025 levying penalty for delay in payment of earlier years assessment tax assessed by BMC due to retrospective change in area, change in capital value and change in the use of area under Section 162 (2) and 216 (B) of the Mumbai Municipal Corporation Act, 1888. Orders are of several dates pertaining to the Financial year.	Brihanmumbai Municipal Corporation – Assessment and Collection Department
Order dated 24 December 2025 for ineligibility to claim GST Input Tax Credit for FY 2019-20 and 2021-22 under Section 74 of SCGST/IGST/CGST Act 2017.	Office of the Superintendent, CBIC, Anand, Vadodara, Gujarat

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

Yes. The Company maintains an Anti-Bribery, Anti-Corruption and Gifting Policy that applies to the Company's employees and stakeholders. The policy is available in the HRMS and on the Company's website at: https://www.nesco.in/resources/images/Anti%20Bribery-Corruption-and-Gifting%20policy.pdf.

The Company upholds a zero-tolerance approach to bribery and corruption, ensuring strict adherence to ethical business practices. Employees, stakeholders and third parties must maintain the highest standards of honesty and integrity, with explicit prohibitions against illicit payments, bribery and the misuse of intermediaries. Additionally, the policy explicitly forbids offering or accepting gifts, hospitality, or entertainment to influence business decisions. Corruption-related incidents can be reported as per the Whistleblower Policy accessible on HRMS and the Company's website at https://www.nesco.in/resources/images/pdf/policy/whistle-blower-policy.pdf. The Company received no complaints under this policy. Employees who report potential misconduct in good faith or who provide information or otherwise assist in any inquiry or investigation of potential misconduct will be protected against retaliation.

From this year onwards, the Company has transitioned to a fully digitalised compliance training mechanism, replacing the earlier hybrid (offline and online) format. The training modules cover key governance topics including whistleblower mechanisms and anti-corruption practices, enabling standardised dissemination, improved accessibility and effective tracking of employee participation and completion.

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

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

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
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:

There have been no fines, penalties, or disciplinary actions against any of the Company's Directors, KMPs, employees, or workers for cases related to conflict of interest or anti-bribery and anti-corruption.

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	52*	39

The days of accounts payable are as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024). The relevant items under Trade Payables as reported in the financial statement are included within accounts payable.

*Increase in Credit period with vendors for the Capex project and few Opex spent.

9. Openness of business - Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances and 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	13.46	8.69
	b.	Number of trading houses where purchases are made from	366	49
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	42.80	40.30
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	0.20	0.28
	b.	Number of dealers/distributors to whom sales are made	6	8
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	100	100
Share of RPTs in	a.	Purchases (Purchases with related parties /Total Purchases)	0.05	0.05
	b.	Sales (Sales to related parties/ Total Sales)	0.00	0.06
	c.	Loans and advances (Loans and advances given to related parties /Total loans and advances)	0.00	0.00
	d.	Investments (Investments in related parties/ Total Investments made)	0.03	0.01

Note: Data on purchases from trading houses and Purchases from related parties are as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024).

Leadership Indicators

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

Total number of awareness programmes held	Topics / Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
59 trainings conducted for contractual workforce	Upstream: Contractual Workers » Safety training for IT Park and Indabrator on premises contractual workers and repairs and maintenance workers (Principle 3) » Fire extinguisher and emergency response training conducted annually (Principle 3)	100
4 trainings conducted for Tenants and its employees	» Downstream: Fire extinguisher and emergency response training are conducted twice a year	100
62 trainings conducted for customers	» Downstream: Training and guidance to Indabrator customers on the proper use of machines and their features during installation (Principle 3 and 9)	100

Note: Safety instruction guidelines are provided to Exhibitors and Event Organisers at BEC/Events, which are excluded above.

To reinforce its commitment to responsible business practices across its operations and value chain, the Company has established a formal Supplier Code of Conduct. As Nesco has initiated steps towards deeper upstream and downstream value chain engagement, the Company will progressively disclose enhancements in awareness of other principles across different elements of its value chain.

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

Yes, the Company has a Code of Business Conduct and Ethics for the Board of Directors and Senior Management Personnel ('Code'), which also stipulates guidelines for avoiding and disclosing actual or potential conflicts of interest with the Company. The Company receives an annual declaration and changes, if any, from time to time from its Board on their concern and interest in other entities and ensures requisite approvals as required under the applicable laws are taken before entering into transactions with such entities. This annual declaration is placed before the Board at its first meeting held in the financial year and subsequent meetings as and when changes are intimated by the Directors. These declarations are also shared with the accounts/finance team for regular tracking of transactions, if any, with the entities in which the Directors have an interest.

Further, the Directors abstain from participating in the Board/Committee meetings on matters involving entities in which they are deemed to have an interest or are deemed to be interested. Additionally, the Company also receives an annual declaration from the members of the Board and Senior Management Personnel confirming adherence to the Code of Business Conduct and Ethics. The Code is available on the Company's website at https://www.nesco.in/resources/images/pdf/Code-of-Business-Conduct-and-Ethics.pdf.

PRINCIPLE 2

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

Essential Indicators

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

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	4.34	17.03	Investment in equipment for improved maintenance, safety, working conditions and security.

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

Yes. Nesco has incorporated responsible sourcing and compliance-related requirements within its vendor onboarding processes, contractual agreements and purchase orders issued to suppliers and contractors. These requirements include compliance with applicable laws, labour standards, statutory obligations, health and safety practices and responsible sourcing principles.

The Company also promotes localisation of procurement and procurement from MSMEs and domestic suppliers wherever feasible.

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

100% of Nesco's procurement spend is with suppliers who acknowledged their adherence to the Company's Code of Conduct. However, it is in process to define and monitor the % of products sourced sustainably moving forward.

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

The Company operates services businesses, including IT Park, Exhibitions, Events and Foods, hence the end-of-life of products does not apply to us. At Indabrator, we produce machinery and capital goods with a high lifespan that our customers often refurbish. Details of operational waste management (including recycling and disposal) are detailed in Principle 6, Essential Indicator 8.

The Company uses My Water Box packaging, which is made from recyclable materials. Post-use, such packaging is collected and recycled through authorised vendors, who provide certification confirming environmentally sound recycling practices.

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

Yes, Extended Producer Responsibility ('EPR') is applicable to the Company's activities. The Company is currently assessing the extent of its EPR obligations and continues to engage authorised waste management and recycling agencies for the disposal of waste generated from this business in accordance with applicable regulations. Necessary actions will be undertaken based on the outcome of the assessment.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	If yes, provide the web-link.
Nesco has not conducted formal quantitative lifecycle assessments of its products or services in FY 2025-26.						

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

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

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

Indicate input material	FY 2025-26	FY 2024-25
Recycled Metal Scrap	12.27	10.93
Manure (Organic Waste Composter)	100	100

Recycled/reused materials form a meaningful portion of our inputs, led by our food waste-to-manure circularity program. Food waste and organic residues from canteen/kitchen operations are systematically converted to high-quality manure through in-house composting. The capacity of the Organic Waste Converter ('OWC') has been expanded which operate on green power. This expansion has strengthened our waste management and resource efficiency efforts by enabling greater processing of organic waste on-site. As a result, the initiative has significantly reduced the volume of waste sent to landfills while facilitating the conversion of organic waste into nutrient-rich manure for gardening, supporting a circular and energy-efficient approach to resource utilisation.

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

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable. IT Park, BEC/Events and Foods are service businesses and the reclamation of products at the end-of-life stage does not apply to the Company. At Indabrator, the Company produces machinery and abrasives, which are B2B in nature and reclaiming is beyond its scope. The mechanisms used to manage and dispose of the waste generated as part of its operations have been detailed in Principle 6, Essential Indicator 10.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable, as discussed in Principle 2, Leadership Indicator 4 above.	

PRINCIPLE 3

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

Essential Indicators

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

Category		Total	% of employees covered by: Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
1.	**Permanent employees**											
a.	Male	293	293	100	293	100	0	0.00	293	100	293	100
b.	Female	56	56	100	56	100	56	100	0	0.00	56	100
c.	**Total**	**349**	**349**	**100**	**349**	**100**	**56**	**16.05**	**293**	**83.95**	**349**	**100**
2.	**Other than Permanent employees**											
a.	Male	11	11	100	11	100	0	0.00	11	100	11	100
b.	Female	3	3	100	3	100	3	100	0	0.00	3	100
c.	**Total**	**14**	**14**	**100**	**14**	**100**	**3**	**21.43**	**11**	**78.57**	**14**	**100**

Maternity/paternity benefits include paid leave in accordance with the Maternity Benefit Act, as well as health insurance coverage for hospitalisation of the mother (including the spouse of the employee). Health and accident insurance coverage is provided to all permanent and non-permanent employees across all of Nesco's businesses.

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

Category		Total	% of workers covered by: Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
1.	**Permanent workers**											
a.	Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
b.	Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
c.	**Total**	**0**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**	**0**	**0.00**
2.	**Other than Permanent workers**											
a.	Male	570	570	100	570	100	0	0.00	570	100	570	100
b.	Female	68	68	100	68	100	68	100	0	0	68	100
c.	**Total**	**638**	**638**	**100**	**638**	**100**	**68**	**10.66**	**570**	**89.34**	**638**	**100**

c. Spending on measures towards the 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 wellbeing measures as a % of total revenue of the company	1.66	0.29

* Includes Group Term Life Insurance for all its employees and workers, excluding daily wage and piece rate workers at Indabrator in the financial year 2025-26. Includes Group Term Life Insurance, Group Medical Coverage, Group Personal Accident and Maternity/Paternity benefits.

2. Details of retirement benefits:

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	88.51*	100	Yes	95.15	100	Yes
Gratuity	95.98	100	No	95.15	0.00	No
ESI	0.00	48.03**	Yes	0.00	62.90	Yes
Others – please specify	95.98	0.00	Yes	95.15	100	Yes

ESI is not applicable to any Nesco employees under the Employees State Insurance Act, 1948 (Sections 2(12) and 1(5)) and ESIC coverage guidelines. Instead, we offer enhanced social security through comprehensive group health insurance covering employees and dependents, employee welfare programs including term/mediclaim insurance, accidental coverage and retirement benefits via PF.

* Certain new joinees, including freshers who were not previously members of the Employees' Provident Fund (EPF), opted out of PF membership by submitting Form 11 in accordance with applicable statutory provisions.

** Changes in employee coverage under retirement benefit schemes during the year are partly attributable to salary revisions and restructuring undertaken to align employee wages with minimum wage standardization requirements.

3. Accessibility of workplaces

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

Yes, Nesco is committed to fostering an inclusive environment and ensuring that its premises and offices are accessible to differently-abled employees, workers and visitors. Nesco has implemented a range of infrastructure and service measures to enhance accessibility.

These include:

- Barrier-free access through ramps, accessible walkways and adapted entry/exit points
- Elevators equipped with braille-enabled controls and auditory signals
- Safety features such as handrails and support structures across staircases, pathways and washrooms
- Wheelchair assistance and support services available at key access points such as lobbies
- Reserved parking spaces and designated drop-off points for persons with disabilities
- Dedicated access points (such as the 'P' gate) to facilitate ease of movement within IT Park towers

The Company continuously enhances accessibility infrastructure based on stakeholder feedback, including tenants, employees and visitors.

Further, the Company is strengthening its approach through:

- Periodic accessibility assessments and internal reviews to identify improvement areas
- Integration of accessibility considerations in new developments and retrofitting initiatives
- Sensitisation of staff and security personnel to support persons with disabilities effectively

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

Yes, the Company has an Equal Opportunity Policy embedded within its Human Capital Management Policy, which upholds the principle of non-discrimination and equal opportunity in recruitment, employment and career advancement.

The policy prohibits discrimination based on factors such as age, region, caste, creed, race, colour, gender, religion, national origin, social groupings, disability, or marital status, in line with applicable laws and regulations. Employment-related decisions are based on qualifications, experience and demonstrated performance, ensuring a fair and inclusive workplace.

We are committed to creating a workplace where diversity is celebrated and every individual has an equal opportunity to thrive. Our hiring practices actively promote representation across age, gender, ability and background, while fostering a culture of ownership, recognition and respect.

The policy is accessible to all employees through the Company's HRMS portal and is also available on the Company's website: https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-capital-management.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	0%	0%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

Note: In the reporting year, 7 male employees opted for paternity leave (all have resumed work) and 1 female employee opted for maternity leave and yet to return.

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 Workers	Yes, the Company has an established mechanism to receive and redress grievances for employees and workers. The Company's Human Resource Management System ('HRMS') - AdrenalinMAX facilitates efficient grievance handling through a structured ticketing system that enables employees to raise concerns digitally. The system routes issues to the appropriate internal departments, with defined resolution timelines and an in-built escalation protocol to ensure timely and effective closure. The Company also follows an 'open door' approach, allowing employees and workers to directly approach the HR team and management to discuss grievances and concerns. To ensure awareness and effective utilisation of the mechanism, employees are provided with training through digitised platforms, covering organisational principles and guidance on raising grievances in an appropriate manner. For workers, grievance awareness and support are facilitated through the Total Facility Management (TFM') team via offline interactions, wherein queries and concerns are addressed directly. The Company continues to strengthen the utilisation of its grievance redressal systems through increased adoption of digital tools and process enhancements. Further details on human rights-related grievance mechanisms are provided under Principle 5, Essential Indicator 5. The following policies and mechanisms are in place, with 100% of the concerned workforce trained through multi-lingual digital mode: » Policy on Prevention of Sexual Harassment at Workplace ('POSH') » Policy on Human Rights » Whistleblower Policy » Policy on Code of Business Conduct and Ethics Grievances can be raised through the POSH Committee, Whistleblower/Vigil Mechanism and the HR function via the HRMS platform.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			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	**349**	**0**	**0.00**	**255**	**0**	**0.00**
Male	293	0	0.00	217	0	0.00
Female	56	0	0.00	38	0	0.00
Total Permanent Workers	**0**	**0**	**0.00**	**0**	**0**	**0.00**
Male	0	0	0.00	0	0	0.00
Female	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		No.		No.			No.		No.	
	(A)	(B)	% (B/A)	(C)	% (C/A)	(D)	(E)	% (E/D)	(F)	% (F/D)
Employees										
Male	293	293	100	293	100	228	228	100	228	100
Female	56	56	100	56	100	40	40	100	40	100
Total	**349**	**349**	**100**	**349**	**100**	**268**	**268**	**100**	**268**	**100**
Workers										
Male	570	570	100	570	100	582	582	100	582	100
Female	68	68	100	68	100	65	65	100	65	100
Total	**638**	**638**	**100**	**638**	**100**	**647**	**647**	**100**	**647**	**100**

Training extends beyond direct employees and workers to third party vendor staff, including security and facility management personnel. These sessions covering ESG awareness, safety protocols and compliance are delivered by specialised external vendors to ensure consistent standards across all onsite personnel, supporting Nesco's inclusive workplace commitments.

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

Category	FY 2025-26			FY 2024-25		
	Total	No.	%	Total	No.	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
Employees						
Male	293	293	100	228	228	100
Female	56	56	100	40	40	100
Total	**349**	**349**	**100**	**268**	**268**	**100**
Workers						
Male	570	570	100	582	582	100
Female	68	68	100	65	65	100
Total	**638**	**638**	**100**	**647**	**647**	**100**

10. Health and safety management system:

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

Yes, Nesco prioritises safety across all its operations and a comprehensive Occupational Health and Safety Management System ('OHSMS') has been implemented. Nesco continues to have ISO 45001:2018 certification for its Total Facilities Management for IT Park business in addition to the existing certification of ISO 45001:2018 for Indabrator (Vishnoli Plant), reinforcing its commitment to occupational health and safety. During FY 2025-26, the annual surveillance audit conducted by the certification body confirmed that the ISO 45001:2018 systems are being effectively implemented, with requisite documentation and controls in place. Best practices based on the certified facilities are horizontally deployed across all our locations. Investments in infrastructure, processes and personnel continue to be made by the Company to ensure the safety of its employees and all external stakeholders with access to its facilities at the IT Park, Foods and BEC/Events locations. The Company further strengthens its OHSMS through structured safety practices, including regular health and safety training for employees, subcontractors and tenant personnel to ensure preparedness for safe operations and emergency situations. Monthly health and safety training is conducted for all employees and subcontractors to maintain high standards and sustain a zero incident working environment. Daily safety briefings are conducted to reinforce a proactive safety culture and support the Company's goal of achieving zero workplace incidents. For high-footfall environments such as exhibitions and events, occupational health and safety protocols are governed by comprehensive standard operating procedures to ensure effective risk mitigation. Additionally, occupational health and safety expectations are embedded within the Supplier Code of Conduct, extending safety practices across the value chain. Emergency preparedness is supported through the deployment of evacuation layouts, safety signage and awareness materials across facilities to promote hazard awareness and safe behaviour among all stakeholders.

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

Nesco has implemented Hazard Identification and Risk Assessment ('HIRA') processes in line with the ISO 45001:2018 protocols, which are complemented with appropriate training processes. Periodic reviews and assessments are conducted to identify areas for improvement across its operations. These hazards are systematically prioritised based on significance and mitigation strategies are applied accordingly. Nesco has outlined safety protocols and highlighted key health and safety risks, ensuring that all stakeholders are well informed and properly trained on safety procedures and control measures. During the FY 2025-26, the Company conducted more than 75 HIRA for various operational aspects. These potential risks have been identified through routine (proactive) and non-routine (reactive) processes to identify non-conformities, unsafe acts and conditions, such as safety walks, audits and reports from employees or external parties. Security personnel are also briefed to identify potential hazards and risks for remediation. Nesco's internal documentation outlines safety protocols and highlights key health and safety risks, ensuring all stakeholders are well-informed and properly trained on safety procedures and control measures. A defined process exists for addressing safety related complaints from employees, customers and visitors, with each concern carefully reviewed and acted upon for resolution. The Enterprise Risk Management ('ERM') system, which includes safety and health, also conducts periodic reviews and assessments to identify areas for improvement across its operations. Additionally, the effectiveness of these processes is validated through annual surveillance audits conducted by the certification body, confirming adherence to ISO 45001:2018 requirements with appropriate documentation and controls in place. The Company further strengthens hazard identification and risk mitigation through task-specific Standard Operating Procedures ('SOPs'), particularly for high-risk and high-footfall environments such as exhibitions and events, ensuring comprehensive risk coverage across routine and non-routine activities.

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

Yes, the Company has established well-defined Standard Operating Procedures ('SOP') for incident reporting, which are reinforced through training. The process and procedures for efficient documentation and resolution of incidents are also in place. The SOP highlights the reporting mechanism, including immediate notification to the security/safety manager, provision of first aid and escalation to hospital care, if needed. This system ensures that hazards are prioritised based on urgency and sensitivity. Nesco leverages multiple channels for detailed incident reporting through WhatsApp, telephone, or email directly to senior management.

At the Indabrator premises, employees are provided with a structured system to report work-related hazards and remove themselves from dangerous situations. Workers are trained to recognise potential risks and utilise communication channels such as suggestion boxes and applications can be made in the regional language (Gujarati). Incentives are provided to encourage active participation from permanent and contractual employees.

For preparedness against potential emergencies (e.g. fire, natural disasters, security threats) the corresponding preparedness and response plans have been documented in the SOPs. In addition, Nesco conducts joint fire drills periodically for all offices and employees at Nesco and Indabrator plants to educate the personnel on emergency preparedness and fire evacuation procedures. Regular training and awareness programs are conducted for all stakeholders to promote hazard reporting and mitigation efforts.

The Company further reinforces a proactive safety culture through daily safety briefings and periodic health and safety training programs for employees and subcontractors, enabling them to identify, report and respond to hazards effectively. Occupational health and safety expectations are also embedded within the Supplier Code of Conduct, extending hazard reporting and safe working practices across the value chain. Emergency preparedness is supported through clearly displayed evacuation layouts, safety signage and SOPs across facilities to enhance awareness and enable prompt response to risks.

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

Yes, Nesco's compensation policy ensures that employees and workers have access to occupational and non-occupational medical care through both Company-operated and external healthcare facilities. In addition, the Company offers recreational amenities, such as a gymnasium and a rooftop turf for team games, further demonstrating its commitment to employee well-being. For emergencies, 24/7 ambulance service affiliated with a nearby hospital is available on-site.

These healthcare provisions are complemented by regular health and safety training and awareness initiatives, including engagement with tenant personnel, to ensure preparedness for medical emergencies and promote overall well-being across all stakeholders.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate ('LTIFR') (per one million person-hours worked)*	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	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

* Including the contract workforce

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

Nesco's unwavering commitment to maintaining a safe and healthy work environment is reflected in its proactive measures, comprehensive training and continuous improvement initiatives. The Company enforces robust safety and health protocols across its operations, including effective risk identification systems and clear signage, which keeps employee, worker, visitor and tenant's staff informed about necessary precautions by ensuring a strict 'no safety, no work' principle.

Housekeeping staff undergo weekly training, while the engineering team participates in regular sessions on OH&S as per a predefined training calendar. Additionally, third-party agencies fire detection and suppression systems are audited monthly to ensure operational readiness. Fire safety is further strengthened through regular fire extinguishing, evacuation and firefighting drills for tenants. Electrical infrastructure and elevators undergo annual audits by certified professionals and the Electrical Inspector from the Government of Maharashtra, ensuring operational efficiency, legal compliance and adherence to maintenance protocols. The Company also ensures compliance with all statutory requirements related to fire and electrical systems.

At BEC, Nesco follows well-defined safety processes to ensure no incidents occur during exhibitions and events. These provide adequate protection for the venues, BEC personnel, organisers, as well as visitors. Measures include opening meetings with organisers to familiarise them with safety and security protocols. Regular security patrols are carried out in common areas and monthly preventive technical inspections are carried out, including thermography, load testing and earthing to avoid electrical incidents.

The Company places strong emphasis on stakeholder awareness and engagement. Regular client interaction sessions are held to communicate key information regarding infrastructure, health, safety and recreational amenities. Tenants are subject to periodic third-party OH&S audits, with no non-conformities reported. Employees receive comprehensive training on fire safety, material handling, electrical safety, ISO 45001:2018 awareness, legal compliance and workplace safety practices. In addition, kitchen safety is addressed through structured processes including SOPs, emergency response plans, mock drills and detailed training for kitchen staff. Employees are empowered with the right to refuse any task, if it seems unsafe.

Nesco also ensures safety preparedness for vendors operating within its premises. The Company conducts monthly OH&S refresher training sessions for all on-site vendors and a 'permit to work' system is enforced for all vendor activities. Each vendor must follow defined SOPs, undergo risk assessments and align with the needs and expectations communicated by Nesco. At Indabrator, Nesco's manufacturing business, safety is maintained through machine-specific SOPs that guide safe usage and help prevent injuries. Customers are trained on the proper use of machines, supported by comprehensive manuals. Personal Protective Equipment ('PPE') is provided to all relevant personnel and cleanliness protocols are strictly observed. Regular safety inspections and security checks are carried out to maintain compliance and protect employees and assets.

Structural and environmental upgrades across Nesco's facilities include installation of fabricated stairs, improved floor levelling, drainage enhancements and automated exhaust systems to support proper ventilation in electrical panel rooms. All critical systems, including refrigerants, fire suppression and emergency response infrastructure, are maintained by certified vendors and audited annually. Prominent safety signage and displayed SOPs in plant rooms reinforce awareness and prevent unauthorised access.

To promote overall well-being, Nesco provides access to green spaces, fitness centres and food courts offering healthy meal options. Regular employee engagement activities, wellness programs like Zumba and 24/7 onsite ambulance service enhance the holistic safety ecosystem. Additionally, the security team strictly monitors vehicle movement within the premises to ensure traffic and pedestrian safety. The safety, health and security of all individuals and assets across the property is further ensured through 24/7 monitoring systems, supported by the strategic deployment of physical barriers and trained security personnel. Nesco intends to extend safety governance throughout its value chain through its Supplier Code of Conduct ('SCoC'). This includes specific health and safety commitments related to their operations and practices while on premises. The Company's comprehensive waste management framework includes rigorous standard operating procedures for hazardous material handling and formal partnerships with Brihanmumbai Municipal Corporation ('BMC')/ Maharashtra Pollution Control Board ('MPCB')-authorised agencies to ensure compliant disposal and recycling, minimising associated environmental and health risks.

Additionally, the Company's occupational health and safety systems are periodically validated through surveillance audits conducted by external certification bodies, ensuring that processes aligned with ISO 45001 are effectively implemented with appropriate documentation and controls. The Company further reinforces a proactive safety culture through daily safety briefings and structured training programs for employees, subcontractors and tenant personnel, enabling all stakeholders to respond effectively to workplace hazards and emergency situations. Occupational health and safety protocols for high-footfall environments such as exhibitions and events are governed by comprehensive SOPs, ensuring robust risk mitigation. Safety expectations are also embedded within the Supplier Code of Conduct to strengthen value chain compliance. Emergency preparedness is enhanced through clearly displayed evacuation layouts, signage and awareness materials across facilities to promote hazard awareness and safe behaviour among all stakeholders.

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

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

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices*	100
Working Conditions**	100

*Third-party assessments included Occupational Health and Safety at the Indabrator Plants and IT Park for ISO certification. Additionally, third-party electrical and firefighting system maintenance audits were conducted at the IT Park, BEC and Foods. Internal assessments of critical systems maintenance are performed daily with bi-monthly thermography inspections. Nesco participated in and was certified in the Great Place to Work® survey, where no concerns were raised on these issues.

**Internal assessments of working conditions are carried out by leadership, managers and dedicated Health and Safety personnel.

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

Nesco proactively addresses safety risks and incidents through structured processes, ensuring continuous improvement across operations. Key Corrective Actions:

- Fire Safety Enhancements: Regular fire evacuation drills and firefighting training conducted for IT Park tenants and employees, complemented by increased safety signage across all premises.
- Audit-driven Improvements: Opportunities for Improvement ('OFIs') identified during internal/external audits are promptly resolved.
- Near-Miss and Incident Management: All near-misses and gaps are addressed via a structured Corrective and Preventive Actions ('CAPA') process, with periodic reviews to verify sustained effectiveness. This systematic approach minimises recurrence and strengthens overall 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 extends a comprehensive Term Life Policy that covers permanent employees, non-permanent employees and permanent workers. Contractual workers are covered through ESI (at our Mumbai operations) and workman's compensation (at Indabrator facilities) coverage based on their eligibility.

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

The Company requires all vendors and contractors to comply with applicable labour and statutory regulations through contractual agreements, purchase orders and vendor onboarding processes. Contractual workforce service providers are required to periodically submit documentary evidence relating to statutory compliance, including payment of PF, ESI, labour welfare contributions and insurance obligations. Such submissions are reviewed as part of the vendor payment and compliance verification process.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	NA	NA
Workers	0	0	NA	NA

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

The Company provides an extension/re-employment of services on a case-to-case basis even if there is a gap after retirement. The Company endeavours to provide placement assistance in case of regretted termination wherever possible.

5. Details on assessment of value chain partners:

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

Nesco systematically assesses value chain partners through its ESG platform, focusing on supplier engagement, training and compliance with sustainability standards. Supplier Assessment Program: Launched two comprehensive assessments through digital platform, covering environmental, social and governance parameters for top suppliers (representing 70% of Nesco's economic activity). Provided hands-on training and support to enable ESG data submission, validation and performance benchmarking against industry standards. Required all participating suppliers to abide by the Supplier Code of Conduct ('SCoC') which is embedded in the Purchase Order, embedding commitments to ethical practices, human rights, environmental stewardship and safety protocols. Outcomes and Coverage: This initiative ensures robust due diligence across the value chain, with real-time tracking of submissions and corrective action plans for gaps. Ongoing monitoring strengthens supply chain sustainability alignment with BRSR Principle 8.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners:

Nesco has taken several proactive measures to address potential risks downstream from its customers for their vendors that work on its premises. Fit-out vendors of its tenants working on the premises undergo specialised training. These sessions cover critical safety protocols such as the proper use of service lifts, handling hazardous and non-hazardous materials and ensuring safe storage practices. The Company has also prepared a comprehensive do's and don'ts list of safety procedures for the contractors of BEC exhibitors. These training inputs aim to equip all stakeholders, including external vendors, with the necessary knowledge to maintain a safe and efficient working environment.

PRINCIPLE 4

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

Essential Indicators

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

Nesco identifies key internal and external stakeholder groups through a structured stakeholder mapping process. This process assesses the degree of influence stakeholders have on the Company and the extent to which they are impacted by its operations. Stakeholders are defined as individuals or groups directly or indirectly affected by Nesco's activities or capable of influencing its ability to create value.

In line with the Board-approved Policy on Stakeholder Engagement, Nesco periodically reviews and updates its stakeholder categories to ensure meaningful and targeted interactions. These include shareholders and investors, employees and workers, suppliers, business partners, local communities, government and regulatory authorities and customers. Customer groups are further segmented into occupiers and their employees, exhibition organisers, exhibitors and visitors, Food customers and Indabrator customers allowing tailored initiatives for each business segment.

Recognising stakeholders' vital role in achieving its vision and ESG goals, the Company actively seeks their input, addresses concerns and integrates feedback into future business strategies, policies and initiatives.

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advt., Community Meetings, Notice Board, Website) Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	» Customer satisfaction surveys » ESG Expectations Survey » Green Power Transition Discussion and Recognition » Materiality Assessment » Business reviews » Site visits » Technical Training Workshops » Dedicated support » Direct communication » Email » WhatsApp	» Ongoing » Quarterly » Half-yearly » Need-based	» Health and safety » Fire safety and evacuation drill » Parking and visitor management » Customer Satisfaction » Event/Product/Service requirements, contractual and commercial terms and service levels » Customer Satisfaction » Event logistics and Attendee experience » Expansion plans, business performance and general issues if any » Customer complaints about facilities and resolution » Human Rights » Green Power Transition - Discussion with Tenants for converting regular power consumption to green power usage. Distributing Green Power certificates to organizers of exhibitions and events for usage of Green Power through Nesco » Consulting customers for prioritization of ESG topics or ESG materiality assessment

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advt., Community Meetings, Notice Board, Website) Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	» Employee Survey (Great Place to Work) » Mandatory Compliance Training » Knowledge Check Quiz » Human Resource Management System ('HRMS') » Learning Management System ('LMS') » Performance Management System ('PMS') » Materiality Assessment » In-person Meetings » Digital Meetings » Notice Boards » Email » WhatsApp	» Ongoing » Monthly » Quarterly » Annual » Event-based	» Employee Engagement » Performance Management » Career Development » Recruitment and Staffing » Health and safety including fire safety » Human Rights » Consulting employees for prioritization of ESG topics or ESG materiality assessment » Employer Branding » Employee Compliance and Conduct
Investors and Shareholders	No	» Stock Exchange Communication » Annual General Meeting » Annual Report » Materiality Assessment » Institutional Investor's Meetings » Website » Newspaper » Email » SMS	» Annual » Quarterly » Event-based	» Strategy and performance of the Company » Outcome of Board Meetings » Financial Results » Consulting investors for prioritization of ESG topics or ESG materiality assessment » Dividends
Government Entities and Regulatory Bodies	No	» BSE/NSE filing portals » Website » Newspaper » SMS	» Quarterly » Event-Based	» Compliance update » Project-related clearances » Compliance-related communications (including submission and responses)
Contractors and their Workers	No	» On-site meeting » Classroom training and demonstration » In-person » Email » Telephone » WhatsApp	» Daily » Weekly » Monthly » Need-basis	» Project Schedule, Quality and Specifications » Health and Safety » Waste Management » Human Rights » Safe handling of critical equipment » Emergency Preparedness and Evacuation Drills » ESG Considerations » Use of chemicals » Work Ethics and Conduct
Communities and Implementing Agencies	Yes	» Community engagement through CSR activities » Materiality Assessment » Verbal communication » Letter » Email » Telephone	» Ongoing » Event-based » Need-Based	» Need Identification » Consulting communities for prioritization of ESG topics or ESG materiality assessment » Community Meetings
Suppliers and Business Partners	No*	» Email » Telephone » Materiality Assessment » Value Chain Assessment	» Annual » Need-based	» Goods and Service Quality » Contractual, commercial and service-level negotiations » Consulting suppliers for prioritization of ESG topics or ESG materiality assessment » Supplier identification » Human Rights

*Some of the suppliers at Nesco Foods business are co-operatives, self-help groups and/or represent collectives from marginalised communities.

Leadership Indicators

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

The Board of Directors has delegated the responsibility for direct stakeholder consultation on economic, environmental and social matters to Nesco's leadership team and respective Business Unit and Department Heads, while retaining overall oversight. The Company engages key stakeholders including employees, customers, suppliers, local communities, investors and regulators through periodic materiality assessments, customer satisfaction surveys, ESG engagement surveys, vendor interactions and community consultations.

As part of the materiality assessment process, stakeholder perspectives on ESG expectations and priorities are systematically captured, evaluated alongside business impact considerations and prioritised accordingly. The findings from these engagements are synthesised into structured reports and action plans by the respective functions and presented to the Board during periodic review and familiarisation sessions. Key insights, material ESG risks and opportunities and proposed strategic responses are discussed with the Board to enable informed decision-making and alignment of ESG initiatives with stakeholder expectations.

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. Stakeholder consultation is an integral part of Nesco's process for identifying and managing environmental and social topics. The Company undertakes structured engagement with employees, investors, customers, suppliers and local communities to understand evolving ESG expectations and material concerns. During FY 2025-26, an ESG Engagement Survey was conducted across all business segments (Realty, Exhibitions, Events, Food and Indabrator), generating actionable insights on priority areas such as energy efficiency, waste management, employee wellbeing, customer experience and responsible supply chain practices. In addition, a detailed materiality assessment was carried out through targeted consultations with key stakeholder groups to evaluate the significance of various environmental and social issues from both stakeholder and business perspectives. The inputs received were systematically analysed and incorporated into business policies, operational practices and ESG action plans.

The Company has implemented many health and wellness initiatives in response to employee feedback. A key development is the comprehensive medical checkup program for all employees. This is complemented by changes in the food menu, wherein Nesco has transformed its food choices for employees to include healthier options. These include healthy salads, the incorporation of millets, brown rice. Building on this initiative, the Company encourages employees to set aside dedicated time for physical activities. The program promotes participation in zumba, gym workouts and recreational games, utilising designated facilities.

In the IT Park business, the Company has expanded its feedback mechanisms to include its tenants' employees and added 2 EV charging stations and a bus stop within the premises to ease access to transportation provided by their employers. To address the feedback received from various customers, Nesco Foods has tied up with various QSR brands and other caterers to broaden the catering options available to them. This enables Nesco Foods to provide access to various food options to cater to diverse cuisines and dietary preferences across price points. Nesco has also expanded its on-premises restaurant options to cater to business and social entertainment needs. At the Indabrator, robotic loading and unloading for material handling, optical light curtains at the machine's entrance and controlled access to the ladder are features added to the machines to ensure operator and labour safety.

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

The Company places strong emphasis on engaging with and addressing the needs of vulnerable and marginalised stakeholder groups through targeted, impact-driven initiatives. Beyond the workplace, Nesco actively supports community development by improving educational infrastructure for underprivileged children in schools located in Tarapur and Karamsad areas near our manufacturing facilities in Gujarat and across various districts in Maharashtra.

PRINCIPLE 5

Businesses should respect and promote Human Rights

Essential Indicators

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

Category	FY 2025-26			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	349	349	100	255	255	100
Other than permanent	14	14	100	13	13	100
Total Employees	**363**	**363**	**100**	**268**	**268**	**100**
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	638	638	100	647	647	100
Total Workers	**638**	**638**	**100**	**647**	**647**	**100**

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	**349**	**0**	**0.00**	**349**	**100**	**255**	**0**	**0.00**	**255**	**100**
Male	293	0	0.00	293	100	217	0	0.00	217	100
Female	56	0	0.00	56	100	38	0	0.00	38	100
Other than Permanent	**14**	**0**	**0.00**	**14**	**100**	**13**	**0**	**0.00**	**13**	**100**
Male	11	0	0.00	11	100	11	0	0.00	11	100
Female	3	0	0.00	3	100	2	0	0.00	2	100
Workers										
Permanent	**0**	**0**	**0.00**	**0**	**0**	**0**	**0**	**0.00**	**0**	**0**
Male	0	0	0.00	0	0	0	0	0.00	0	0
Female	0	0	0.00	0	0	0	0	0.00	0	0
Other than Permanent	**638**	**0**	**0.00**	**638**	**100**	**647**	**0**	**0.00**	**647**	**100**
Male	570	0	0	570	100	582	0	0.00	582	100
Female	68	0	0	68	100	65	0	0.00	65	100

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

a. Median Remuneration and Wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages (in ₹ crores)	Number	Median remuneration/ salary/ wages (in ₹ crores)
Board of Directors (BoD)*	1	25.56	0	0
Key Managerial Personnel	1	1.62	1	0.62
Employees other than BoD and KMP	291	0.06	55	0.09
Workers*	90	0.03	23	0.03

* The CMD compensation is included in the Board of Directors and not in the KMP, though he is also a KMP. All the other Directors are Non-Executive and are paid sitting fees based on the number of Board and Committee meetings they hold and attend. Hence, it is not a relevant factor for calculating the median and is hence not provided.

Note: Median Compensations for KMP, Employees and Workers have been calculated for the personnel on record as of 31 March 2026 and based on their annual compensations.

*Nesco only employs other than permanent workers however some of them are on Fixed Term Contracts. For others due to the nature of the engagement there is no median annual compensation determinable.

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	16.18	16.64

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, the Internal Complaints Committee ('ICC') constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which is responsible for addressing human rights impacts or issues caused or contributed to by the business. The Company's Human Rights Policy clearly outlines its commitment to preventing violations of human rights abuses in all aspects of its operations and business dealings. This policy ensures access to grievance redressal mechanisms for individuals whose human rights may be affected by Nesco's activities. Additionally, Nesco regularly assesses and evaluates the human rights impacts within its operations and the broader value chain directly associated with the Company. The Human Rights policy can be accessed at: https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-rights.pdf.

From this year onwards, the Company has transitioned to a fully digitalised compliance training mechanism, replacing the earlier hybrid (offline and online) format. The training modules cover key governance topics including whistleblower mechanisms and human rights, enabling standardised dissemination, improved accessibility and effective tracking of employee participation and completion. No complaints have been received on human rights.

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

Nesco has established a comprehensive mechanism for addressing grievances related to human rights. The ICC handles such matters as per the procedures outlined in POSH Policy. In addition, grievances may be reported under the Whistleblower Policy, which is overseen by the Audit Committee of the Board. The POSH and Whistleblower Policies are accessible to all employees via the HRMS and the Company's official website. To ensure awareness and effective implementation, employees are periodically trained on the grievance redressal procedures outlined in these policies.

The Company investigates such reported incidents in an impartial manner and takes appropriate action to ensure that the requisite standards of professional and ethical conduct are always upheld.

Grievances raised by non-permanent employees are addressed directly by their respective contractors. However, Nesco remains committed to supporting the resolution process by providing necessary assistance, including relevant information and documentation, to facilitate a timely and effective response.

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

Particulars	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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)	0	0
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

The Company has established policies and procedures to safeguard individuals from any adverse consequences arising from reporting incidents of discrimination or harassment. These frameworks ensure protection against retaliation, including termination, demotion, intimidation, or any form of workplace harassment, thereby fostering a secure and supportive environment for all employees. Any violation of these safeguards is subject to strict disciplinary action.

A formal grievance redressal mechanism is in place to address complaints of discrimination and harassment. The designated committee reviews cases in a fair and confidential manner and may recommend appropriate interim relief measures during the course of investigation, such as role reassignment, temporary transfers, or leave of absence, to ensure the safety and well-being of all parties involved.

The framework also provides for support mechanisms during the investigation process, including access to counselling services and temporary workplace adjustments where required.

Relevant policies are accessible to all employees through internal systems and the Company's website. The harassment policy is available in HRMS and on the Company's website at: https://www.nesco.in/resources/images/pdf/policy/policy-on-sexual-harrassment-at-workplace.pdf. The Company ensures 100% completion of mandatory training on discrimination, harassment prevention, whistleblower mechanisms and human rights across all locations and roles.

The whistleblower mechanism is operational and provides protection against victimisation for individuals raising concerns in good faith.

From this year onwards, the Company has transitioned to a fully digitalised compliance training mechanism, replacing the earlier hybrid format. The training modules cover key areas such as ethical conduct, anti-harassment and reporting mechanisms, enabling standardised dissemination, improved accessibility and effective tracking of employee participation and completion.

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

Yes, Human Rights requirements are included where relevant in Nesco's agreements and contracts. Human Rights aspects have been included in all new contracts with customers where they may apply. All purchase agreements and orders specify the requirement to comply with the Supplier Code of Conduct ('SCoC'), including human rights clauses. In FY 2025-26, 100% of the Company's suppliers adhered to the SCoC.

10. Assessments for the year:

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

The Company ensures that no child, forced, or involuntary labour occurs in its premises and these systems are assessed periodically. Policies and complaint mechanisms are reviewed and awareness sessions are conducted on POSH and Discrimination at the Workplace for the employees. Annual Returns on POSH compliance are submitted within the required timelines. Compliance with wages for its own and contractual workforce is monitored periodically. Nesco premises are also regularly assessed by local and statutory authorities. Nesco participated in and was certified in the Great Place to Work® survey, where no concerns were raised on these issues.

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

No corrective actions were necessary for the above-mentioned issues.

Leadership Indicators

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

Yes, Human Rights requirements are included where relevant in Nesco's agreements and contracts. Human Rights aspects have been included in all new contracts with customers where they may apply. All purchase agreements and orders specify the requirement to comply with the Supplier Code of Conduct ('SCoC'), including human rights clauses. In FY 2025-26, 100% of the Company's suppliers adhered to the SCoC.

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

Nesco did not conduct a formal human rights due diligence process. However, Nesco maintains a comprehensive Human Rights Policy accessible at https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-rights.pdf mandating adherence by all employees, contractors, value chain partners and other stakeholders. It covers non-discrimination, fair labor, no forced/child labor and grievance access.

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

Yes, Nesco is committed to fostering an inclusive environment and ensuring that its premises and offices are accessible to differently-abled employees, workers and visitors. Bombay Exhibition Center ('BEC') and IT Park in Mumbai, complies to the Rights of Persons with Disabilities Act, 2016. Nesco has implemented a range of infrastructure and service measures to enhance accessibility.

These include:

- Barrier-free access through ramps, accessible walkways and adapted entry/exit points
- Elevators equipped with braille-enabled controls and auditory signals
- Safety features such as handrails and support structures across staircases, pathways and washrooms
- Wheelchair assistance and support services available at key access points such as lobbies
- Reserved parking spaces and designated drop-off points for persons with disabilities
- Dedicated access points (such as the 'P' gate) to facilitate ease of movement within IT Park towers

The Company continuously enhances accessibility infrastructure based on stakeholder feedback, including tenants, employees and visitors.

Further, the Company is strengthening its approach through:

- Periodic accessibility assessments and internal reviews to identify improvement areas
- Integration of accessibility considerations in new developments and retrofitting initiatives
- Sensitisation of staff and security personnel to support persons with disabilities effectively

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100

The Company has established a formal Supplier's Code of Conduct, which includes expectations on these aspects of Human Rights. Currently, the assessments are limited to vendors and contractors that provide on-site services on Nesco's premises.

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

Based on the assessment conducted at Nesco's plants and offices, no corrective actions were deemed necessary or required by any external parties.

PRINCIPLE 6

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



Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From Renewable Sources		
Total electricity consumption (A)	1,28,416.08	63,012.87
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total Energy Consumed from Renewable Sources (A+B+C)	**1,28,416.08**	**63,012.87**
From Non-Renewable Sources		
Total electricity consumption (D)	8,191.13	45,358.51
Total fuel consumption (E)	12,693.20	7,075.91
Energy consumption through other sources (F)	0.00	0.00
Total Energy Consumed from Non-Renewable Sources (D+E+F)	**20,884.33**	**52,434.42**
Total Energy Consumed (A+B+C+D+E+F)	**1,49,300.41**	**1,15,447.29**
Energy intensity per rupee of turnover (GJ/Rupee)	1.60×10^{-5}	1.58×10^{-5}
Energy Intensity per Rupee of Turnover adjusted for Purchasing Power Parity ("PPP") (GJ/USD adjusted for PPP)	3.27×10^{-4}	3.26×10^{-4}
Energy Intensity in terms of Physical Output**	NA	NA
Energy Intensity (optional)	0.58 GJ/sq m	0.45 GJ/sq m

All figures are in Giga Joules (GJ). Energy and Energy calculations are based on the GRI principle of operational control. The majority of the energy is within Nesco's operational control, which is reimbursed by tenants and BEC customers.

Sources for Energy: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and the 2016 IPCC Protocol. Renewable sources include green electricity purchased in IT Towers 3, 4 and Bombay Exhibition Center non-renewable sources include grid electricity for plants and offices, diesel for DG sets, PNG and LPG for Nesco Foods and Indabrator. Diesel and petrol consumed in Company-owned vehicles are not considered in the calculations. Improvement in energy consumption is driven by energy efficiency initiatives and change in nature of operations at Karamsad.

The year-on-year increase in electricity consumption reflects the growth in Nesco's operational activities. Tenant electricity consumption recorded an uptick in line with their respective usage patterns. The expansion of event activities, particularly the higher frequency and scale of events hosted in Hall No. 6 and other halls compared to the previous year, coupled with increased footfall across the premises, contributed to higher electricity consumption. Additionally, the commissioning of the Water Box Plant and the OWC Machine Plant, as well as the addition of new restaurants to our food and beverage offerings, resulted in incremental electricity requirements. Further, electricity consumption attributable to the Nesco Foods team operating from the ground floor office was drawn from the corporate office power supply during the reporting period.

The increase in fuel consumption (PNG, LPG and Diesel) during the reporting period is attributable to several operational developments. PNG consumption increased following the addition of a new restaurant to our food service operations, as well as the expansion of outdoor catering activities undertaken during the year. Diesel consumption increased on account of additions to the housekeeping machinery fleet and the deployment of a new bus for operational purposes.

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, energy evaluation and calculations have been carried out by Credibl based on data provided by Nesco.

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:

The Company does not have any sites/facilities identified as Designated Consumers ('DCs') under the 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
Surface water (A)	0.00	0.00
Groundwater (B)	27,871.60	19,918.64
Third party water (C)	4,13,086.01	3,13,631.00
Seawater/desalinated water (D)	0.00	0.00
Others (E)	0.00	0.00
Total volume of water withdrawal (in kilolitres) (A + B + C + D + E)	**4,40,957.61**	**3,33,549.64**
Total volume of water consumption (in kilolitres)	**4,17,828.30**	**3,03,424.64**
Water intensity per rupee of turnover (kilolitre per rupee)	4.48×10^{-5}	4.15×10^{-5}
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (kilolitre per USD PPP)	9.15×10^{-4}	8.56×10^{-4}
Water intensity in terms of physical output	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	1.63 KL/sq m	1.18 KL/sq m

The increase in water consumption during the reporting period reflects the expansion of Nesco's event and hospitality operations. Water consumption rose due to events conducted in the banquet hall at the mezzanine floor and in the food court area, both inside and outside the premises, accompanied by increased tenant footfalls across the campus. Additionally, the higher number of events hosted in Hall No. 6 and other halls compared to the previous year, along with increased footfall, contributed to the rise in overall water consumption. With respect to groundwater sources, it may be noted that the borewell water designated for IT Tower 3 (IT3) is also utilised for IT Tower 4 (IT4); accordingly, the water consumption of the IT4 borewell is currently reflected under the IT3 borewell readings. A new borewell has been commissioned and its water is being utilised for hall operations and gardening purposes at the Bombay Exhibition Center ('BEC').

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, water withdrawal and discharge evaluation and calculations have been carried out by Credibl based on data provided by Nesco.

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)	Surface water		
	- No treatment	0.00	0.00
	- With treatment – please specify level of treatment	0.00	0.00
(ii)	Groundwater		
	- No treatment	0.00	0.00
	- With treatment – please specify level of treatment	5,213.00	4,480.00
(iii)	To Seawater		
	- No treatment	0.00	0.00
	- With treatment – please specify level of treatment	0.00	0.00
(iv)	Sent to third parties		
	- No treatment	17,916.31	25,645.00
	- With treatment – please specify level of treatment	0.00	0.00

Parameter	FY 2025-26	FY 2024-25
(v) Others		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	**23,129.31**	**30,125.00**

Water discharged has been estimated for the Bombay Exhibition Center and for Indabrator.

[1]Soak pit

[2]The water discharged is drained via the Municipal Sewage system, which eventually undergoes treatment by the authorities.

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

No. Zero Liquid Discharge ('ZLD') is not mandated for implementation at the Company's plants or operations in Mumbai. No effluents have been generated from the Nesco Goregaon operations.

Nesco recognises the need for water management in its operations and this is a material ESG topic for the Company. Rainwater harvesting systems are installed at Nesco IT Park in line with the Green Building norms and appropriate infrastructure is in place. Sewage Treatment Plants ('STPs') treat sludge and facilitate water recycling. To ensure compliance with regulatory requirements, STP-treated and domestic water quality is tested quarterly, per the Central Pollution Control Board ('CPCB') and State Pollution Control Board ('SPCB') guidelines. STP discharge is used for domestic use and gardening of green belts.

The Company has also implemented low-flow plumbing fixtures, including aerators on washroom taps and leverages IoT technology to automate the flushing of overhead water tanks, optimising water usage and streamlining operations. At the Indabrator plants, septic tanks and soak pits have been upgraded for efficient wastewater management.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	tons/yr	NA	NA
SOx	tons/yr	0.01	0.01
Total Particulate matter ("TPM")	tons/yr	0.02	0.02
Persistent organic pollutants ("POP")	mg/Nm^3	NA	NA
Volatile organic compounds ("VOC")	mg/Nm^3	NA	NA
Hazardous air pollutants ("HAP")	mg/Nm^3	NA	NA
Others – please Specify		NA	NA

There are no continuous sources of air emissions in Nesco's operations and hence, the air emissions of pollutants (other than GHG) are not material. The data are average emissions based on quarterly IT Tower 3 and IT Tower 4 testing. The results are within the permissible limits and compliant with the prevalent norms prescribed by the BMC. DG sets are only used as a backup and for equipment testing; hence, they are excluded. The DG sets are operated at Nesco Goregaon, Mumbai, in rare cases of equipment testing and power outages.

The unit of measurement ('UoM') for air emissions has been revised compared to the previous reporting year, in line with updated reporting standards and methodologies.

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, independent assessments are carried out for air emissions by Enviro Analysts and Engineers.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	701.40	419.51
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,654.15	9,159.90
Total Scope 1 and Scope 2 emissions per rupee of Turnover	Metric tonnes of CO_2 equivalent per rupee	0.25×10^{-6}	1.31×10^{-6}
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity ("PPP") (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Kilograms of CO_2 equivalent per USD PPP adjusted	5.16×10^{-3}	2.71×10^{-5}
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	

GHG Emissions calculations for Scope 2 are based on the GRI principle of operational control. The majority of the energy is within Nesco's operational control, which is reimbursed by tenants and BEC customers. Emissions due to tenant consumption and within their operational control are covered in Scope 3 (Leadership Indicator 4).

Scope 1 GHG emissions: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and IPCC's fifth assessment report. Fuels for Stationary Combustion (2006 IPCC guidelines) includes diesel for DG sets, LPG and PNG. The calculations do not account for diesel and petrol consumed in Company-owned vehicles.

Scope 2 GHG Emissions: Based on the Grid Electricity EF Central Electricity Authority, Govt. of India, CO2 baseline database for Indian Power Sector, Version 20, December 2024, at the aggregate level (With RE). There are no offsets currently applicable.

Improvement in GHG Emission intensity is driven by greater renewable energy in the overall energy mix and lower grid electricity consumption due to switch to green power at BEC, Foods, Kitchen, Events and Head Office. This is aligned to the 75% renewable energy goal set for the year FY 2026-27.

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, GHG accounting calculations and evaluation have been carried out by Credibl based on data provided by Nesco.

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

Reducing GHG Emissions is a material ESG topic for Nesco and it continues to focus on progress on this aspect.

Focus on Renewable Energy:

- 100% renewable energy powering common areas of amenities at IT Park (Tower 3 and 4). Tenants were encouraged to opt for renewable energy. During the reporting period, ~74% of tenants used renewable energy.
- 100% renewable energy powering our Corporate Office, Halls, CPU and the entire BEC facility. This transition underscores our unwavering commitment to decarbonizing our operations and achieving full energy sustainability.
- We offer green energy to all event and exhibition organisers, this is available at no additional cost.
- IT Park continues to use timer-based solar streetlights.

Energy-Efficiency:

- Replaced conventional lights with dimmable LED motion-sensor units in parking and common areas.
- Upgradation and regular maintenance of HVAC and Air Handling Units to improve efficiency at IT Park and BEC.
- Chiller fins were replaced and the chilled water line duct insulation was refurbished, improving system performance.

Conservation of Energy:

- Installed 37 solar-powered lights with timers and motion sensors across the premises.
- Replaced 1,000w halogen streetlights in the plant room with 200w LED lights (~80% energy reduction).
- Equipped the new IT-4 gym with energy-efficient fitness machines.
- Installed timer and motion-sensor lights in plant rooms and external areas at BEC and IT Park.

Other Initiatives: Expanded green cover and provided additional EV charging stations (2 stations, 4 ports) at BEC and IT Park. The collected organic wet waste is also converted into manure using organic waste composters. Automation of BTU consumption tracking, enabling better monitoring and optimisation of energy use.

Additional details on energy conservation are available in the annual report in Annexure C.

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

Parameter	FY 2025-26	FY 2024-25
Plastic waste (A)	11.45	11.22
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	427.00	867.10
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	489.80	2,659.54
Burning Sand	427.00	867.10
Used Oil*	3.33	2,119.00

Parameter	FY 2025-26	FY 2024-25
Dry Waste	101.52	92.88
Metal Scrap*	109.39	171.12
Wet Waste	275.56	264.30
Sludge	0.00	12.24
Total (A + B + C + D + E + F + G + H)	**928.25**	**3,537.86**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	9.96×10^{-08}	4.83×10^{-07}
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	2.03×10^{-06}	9.98×10^{-06}
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) - the relevant metric may be selected by the entity	0.00362 kg/sqm	0.01377 kg/sqm
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled (plastic + e-waste)	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations (dry + wet)	501.25	2,670.76
Total	**501.25**	**2,670.76**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling (burning sand)	427.00	867.10
(iii) Other disposal operations	0.00	0.00
Total	**427.00**	**867.10**

The increase in waste generation across categories during the reporting period is primarily attributable to the expansion of Nesco's food service and event operations. Plastic waste, dry garbage, wet garbage and manure generation all increased owing to the opening of a new restaurant, a higher number of events held in Hall No. 6 and other halls compared to the previous year and the associated increase in footfall in the exhibition area and restaurant facilities. Nesco remains committed to responsible waste management and continues to invest in infrastructure and practices that support waste reduction, segregation and recycling across all its operations.

The Company uses BMC-registered and authorised vendors for dry, wet, sludge, e-waste and plastic waste disposal. The vendor is expected to recycle the waste as per regulatory mandates. The vendors ensure segregation into plastic, paper, cardboard, glass, etc., which is appropriately recycled. For example, plastic waste is eventually recycled into crude oil and other fuels. Only the hazardous material, i.e., burning sand generated in the Indabrator operations, is disposed of in a landfill.

* Used Oil is recycled by authorised recyclers as per the Food Safety and Standards Authority of India ('FSSAI') and part of the metal scrap is recycled in-house, while the rest is disposed of via authorised recyclers.

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. Waste data for Nesco operations in Goregaon, Mumbai, complies with the Environmental Audit Report issued by the Maharashtra Pollution Control Board.

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:

Waste management is a critical material ESG topic and the Company emphasises using circular economy principles for recyclable materials, minimisation of waste generation, waste segregation and disposal as per regulations. Waste disposal is done via authorised recyclers and Nesco tries to maximise the extent of recycling. Biodegradable bags are used for waste disposal, while sustainable cleaning materials are used for housekeeping. Nesco has three locations dedicated to segregating waste separately for IT Park, BEC and Nesco Foods. Food waste at Nesco Foods is stored in a refrigerated garbage room. Wet waste (including food and other biodegradable materials) is partially converted into manure using Organic Waste Composting machines. The Company has expanded the capacity of its Organic Waste Composters ('OWC') by 800 kg, taking the total capacity to 1,040 kg. This enhances in-house composting capabilities and enables effective treatment of food and organic waste generated across operations. This manure and sludge from the Sewage Treatment Plants ('STP') are used for gardening purposes.

Waste generation and management at IT Park and Restaurant business is influenced by tenants, restaurant operators and visitors outside the Company's direct control. Nesco ensures appropriate signage to encourage segregation and conducts awareness campaigns with all clients to encourage proper waste segregation for disposal in designated areas. At the BEC, exhibitors are responsible for appropriate waste collection, recycling and disposal, which the Company oversees to ensure adherence to guidelines. Food services at Nesco Foods use eco-friendly, biodegradable products such as eco-ware and paper products. The empty containers are placed in dedicated bins and disposed of through the BMC's Garbage Clearance Mechanism. Similarly, plastic waste from water bottles is collected by a BMC-empanelled vendor. E-waste and hazardous waste are collected, processed and disposed of through certified recycling, handling and disposal agencies. At Indabrator, plastic, hazardous and e-waste are managed through government-approved recyclers and handlers. In addition, most of the wood and cardboard waste is reused or repurposed.

The capacity of the Organic Waste Converter ('OWC') has been expanded which operate on green power. This expansion has strengthened our waste management and resource efficiency efforts by enabling greater processing of organic waste on-site. As a result, the initiative has significantly reduced the volume of waste sent to landfills while facilitating the conversion of organic waste into nutrient-rich manure for gardening, supporting a circular and energy-efficient approach to resource utilisation.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, as the Company does not have operations or offices located in ecologically sensitive areas.			

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

Name and Brief of the project	EIA Notification No.	Date	Whether conducted by independent external agency?	Results communicated in public domain?	Relevant web link
No environmental impact assessments of projects undertaken have been conducted in the current financial year.					

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

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

Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

None of Nesco's service businesses or manufacturing plants currently fall in areas of water stress as per the Ground Water Resource Assessment 2024 carried out by the Central Ground Water Board ('CGWB').

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	23,806.80	5,630.00
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/Rupee	2.55×10^{-6}	7.69×10^{-7}
Total Scope 3 emission intensity	Metric tonnes of CO_2 equivalent	0.09272 tCO_2e/sqm	0.02193 tCO_2e/sqm

Nesco has identified 5 Categories of Scope 3: Purchased Goods and Services Downstream Leased Assets for IT Park as a key contributor to its Scope 3 emissions. Nesco will expand the coverage and prioritise Scope 3 categories for detailed emission inventory over subsequent disclosure periods.

Scope 3 GHG Emissions: Based on the Grid Electricity EF Central Electricity Authority, Govt. of India, CO2 baseline database for Indian Power Sector, Version 20, December 2024 at the aggregate level (With RE).

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, GHG accounting calculations and evaluation have been carried out by Credibl based on data provided by Nesco.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:

Not Applicable. The Company does not have operations in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative Undertaken	Details of the Initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Renewable Energy Usage	100% renewable energy across IT Park common areas, Corporate Office, Halls, CPU and BEC	100% renewable energy at BEC, CPU, IT Park common areas and Corporate Office
2	Solar Street Lamps	Solar-powered streetlights with motion sensors and timers have been installed across the IT Park.	GHG Reduction and Grid Load Minimisation
3	Organic Waste Composting	Wet organic waste is managed and composted at IT Park, BEC and the Head Office. Expanded the capacity of OWC by 800kg. (Total capacity – 1040 kg)	Waste Management and GHG Reduction
4	Aerators	Water-saving aerators installed in washbasins at BEC, IT Park and Corporate Office.	Up to 70% Water Reduction per Use
5	Dimmable Lights	Motion-sensor LED lights in parking/common areas (standby at 4W, peak at 20W)	~60% Electricity Cost Saving and GHG Reduction
6	Rainwater Harvesting and Automated Irrigation	Rainwater harvesting combined with recycled water-based irrigation for landscaped areas.	Reduced Water Withdrawal and Improved Conservation
7	Motor Management	IE3/IE4 high-efficiency motors installed based on customer requirements.	Reduced Energy Use and GHG Emissions for Clients
8	PTFE-Coated Cartridge Filters	Cartridge filters with PTFE coating + secondary filtration to reduce particulate emissions.	Air Emission Reduction for Clients
9	STP Real-Time Monitoring	Real-time monitoring of STP operations and treated water quality.	Water Efficiency and Energy Savings
10	Automated Water Misting for Chillers	Cooling efficiency is enhanced via an automated misting system at BEC.	Reduced Energy Consumption
11	EV Charging Stations	Installed 2 EV stations with four charging ports at IT Park and BEC.	Support for Clean Mobility
12	IoT-Enabled Flushing Automation	Smart water tank systems for efficient flushing in restrooms.	Water Conservation and Efficiency
13	LED Streetlight Upgrade	1000W halogen replaced with 200W LED in plant areas.	80% Energy Reduction
14	Energy Conservation Awareness	Regular briefings and targeted training to promote energy conservation across teams	Improved energy efficiency through enhanced awareness and behaviour change
15	Automation of BTU consumption	Automation of BTU consumption tracking, enabling better monitoring and optimisation of energy use.	Better monitoring and use of energy; Reduction of paper waste

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

Nesco's Business Continuity and Disaster Management framework is embedded within its Enterprise Risk Management process, supported by a structured Business Continuity Plan ('BCP') across its Mumbai operations and plants at Karamsad and Vishnoli, Gujarat. The framework outlines clear invocation protocols, including event identification, impact assessment, crisis declaration and coordinated response by a designated Business Continuity Team. It integrates defined roles and responsibilities, alternate work arrangements, communication protocols and liaison with emergency services where required. Recovery priorities are systematically managed and monitored until stand-down. The Company conducts periodic drills, third-party assessments and risk reviews to strengthen preparedness, while ensuring ongoing compliance with applicable statutory and safety requirements.

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

The IT Park and BEC businesses provide commercial real estate in a built environment for our downstream value chain. During the operations phase, GHG emissions, water and waste are critical environmental impacts and their initiatives for improvement are discussed in Principle 6, Essential Indicators. Nesco uses green energy for its operations at IT Park and provides occupiers access to make a similar choice. BEC has been providing green energy as an option to event organisers. For Indabrator, Nesco uses energy-efficient motors and bearings (bought-out parts) from reputed companies to help reduce energy consumption and GHG emissions. Nesco will be evaluating its upstream value chain in subsequent disclosures.

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

During the reporting period, the Company has not undertaken formal assessments of its value chain partners for environmental impacts; accordingly, the percentage of value chain partners assessed for environmental impacts is Nil.

However, the Company engages with its suppliers through its supplier sustainability assessment and onboarding processes, which incorporate select environmental parameters to promote responsible business practices across the value chain.

8. Green Credits

(a) By the listed entity: None

(b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not available

PRINCIPLE 7

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



Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations: 2

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.	Indian Exhibition Industry Association	National
2.	Vitthaludyognagar Industries Association	State

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

Name of authority	Brief of the Case	Corrective action taken
During FY 2025-26, there were no instances of anti-competitive conduct involving Nesco and no adverse orders were passed by any regulatory authority in this regard. Accordingly, no corrective actions were required or undertaken.		
Nesco remains committed to conducting its business in a fair, transparent and ethical manner, in compliance with applicable competition laws and regulations. It has established internal controls and governance mechanisms to promote responsible business conduct and prevent anti-competitive practices.		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
Nesco does not directly make any public policy advocacy representations to the government. However, as detailed in Principle 7, Essential Indicator 1(b) the Company holds memberships in industry and trade bodies.					
Note - We have a public advocacy policy in place which can be accessed at: https://www.nesco.in/resources/images/pdf/policies-on-brsr/public-advocacy-policy.pdf					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of the project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
None of the Company's projects had any stipulation to conduct a Social Impact Assessment ('SIA') during the reporting period.					

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAF)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
No Rehabilitation and Resettlement is ongoing or required for any of the Company's projects.					

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

Nesco has established a structured and accessible mechanism to receive and address grievances from external stakeholders, including visitors, tenants and the surrounding community. Stakeholders can raise concerns directly with Company officials, through on-site security personnel, or via formal channels defined under the Company's Stakeholder Grievance Management Policy.

The policy provides a transparent framework for recording, tracking and resolving grievances in a timely and impartial manner. Upon receipt, concerns are reviewed and addressed by the relevant teams, with a focus on prompt resolution and effective communication with the complainant. In cases where stakeholders are not satisfied with the initial response, a defined escalation mechanism enables grievances to be referred to senior management for further review and resolution.

To ensure responsiveness and continuous improvement, Nesco maintains regular engagement with stakeholders through on-ground interactions and feedback channels. The Company periodically reviews its grievance redressal processes to enhance their effectiveness, strengthen accountability and align with evolving stakeholder expectations.

The Stakeholder Grievance Management Policy, along with details of grievance redressal channels, can be accessed at: https://www.nesco.in/resources/images/pdf/policies-on-brsr/Grievance-Management-System.pdf

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	74.31	37.30
Directly from within India	100	99.70

Figures as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024)

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 2025-2026	FY 2024-2025
Rural	15.46	20.66
Semi-urban	0.58	0.00
Urban	0.00	2.48
Metropolitan	83.97	76.86

Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments:

Details of negative social impact identified	Corrective action taken
Since the Company was not required to conduct any Social Impact Assessments, this is not applicable.	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
There are no designated aspirational districts around the Company's area of operations; hence, it has not undertaken any CSR projects in them.			

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

No, Nesco does not have a preferential procurement policy. However, the Company actively supports and encourages procurement from MSMEs and small-scale producers within India.

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

Given the nature of our operations, only Nesco Foods currently purchases a specific category from women's self-help groups.

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

The value of such procurement is presently not material in the context of the Company's overall procurement spend and is therefore not disclosed separately.

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:

Intellectual Property based on traditional knowledge	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
Not Applicable – Nesco businesses do not currently leverage any intellectual properties based on traditional knowledge.			

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Lilavati Hospital at Gift City, Gandhinagar, Gujarat (Construction of Hospital) (Lilavati Foundation)*	1000+*	
Blood Donation camp, Mumbai (In collaboration with HDFC Bank and Tata Memorial Hospital)	80+	
Health welfare of senior citizens residing in an old age home at Mumbai (Assisi Bhavan)	55+	
Providing nutritious food, health kits for specially abled children at Mumbai (Rotary Sanskardham Academy)	80+	
The Gateway School of Mumbai, Mumbai (Support for Inclusive Education and School Development) (Keshavlal Bodani Foundation)	250+	
SJ Patel English Medium School - Tarapur , Gujarat (School infrastructure and learning resources) (Tarapur Kelvani Mandal. Tarapur)	450+	See Note below
SJ Patel English Medium School - Karamsad, Gujarat (School infrastructure and learning resources) (Shree Santram Samaj Seva Trust, Karamsad)	600+	
Care giving for the elderly through a community of trained Geriatric Caregivers-Mumbai (Aaaji Care Sevak Foundation, Mumbai)	~50	
Sanskardham Vidyalaya (Provided hearing aids and scholarship for children) (Mumbai Rotary Sanskardham Charitable Trust, Mumbai)	20	
Godavari Multipurpose Education Trust, Nashik (Godavari Public School, Nashik)*	900+	

Note: There is currently no definite mechanism to determine the proportion of beneficiaries from vulnerable and marginalized groups.

* The Company has contributed towards a portion of certain larger CSR project being implemented by the said implementing agency.

PRINCIPLE 9

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

Essential Indicators

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

Nesco is committed to consistently delivering customer value and increasing customer satisfaction by addressing feedback and addressing any complaints. Each business has several proactive customer-focused initiatives and has mechanisms to receive feedback and complaints through various business-specific channels. They include feedback forms, emails, phone calls, WhatsApp messages and one-to-one meetings. Additionally, there are periodic customer meetings to identify and address challenges.

Feedback and complaints from BEC and Nesco Foods are obtained through a physical feedback form and after investigation, are resolved by delegating remedial actions to the appropriate departments. These complaints are recorded in a complaint system and tracked for resolution. Complaints from the IT park business are received through WhatsApp messages, emails or by directly reporting the issue to the security guard. These are resolved promptly within the defined Turn Around Time ('TAT'). Unresolved issues or situations that require managerial intervention are escalated to the Business Unit heads for further review and action, or to management if urgent decisions or permissions are necessary for swift resolution. The IT Park business also undergoes independent third-party customer feedback assessments as part of the LEED Platinum Certification process for Operations and Maintenance, reflecting a structured and externally validated approach to measuring customer satisfaction. The most recent assessment recorded a Net Promoter Score ('NPS') of 94.80, underscoring a high level of customer satisfaction and advocacy.

The Company has established structured mechanisms to systematically capture, monitor and respond to customer feedback and complaints across all business segments. Customer feedback is obtained through periodic customer satisfaction surveys, which assess service quality, operational efficiency and overall experience. In addition, targeted ESG engagement surveys are conducted to identify customers key sustainability priorities, expectations and level of ESG maturity. Insights from these surveys are analysed and integrated into business and ESG strategy to drive continuous improvement.

To address grievances, a centralised complaint management system is in place, enabling the logging, categorisation and tracking of customer complaints across departments. Each complaint is assigned to the relevant team with defined turnaround timelines and its status is monitored until closure. Escalation protocols are established for critical or unresolved issues to ensure timely resolution. This structured approach ensures responsiveness, accountability and continuous enhancement of customer experience.

Most of the Indabrator business involves selling shot blasting equipment, which impacts machine parts during operations requiring higher servicing. For any complaints at Indabrator, the customer informs the respective Sales Executive/Service Engineer, who then communicates it to the Heads of Department ('HOD') for service and Quality Assurance ('QA'). HOD, QA registers the complaint and sends an acknowledgement to the customer within 48 hrs of receipt. The Service and QA HODs review the customer complaint and monitor its resolution by the relevant department. An escalation matrix regulates the timeliness of resolution. The active complaints register is reviewed fortnightly with all department heads.

BEC business involves selling of halls and open grounds for various exhibitions. For any complaints at BEC, the customer informs the Estate Maintenance Team/Security Team. The respective team attends to resolving the complaints at site. If the nature of complaint needs BEC Head's attention, accordingly it gets escalated to him. If the customer records the complaint on email we respond to the complaint within 48 hours of receipt. Feedback from cross-functional team is availed for reviewing and responding on action taken to the complaints. An escalation matrix regulates the timeliness of resolution. The active complaints register is reviewed fortnightly with all department heads.

For My Water Box, the Company has a dedicated website and customer care helpline to enable customers to raise concerns, provide feedback and seek support. In addition, the Company conducts one-on-one interactions with existing B2B customers to understand their experience, gather feedback and incorporate relevant suggestions for continuous improvement in products and services.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	3.93
Safe and responsible usage	3.93
Recycling and/or safe disposal	0.09

This indicator is applicable only to Nesco's Indabrator and My Water Box businesses. Indabrator machines are supplied with instruction manuals covering environmental and safety parameters, while relevant product information is provided for My Water Box products. Other Nesco businesses are service-oriented, hence packaging and labelling requirements are not applicable.

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

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

Delivery of essential services - NA - Nesco's activities do not fall within the Essential Services Maintenance Act ('ESMA') provisions.

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes, Nesco has established an internal Information Security Policy that governs cybersecurity practices and data privacy across its operations. The policy is designed to safeguard the Company's digital infrastructure and ensure the secure handling of sensitive information and is communicated to employees and relevant stakeholders through internal systems.

The Company has implemented a range of controls and safeguards aligned with applicable regulatory requirements and industry best practices. These include robust user authentication protocols, role-based access controls, network security measures and deployment of advanced hardware and software-based security solutions to prevent unauthorized access, data breaches and cyber threats.

The scope of data protection covers employee records as well as operational interactions with customers, suppliers and other stakeholders. This also includes management of access-related data, such as access card information for employees of IT Park tenants, ensuring confidentiality and integrity of such information.

Nesco's approach to information security emphasises continuous monitoring, risk mitigation and adherence to evolving cybersecurity and data protection regulations. The framework supports responsible data handling across the information lifecycle and reinforces the Company's commitment to maintaining stakeholder trust.

The Information Security Policy is accessible to employees through the HRMS platform at:

https://maxhr.myadrenalin.com/Adrenalin//UploadedFiles/EmpHandbook/_36_47_29ef8d13846a446a_%20IT%20POLICY.pdf

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

No corrective actions were necessary for the above-mentioned issues.

7. Provide the following information relating to data breaches:

a. Number of data breaches: No data breaches were reported in FY 2025-26.

b. Percentage of data breaches involving personally identifiable information of customers: No data breaches involving customer information were reported in FY 2025-26.

c. Impact, if any, of the data breaches: No such impact was registered, as there were no data breaches in the reporting period.

Leadership Indicators

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

Information on our products and services can be found on Nesco's website https://www.nesco.in. In addition, the Company leverages other channels like a direct sales team, social media platforms such as LinkedIn, Facebook, Instagram and print media, including digital media. Various aggregator websites also feature specific events and exhibitions organised at BEC. The IT Park business also leverages international and local property consultants. Nesco Foods and Events also leverage physical signage and hoardings. They also utilise PR, including social media influencers and cover stories, to promote their events and restaurants. The Indabrator business also leverages B2B online platforms like IndiaMart and Projects Today. My Water Box, the Company's alkaline packaged drinking water business, provides product-related information through its official website: https://www.mywaterbox.com/, Instagram page and modern trade channels to enhance customer outreach, engagement and accessibility of product information.

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

For our IT Park business, we conduct safety and fire drills and provide appropriate signage for safety, water conservation and responsible waste segregation. The IT Park has also successfully achieved LEED Platinum Certification for Operations and Maintenance, which encompasses rigorous safety, sustainability and operational standards — reinforcing our commitment to maintaining a safe and responsible environment for all occupants and visitors. Additionally, the IT Park has successfully completed the ISO 45001 annual maintenance audit, conducted by Bureau Veritas, an internationally accredited agency, validating our occupational health and safety management systems and our continued adherence to global safety standards. In addition, at BEC, we have developed a safety protocol for the contractors setting up exhibition stalls, electrical contractors and decorators appointed by the exhibition organisers and we also supervise the exhibitions. Our Security and Estate Maintenance Team also constantly monitor the premises for unsafe acts or conditions or irresponsible behaviour. For the Indabrator business, an O&M manual is provided with each machine. During the machine installation at the customer location, the machine operators and other team members are provided training on health and safety, as well as do's and don'ts for safe operation of the machine. In the commissioning letter issued to the customer by Nesco, the names of the customer POCs who took the training are also included. Periodic engagement sessions are conducted with tenants and organisers to communicate key information on safety protocols, infrastructure guidelines and responsible usage of facilities, ensuring all occupants and stakeholders remain informed and aligned with the Company's safety and sustainability standards. For My Water Box, the Company undertakes consumer awareness initiatives through one-on-one discussions with customers and by sharing informational and awareness content through its Instagram page to educate consumers on the safe and responsible usage of its products and promote informed consumption practices.

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

None of Nesco's businesses fall under the Essential Services Management Act, which is not applicable to us. Should any other business disruptions occur, we have customer-facing functions to deal with such an eventuality as part of our BCP.

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):

Display of product information is not applicable for BEC, Events, IT Park and Nesco Foods as they are service businesses. At Indabrator, the engineering business, the Company manufactures shot blasting machines, abrasives, paint booths, etc., which are used to make various products. During the installation of these machines at the customer plant, the Indabrator division provides a safety briefing and information about how to operate the machine. In addition, safety stickers are provided on the rotating parts of the machines. For MyWaterBox, all relevant product-related information, including usage and packaging details, is displayed on the product packaging to enable consumers to make informed and safe usage decisions.

The Company actively engages with its customers across all major business segments to assess satisfaction levels and identify areas for improvement. Feedback is gathered from occupiers, exhibition and event organisers and end customers through both formal and informal mechanisms, including one-to-one interactions, Customer Satisfaction ('CSAT') Surveys and ESG Engagement Surveys. During the reporting year, structured CSAT surveys were conducted across the IT Park, Bombay Exhibition Center ('BEC'), Events, Food and Indabrator businesses. The insights derived from these surveys are analysed to evaluate service quality, operational efficiency and overall customer experience and are used to implement corrective actions and enhance customer value across locations.