



BEIL Infrastructure Limited

# BUILDING A SUSTAINABLE FUTURE

GREEN | SMART | FOR ALL

SUSTAINABILITY REPORT 2025-26



# Building a Sustainable Future

## Green | Smart | For All

At BEIL, sustainability is more than a responsibility—it is the foundation of how we create long-term value. Guided by our commitment to environmental stewardship, innovation and inclusive growth, we are transforming waste into resources, challenges into opportunities and infrastructure into lasting impact. Every initiative we undertake is designed to build a future that is Green in purpose, Smart in execution and For All in impact.

### GREEN

**Engineering a Greener Tomorrow**  
Driving environmental value through circular economy solutions, resource recovery and climate-conscious operations.

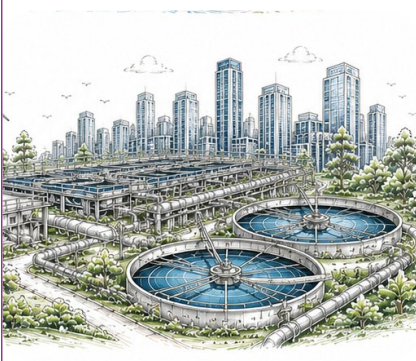


**Our Focus Areas**

- Circular resource management
- Waste diversion from landfill
- Renewable energy adoption
- Water stewardship
- Climate action and emissions reduction

### SMART

**Integrity in Action**  
Leveraging technology, innovation and robust governance to enhance operational efficiency and responsible decision-making.



**Our Focus Areas**

- Advanced waste processing technologies
- Digital monitoring and controls
- Operational excellence
- Data-driven decision making
- Transparent governance practices

### FOR ALL

**People-Centric Progress**  
Creating shared value by supporting communities, empowering people and fostering sustainable development.



**Our Focus Areas**

- Community well-being
- Employee health and safety
- Skill development
- Stakeholder engagement
- Inclusive growth initiatives

For more details on our focus areas, please refer to our ESG Highlights on Page 6.

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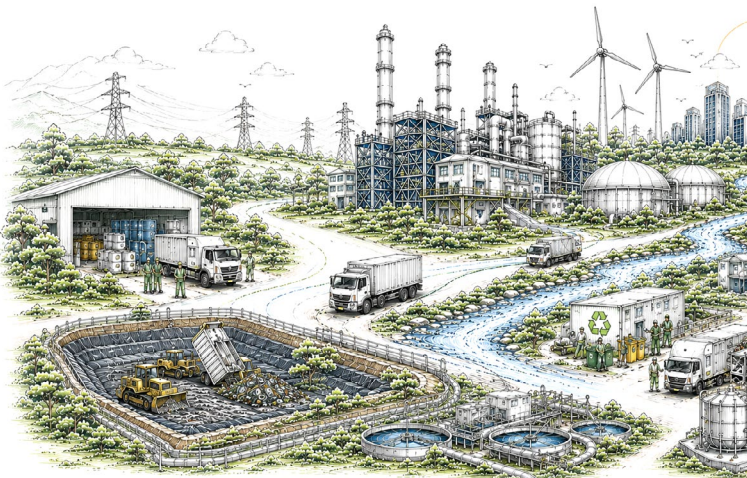
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# About the Report

Our third Sustainability Report for FY 2025–26 (hereinafter referred to as the “Report”) presents BEIL Infrastructure Limited’s (hereinafter referred to as “BEIL” or “the Company”) Environmental, Social, and Governance (ESG) performance for the year. It outlines our Company’s approach to sustainable value creation, key initiatives, performance metrics, and progress against strategic sustainability priorities.

## Purpose of the Report

This Report reflects our continued efforts to integrate sustainability into our core business strategy, strengthen governance practices, and enhance transparency in our environmental and social performance. It captures the progress made during the year, key initiatives undertaken, and the measurable outcomes of our actions, while also outlining our forward-looking commitments towards responsible growth and circular economy principles.

## Scope and Boundary

This Report covers the consolidated non-financial information of BEIL Infrastructure Limited and Group

### BEIL Infrastructure Limited

- Ankleshwar unit
- Pune Office
- Dahej unit
- Bharuch Office
- Baddi unit
- Vadodara Office

### Coimbatore Integrated Waste Management Company Private Limited (CIWMCPL)

### Enviro Technology Limited (ETL)

### Kerala Enviro Infrastructure Limited (KEIL)

### Shivalik Solid Waste Management Limited (SSWML)

## Reporting Period

1st April 2025 to 31st March 2026.

From this reporting period onwards, BEIL will publish its Sustainability Report on an annual basis. This report has been published on 07th September 2026.

While these entities maintain independent financial reporting, BEIL consolidates financial performance at the Group level.

The reporting boundary is defined based on operational control. BEIL holds majority ownership and control in ETL, operational control with minority stakes in CIWMCPL and KEIL, and indirect operational control in SSWML through ETL.

The Ahmedabad unit has been excluded from this year’s reporting boundary due to the discontinuation of operations. Gharpure Engineering and Construction Private Limited (GECPL), Pune, and BEIL Research and Consultancy Private Limited (BRCPL), Bharuch, have been included following their merger with BEIL in 2024 and the completion of consolidation during the current reporting period.

The entities and operations covered in this Report account for more than 90% of BEIL’s overall revenue, providing a comprehensive representation of BEIL’s sustainability footprint.

## Reporting Frameworks

This Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 along with linkages to United Nations Sustainable Development Goals (SDGs). In addition, the Report incorporates relevant regulatory requirements and industry-aligned practices to reflect the evolving expectations within the environmental infrastructure and waste management sector.

## Responsibility statement

The Management acknowledges its responsibility for ensuring the accuracy and reliability of the information disclosed in this Report. This Sustainability Report has been duly reviewed and approved for publication by BEIL’s Management.

## Our Top Material Topics



Environmental Compliance



Occupational Health & Safety



Risk & Crisis Management



Corporate Governance

For details on our materiality assessment process, refer to page 30

## Restatements

The energy consumption figures for FY 2024-25 and FY 2023-24 have been restated due to a change in methodology for calculating energy consumption.

Please refer to page 62 for further details.

## Our Stakeholders



Shareholders



Employees



Suppliers



Service Providers



Consultants



Regulatory bodies

For details on stakeholder engagement and value creation, refer to page 28

## External Assurance

The Sustainability Report for FY 2025–26 has been externally and independently assured by BSI Group India Pvt. Ltd., which provided limited assurance in accordance with recognized sustainability reporting standards.

Refer to the Assurance Certificate on page 107

## Forward Looking Statements

This Report contains forward-looking statements relating to BEIL’s future plans, targets, and projections. These statements are based on current assumptions and expectations and are subject to risks and uncertainties that could cause actual outcomes to differ materially. Considering the range of potential risks and uncertainties, anticipated outcomes cannot be guaranteed.

## Feedback & Contact

BEIL welcomes feedback from stakeholders to enhance the quality and relevance of its sustainability disclosures. Please reach out at [dalwadibd@beil.co.in](mailto:dalwadibd@beil.co.in) OR [rakshita.vyas@beil.co.in](mailto:rakshita.vyas@beil.co.in) for any questions or comments.

# ESG Highlights FY 26

## Our Performance at a Glance

At BEIL, sustainability is embedded in the way we design, deliver and govern our operations. As our commitment to **Building a Sustainable Future – Green, Smart, For All**, we strive to create environmental value through circular resource management, drive operational excellence through innovation and responsible governance, and generate lasting benefits for communities through inclusive and reliable services.



### Our Handprints: Creating Measurable Environmental Impact

Our sustainability handprints reflect the positive environmental impact created through our operations, going beyond compliance to actively contribute to a more sustainable future. Through our integrated waste management solutions, we enable diversion of waste from landfills and contribute to climate change mitigation by avoiding greenhouse gas emissions.

GREEN

#### Engineering a Greener Tomorrow

Advancing circularity, resource efficiency and climate action

5,588.68  
MT  
Waste Recycled

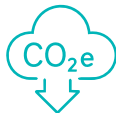
375.81  
MT  
Metals Recovered

88,26,548.67  
MT  
Wastewater Processed

0.02 MWh/MT  
Energy consumption  
per tonne of waste  
processed

43%  
Reduction in  
Scope 1 Emissions

#### Climate Handprint



2,04,395.85 tCo<sub>2</sub>e  
Emissions Avoided



10.26 GWh  
Energy Sourced from Renewables

#### Circularity Handprint



91,819.55 MT  
Waste Diverted from Landfill



19,610.44 MT  
Compost Generated

SMART

#### Integrity in Action

Strengthening governance, innovation and operational resilience

71  
Achieved CSA S&P Score  
in FY 25

S&P Global CSA  
Sustainability  
Yearbook Inclusion  
Strong Debut in DJSI  
Assessment

Zero  
IT/Security/Data  
Breaches

Zero  
Incidents of  
Non-Compliance

INR 1.08 Cr  
Spent on R&D

FOR ALL

#### People-centric Progress

Creating positive outcomes for people, communities and stakeholders

Zero  
POSH Cases  
Reported

Zero  
Fatalities Reported

INR 1.66 Cr  
Spent on CSR

10 Hours  
Average Training  
Hours Per FTE

12,997  
Customers Served

| 6 | Building a Sustainable Future | Green | Smart | For All

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# Our Sustainability Journey

## Progressing Towards a Circular Future

### ISO Certifications

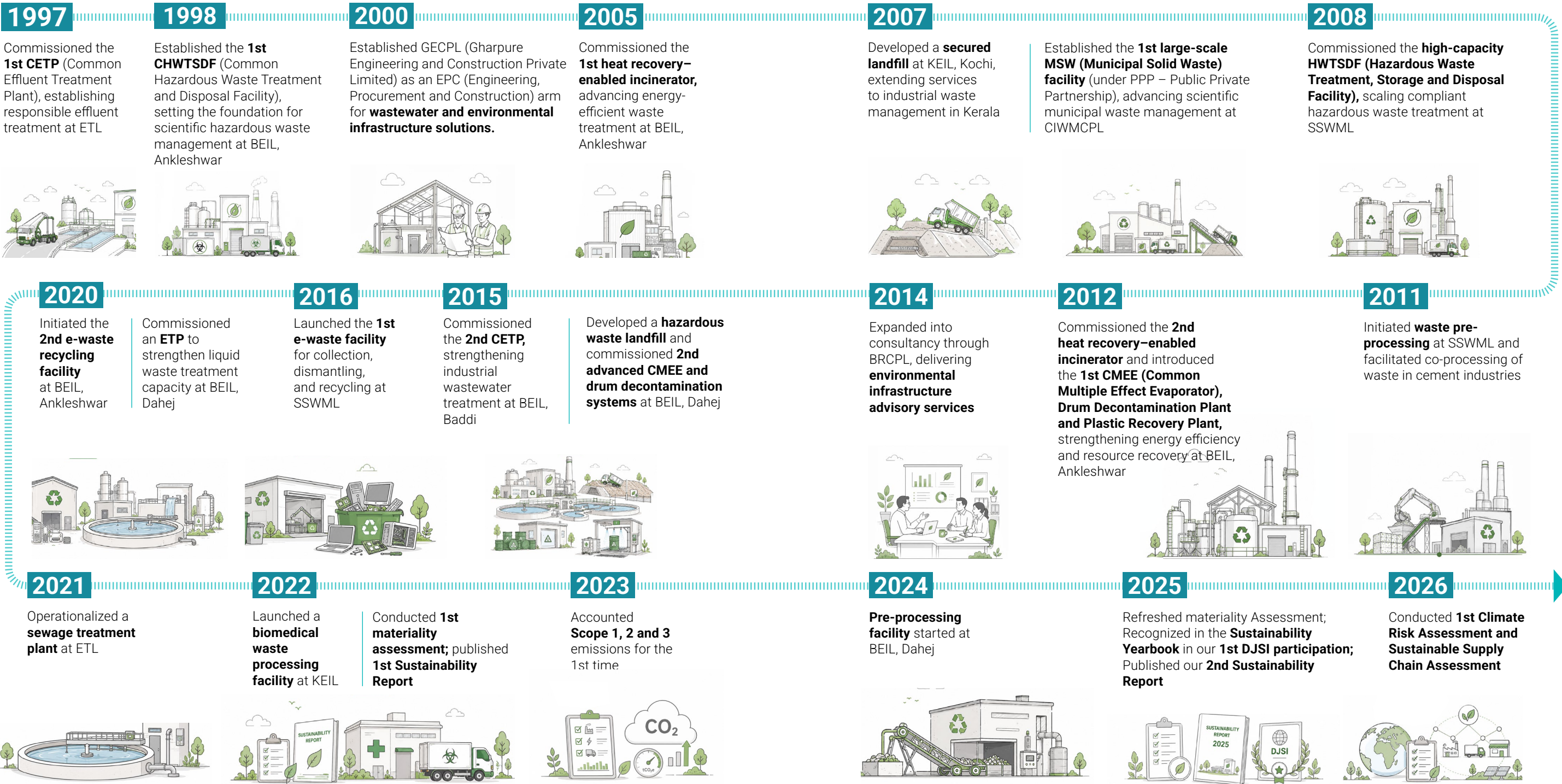
71.4%

Environmental Management  
Systems (EMS) - ISO 14001:2015

57.1%

Occupational Health & Safety  
Management System - ISO 45001:2018

Note: The scope of coverage includes all seven waste processing facilities operated by BEIL.



# ESG Awards and Associations

## Recognized for Responsible Growth

- 01

**Safety Excellence Award 2025**  
**Awarded by:** Ankleshwar Environmental Preservation Society (AEPS)  
**Recognition:** Excellence in safety performance and commitment to workplace safety standards.
- 02

**Gold Award in Quality Concept – 5S Case Study**  
**Awarded by:** Quality Circle Forum of India (QCFI)  
**Recognition:** Outstanding implementation and presentation of 5S quality management practices.
- 03

**CII Women in STEM Awards 2025**  
**Awarded by:** Confederation of Indian Industry (CII)  
**Recognition:** Excellence in promoting and advancing women's participation and achievements in Science, Technology, Engineering, and Mathematics (STEM).
- 04

**Second Best Performance among Medium-Scale Industries in Kerala – 2025**  
**Awarded by:** Kerala State Pollution Control Board  
**Recognition:** Outstanding performance among medium-scale industries in Kerala.
- 05

**National Achievement Award for Environmental Solution Services**  
**Awarded by:** The Economic Growth Foundation  
**Recognition:** Exceptional contributions and achievements in environmental solutions and sustainability services.
- 06

**Sreshta Suraksha Puraskar 2025**  
**Awarded by:** National Safety Council, Kerala Chapter  
**Recognition:** Outstanding performance in Safety Management Systems
- 07

**Punjab Leader Award 2025**  
**Awarded by:** Asian Confederation of Businesses and Agriculture Innovation Congress  
**Recognition:** Leadership and excellence in industrial and agricultural innovation practices.
- 08

**M.K.K. Nayar Productivity Award 2025 – Second Prize**  
**Awarded by:** Kerala Productivity Council  
**Recognition:** Second-best performance among service sector organizations in Kerala, demonstrating excellence in productivity and operational efficiency.



### A Prestigious International Recognition: Sri Ashok Panjwani Receives APO National Award 2025

Sri Ashok Panjwani was honored with the Asian Productivity Organization (APO) National Award 2025 under the Productivity Advocates category for his leadership in sustainability, waste management, and productivity enhancement. Presented by the Hon'ble Minister of Commerce and Industry, Shri Piyush Goyal, the award recognizes his significant contributions to policy, strategic leadership, and productivity advancement at the national level. The award is a testament to the strategic foresight and sustainability-driven leadership that have positioned BEIL as a pioneer in advancing environmental stewardship and productivity excellence.



### Membership of Associations

We actively engage with various industry associations, business forums, and local bodies to foster collaboration, exchange knowledge, advocate industry priorities, and contribute to sustainable industrial development. Through these memberships, we stay informed of emerging regulatory developments, share best practices, and work collectively with industry peers and stakeholders to address common challenges and opportunities.

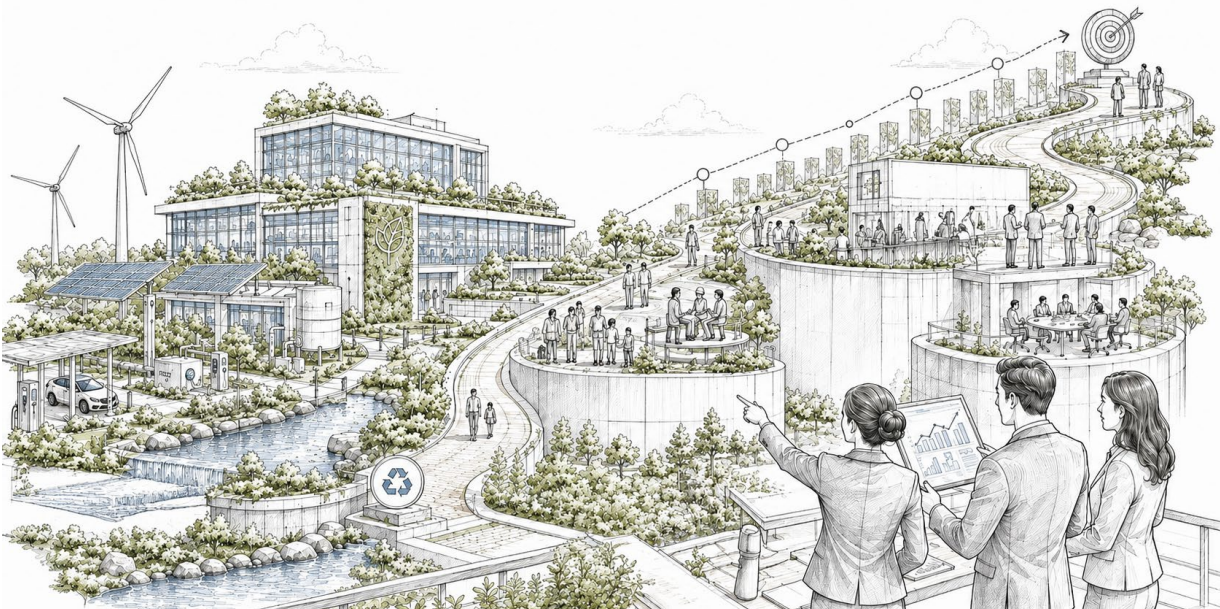
#### Our key memberships include:

##### Regional Organizations:

- Ankleshwar Industries Association
- Dahej Industries Association
- Baddi Barotiwala Nalagarh Industries Association (BBNIA)
- Bharuch District Management Association (BDMA)
- Coimbatore Municipal Corporation

##### National Organizations:

- Federation of Indian Chambers of Commerce and Industry (FICCI)
- Indian Chemical Council (ICC)
- Confederation of Indian Industry (CII)

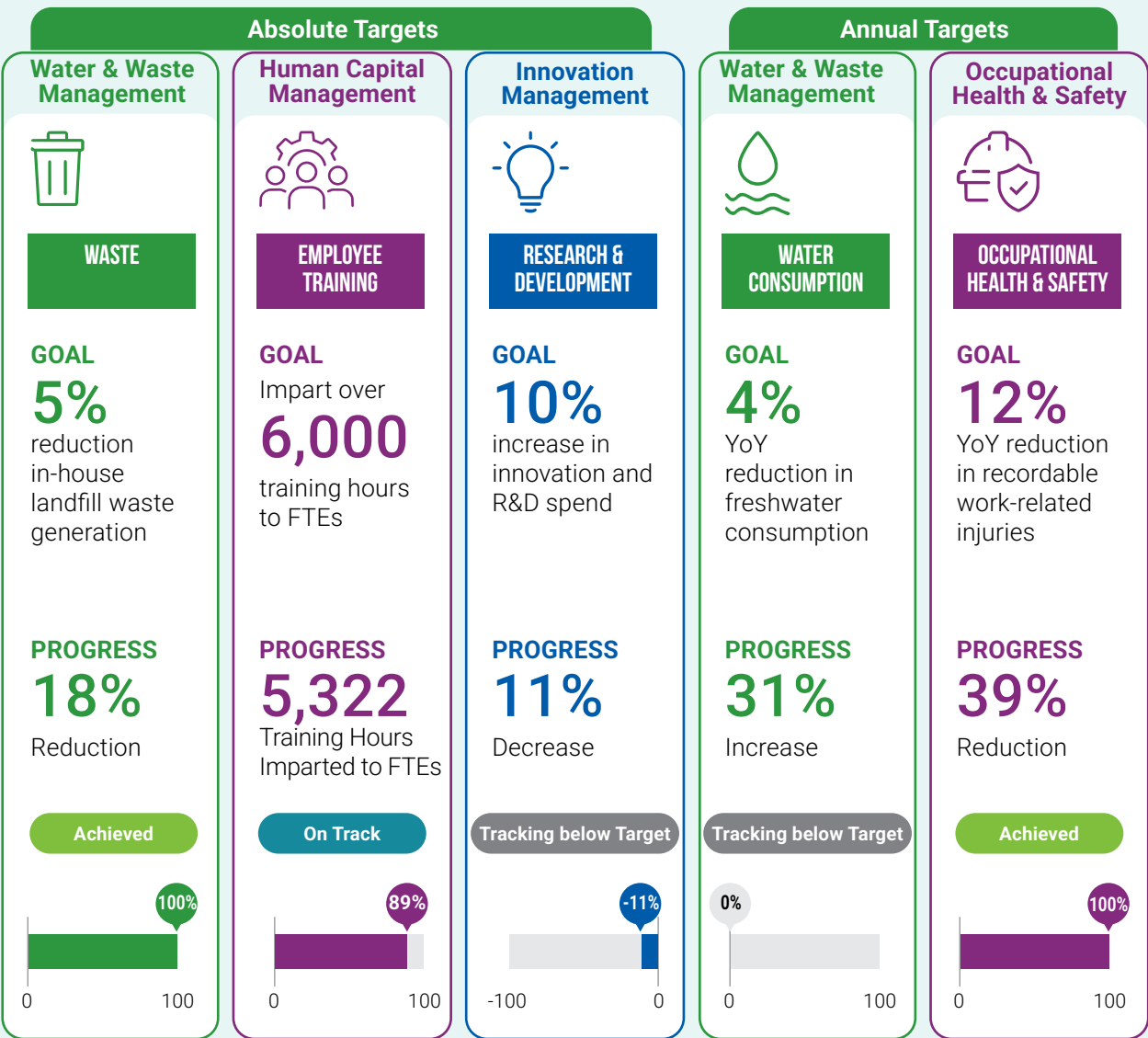
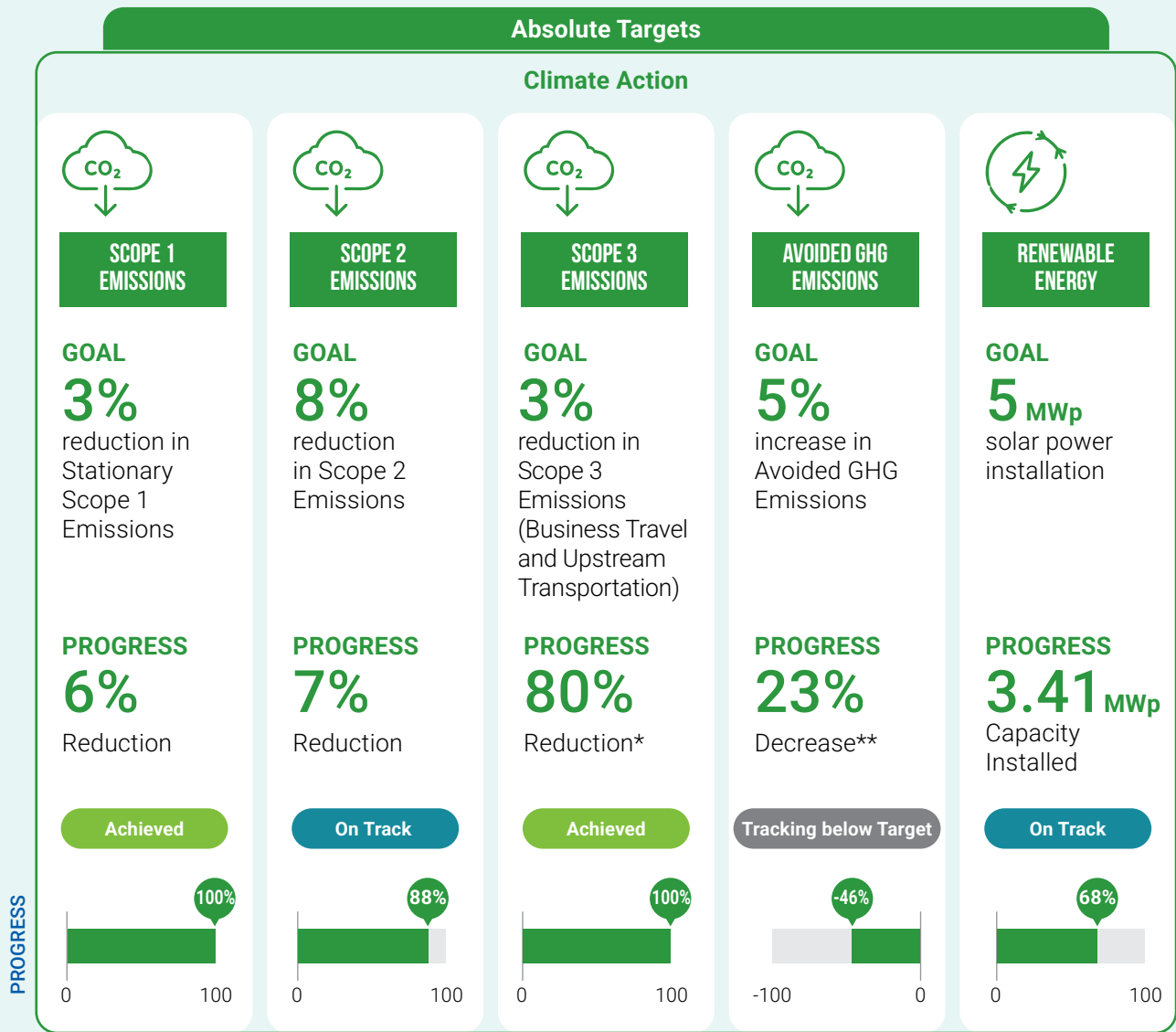


# ESG Goals and Progress

## Tracking Our Impact

We have established a set of long-term ESG goals that strengthen environmental stewardship, operational excellence, employee well-being, and innovation-led growth. The goals outlined below represent our targeted outcomes for FY 2029-30, measured against a FY 2024-25 baseline. Together, they provide a transparent framework for tracking progress and creating lasting value for stakeholders.

### Progress Towards FY 30 Commitments



\* BEIL refined its Scope 3 Category 4 methodology in FY 2025-26 to better reflect operational control and reporting boundaries, leading to an approximate 80% reduction in reported Scope 3 emissions.  
\*\* Avoided emissions declined by 23% in FY 2025-26, primarily due to lower waste processing volumes following the closure of the Ahmedabad site.

# Director's Note

## Driving Vision, Delivering Impact



It is with great pride and optimism that I present BEIL's Sustainability Report for FY 2025-26. As India advances towards a more circular, resource-efficient and low-carbon economy, the role of environmental infrastructure is becoming increasingly important. Evolving regulatory frameworks, including Extended Producer Responsibility (EPR), strengthening waste management regulations, and growing expectations around resource conservation and climate action are reshaping the way industries manage materials, energy and waste. At BEIL, we see this transformation as an opportunity to create lasting value for industries, communities and the environment.

We continue to strengthen our position as a trusted partner in enabling responsible waste management, resource recovery and environmental stewardship. What began as a modest cooperative venture has evolved into one of India's leading integrated environmental infrastructure companies, driven by innovation, operational excellence and an unwavering commitment to sustainability.

During FY 2025-26, our integrated network of facilities processed more than **9.75 million MT** of waste, supporting industries and municipalities in managing complex waste streams responsibly and efficiently. Beyond treatment and disposal, our focus remains on maximizing resource recovery, extending material life cycles and advancing circular economy outcomes. Through recycling, recovery, co-processing and alternative treatment solutions, we continue to transform waste into resources while reducing dependence on conventional disposal pathways.

A defining theme of the year has been the expansion of our circular economy and resource recovery capabilities. We strengthened our recycling and recovery infrastructure through initiatives such as the commissioning of a dedicated paint sludge recycling facility, installation of silver and mercury recovery systems, and expansion of co-processing operations across our facilities. Through the

supply of RDF and pre-processed waste for productive industrial applications, we are helping industries reduce their reliance on virgin resources and fossil fuels while supporting lower-carbon manufacturing pathways.

Our contribution to industrial decarbonization continues to grow. By enabling the use of alternative fuels and resource recovery solutions, we supported the avoidance of approximately **2,04,395.85 tCO<sub>2</sub>e** greenhouse gas emissions during the year. These initiatives demonstrate how environmental infrastructure can play a critical role in accelerating India's transition towards a more sustainable and climate-resilient economy.

Innovation remains central to our long-term strategy. During the year, we were granted two patents, alongwith UPL University of Sustainable Technology including innovations related to sustainable construction materials and advanced resource recovery processes. These achievements reflect our belief that environmental challenges can be addressed through scientific excellence, technological innovation and collaborative problem-solving. We also continued to invest in emerging opportunities associated with resource recovery, renewable energy and next-generation environmental solutions.

Among the most significant milestones of the year was the successful completion of **2.75 MW Solar Park** on the capped portion of our Ankleshwar landfill. This pioneering initiative demonstrates how legacy waste management infrastructure can be transformed into productive renewable energy assets, reinforcing our commitment to resource utilization, clean energy and circular economy principles. Building on this success, we have approved an additional 2.00 MW solar installation, which is currently under implementation. Upon completion, the solar park will have a **total installed capacity of 4.75 MW**, further strengthening our renewable energy portfolio and advancing our journey towards a low-carbon and resource-efficient future.

Water stewardship remains another important pillar of our sustainability strategy. Through wastewater treatment, recycling and beneficial reuse, we continued to promote responsible water management and

resource conservation. During the year, **recycled water accounted for 57% of BEIL's total consumption**, demonstrating our commitment to water circularity and reducing reliance on freshwater sources.

As we expand our environmental solutions portfolio, we remain equally committed to investing in our people. During the year, our workforce participated in training programs covering industrial safety, greenhouse gas accounting, life cycle assessment, sustainable manufacturing, artificial intelligence, environmental technologies and emerging regulatory developments. We believe that continuous learning, inclusion, employee well-being and workplace safety are essential enablers of long-term organizational resilience and performance.

The year also brought recognition for the dedication and excellence of our teams. Our facilities received multiple awards for safety, quality, environmental performance and workplace excellence. I am particularly honored to have received the APO National Award for Productivity Advocacy, which I consider a reflection of the collective efforts of the entire BEIL family in advancing sustainable productivity, resource efficiency and responsible environmental management.

Looking ahead, the convergence of circular economy principles, climate action, resource recovery and technological innovation will continue to redefine our sector. BEIL is well-positioned to lead this transition through innovative solutions that recover value from waste, conserve resources, support industrial decarbonization and contribute to a cleaner and more sustainable future.

On behalf of the Board and leadership team, I extend my sincere gratitude to our employees, customers, regulators, partners, communities and shareholders for their continued trust and support. Together, we will continue building a future that is not only greener and smarter, but also more resilient, inclusive and sustainable for generations to come.

**Ashok A. Panjwani**  
Director

# BEIL at a Glance

## Scale, Scope and Impact

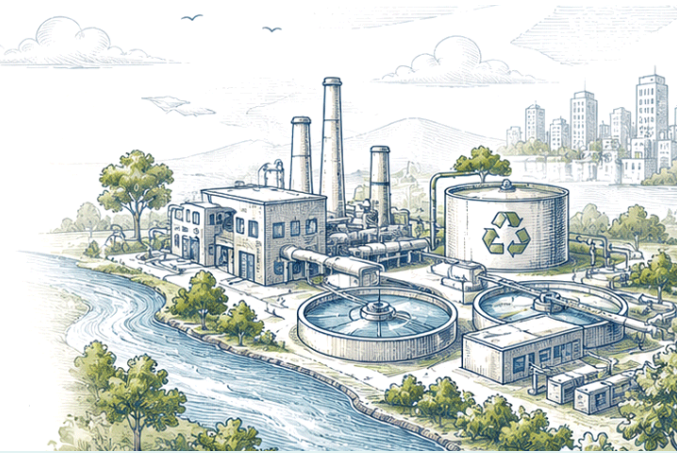
We have built a strong presence in India’s environmental infrastructure sector by delivering integrated and scalable solutions that address complex waste management challenges. Since inception in 1997, we have progressively strengthened our capabilities to support industries in managing waste responsibly and efficiently.

Operating at the intersection of regulation, technology, and sustainability, we deliver comprehensive solutions spanning treatment, recovery, and safe disposal of diverse waste streams. Today, BEIL continues to play a critical role in enabling sustainable industrial growth by providing infrastructure that manages waste and supports resource efficiency and circularity.

### Our Vision, Mission and Values

#### Vision

To make **BEIL & GROUP** a world class Waste Management Company which aims for a Clean, Green and Healthy Environment by providing reliable and economical Waste Management solutions for treatment of Water, Wastewater, Industrial, Municipal, Bio-medical, Plastic, E-Waste and Agri-waste to convert into reusable and minimize collected waste for disposal in a sustainable way.



#### Mission

To protect and preserve our natural resources and build a Sustainable future by implementing Innovative & Cost-effective solutions through advanced Technologies of Waste Management and creating a Green Environment.



#### Values



Customers’  
Delight



Integrity



Environment  
Friendly



Leadership



Technical  
Excellence

### BEIL IMPACT SNAPSHOT FY 26

**97,59,205.65<sub>MT</sub>**

Total waste processed

**1,48,021.06<sub>MT</sub>**

Total Municipal Solid waste treated

**375.81<sub>MT</sub>**

Total Metals Recovered from Waste Treated

**6,76,725<sub>MT</sub>**

Total Landfill Waste Processed

### How We Grew

From the early beginnings as a single facility in Ankleshwar, BEIL has grown into a geographically diversified network of 24 state-of-the-art modern treatment and disposal facilities, supported by specialized project entities across key industrial hubs.

This expansion has been enabled through a structured Special Purpose Vehicle (SPV)-based approach, allowing focused execution while retaining strategic oversight and flexibility.

Enviro Technology Limited (ETL), Shivalik Solid Waste Management Limited (SSWML), Kerala Enviro Infrastructure Limited (KEIL), and Coimbatore Integrated Waste Management Company Private Limited (CIWMCPL) – serve as our key arms in facilitating the delivery of project-specific environmental solutions across key locations.

We are backed by Tatva Global Environment- a part of the Tatva Group, which is promoted by the leadership of UPL Limited. With a 78.21% stake in BEIL, Tatva provides strong support that helps us expand our operations and contribute to sustainable industrial development.



**24**

Facilities across  
5 States in India



**7+**

Waste Streams Managed:  
Municipal | Hazardous |  
Biomedical | Plastic | E-waste  
| Industrial | Wastewater



**12,997**

Industrial, Municipal &  
Institutional Customers  
Served



**28+**

Years of Environmental  
Infrastructure Expertise



**537**

Employees Driving  
Sustainable Impact

# Our Integrated Environmental Infrastructure Solutions



## Hazardous Waste Management

- Collection and Transportation
- Treatment, Storage and Disposal (TSDF)
- Hazardous Waste Processing and Recovery
- Secured Landfilling



## Incineration Plants

- High-Temperature Thermal Treatment of Hazardous and Organic Waste
- Destruction of Toxic Constituents
- Heat Recovery and Resource Utilization
- Safe Disposal of Incineration Residues



## Package/mobile plants for treatment of solid waste (food and organic waste) and wastewater

- Decentralized Waste Treatment Solutions
- Organic Waste Composting and Biomethanation
- Mobile Wastewater Treatment Systems
- On-Site Resource Recovery Solutions



## Effluent Treatment Plants

- Collection and Conveyance of Industrial Effluents
- Primary, Secondary and Tertiary Treatment
- Multiple Effect Evaporation (MEE)
- Treated Water Management and Compliance Monitoring



## Municipal Solid Waste Management

- Collection and Transportation
- Processing into RDF, Compost and Recyclables
- Scientific Landfilling
- Dumpsite Remediation and Bioremediation
- Scientific Closure and Capping of Landfills
- Biomethanation Solutions



## Waste Electrical and Electronic Equipment (WEEE) management/ recycling

- Collection, Storage and Transportation
- Dismantling and Segregation
- Material Recovery and Recycling
- Environmentally Sound Disposal of Residual Fractions



## Environmental Monitoring and Auditing

- Environmental Sampling and Testing
- Air, Water, Soil and Waste Analysis
- Compliance Monitoring and Reporting
- Environmental Audits and Assessments
- NABL-Accredited Laboratory Services



## Waste to Energy

- Refuse Derived Fuel (RDF) Production
- Energy Recovery from Waste Streams
- Alternative Fuel Solutions
- Resource Recovery and Circular Economy Integration



## Biomedical Waste Management

- Collection and Transportation
- Segregation and Treatment of Biomedical Waste
- Incineration and Sterilization
- Compliant Disposal of Biomedical Residues



## Drums and Tanker Decontamination Facility

- Cleaning and Decontamination of Containers
- Detoxification of Hazardous Tankers and Trucks
- Container Reuse and Recycling Support
- Environmentally Responsible Wastewater Management



## Providing Design, Engineering, DPR Preparation and PMC Services for waste management projects

- Feasibility Studies and Detailed Project Report (DPR) Preparation
- Engineering Design and Technical Advisory
- Project Management Consultancy (PMC)
- Regulatory and Environmental Clearance Support



## Preprocessing of Hazardous waste for Co-processing

- Waste Characterization and Segregation
- Blending and Preparation of Alternative Fuels and Raw Materials (AFR)
- Co-processing in Cement Kilns and Industrial Furnaces
- Recovery of Energy Value from Waste



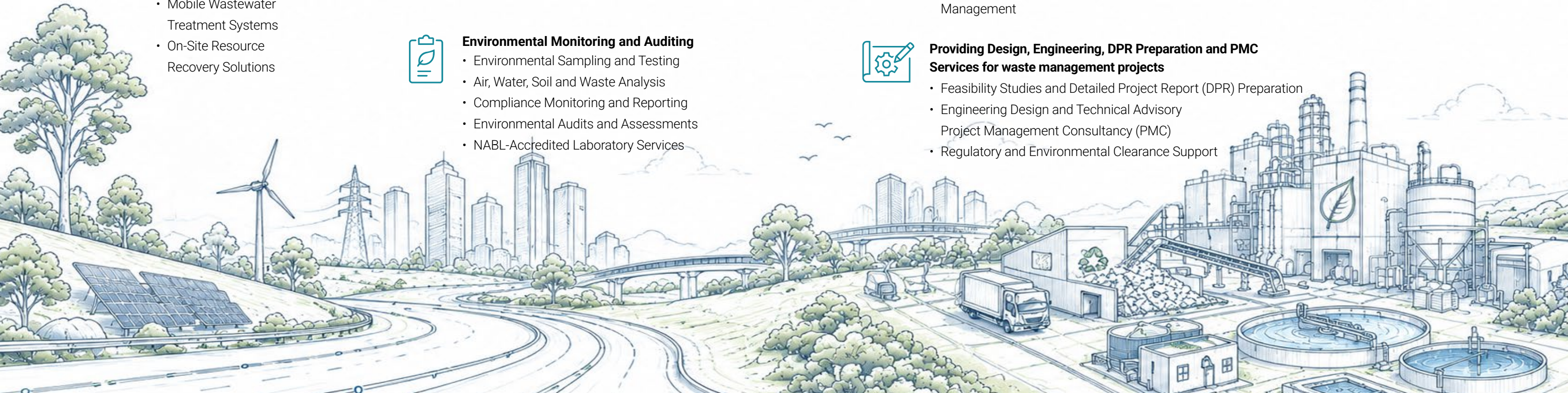
## Plastic Processing Plants (waste to products)

- Collection and Segregation of Plastic Waste
- Washing, Shredding and Processing
- Production of Recycled Plastic Granules
- Circular Plastic Resource Recovery



## Biogas and Organic Waste Solutions

- Organic Waste Collection and Processing
- Biomethanation Plant Development and Operations
- Biogas Generation and Utilization
- Digestate Recovery and Utilization
- Renewable Energy and Circular Resource Recovery Solutions



# Our Operational Footprint

## Execution That Matters

Our operations span hazardous waste, biomedical waste, e-waste, plastic waste, municipal solid waste, and effluent treatment, supported by engineering and environmental consultancy services.

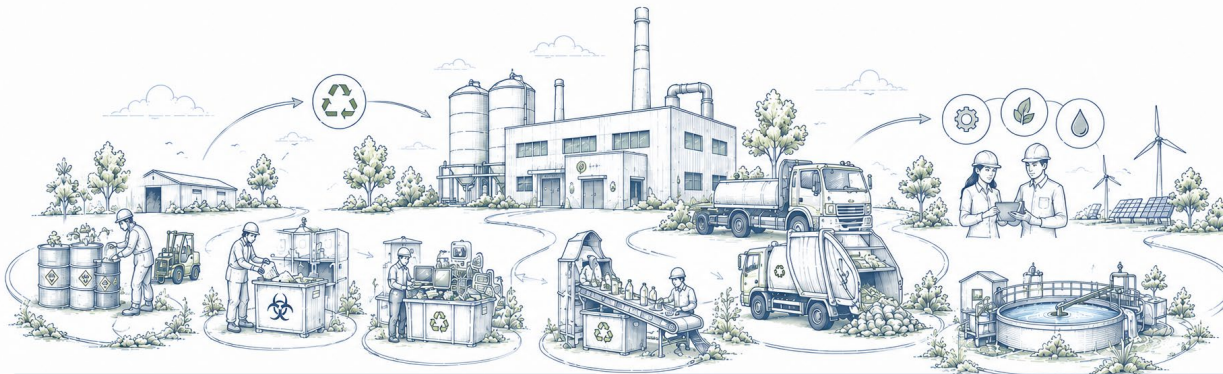
Our operations are primarily anchored in Gujarat, with key facilities located at Ankleshwar, Dahej, and Baddi. The strategic location of facilities near major industrial clusters enables efficient waste handling, optimized logistics, and reduced transportation-related emissions. Operations across the Group continue to function under a centralized management structure, with unit heads reporting to Mr. Ashok Panjwani, ensuring consistent governance, operational oversight, and alignment across all business verticals.

The consulting and research division of BEIL provides a technical and innovation-driven approach to advancing research, environmental engineering, and sustainable waste treatment solutions. Through its expertise, the division delivers effective, environmentally responsible, and future-ready solutions to address complex sustainability challenges.

All facilities operate in compliance with applicable regulatory requirements and approvals from respective State Pollution Control Boards (SPCBs), reinforcing BEIL's commitment to responsible environmental management and operational excellence.

### Our Group Companies and Key Activities

| BEIL Infrastructure Ltd.                                                                                                                                                                                                                                                                                                     |                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| <ul style="list-style-type: none"><li>Hazardous waste management</li><li>E-waste management</li><li>Plastic waste management</li><li>Common effluent treatment</li><li>Engineering, Procurement, Designing, and Construction and Consultancy services for water and wastewater treatment and distribution systems.</li></ul> |                      |
| Total Waste Treatment Capacity                                                                                                                                                                                                                                                                                               |                      |
| ANKLESHWAR                                                                                                                                                                                                                                                                                                                   |                      |
| Secured landfill sites (TSDF)                                                                                                                                                                                                                                                                                                | 50.98 Lakh MT        |
| Two Incinerators with heat recovery system                                                                                                                                                                                                                                                                                   | 60 MTPD each         |
| E-waste collection, storage, transportation, dismantling and recycling                                                                                                                                                                                                                                                       | 700 MTPA             |
| Recyclable plastic granules                                                                                                                                                                                                                                                                                                  | 900 MTPA             |
| Drum-decontamination and disposal system                                                                                                                                                                                                                                                                                     | 1.08 Lakh Drums/year |
| Waste mix liquid pre-processing facility                                                                                                                                                                                                                                                                                     | 75,086 MTPA          |
| Waste mix solid pre-processing facility                                                                                                                                                                                                                                                                                      | 18,500 MTPA          |
| CMEE Plant                                                                                                                                                                                                                                                                                                                   | 360 MTPD             |
| DAHEJ                                                                                                                                                                                                                                                                                                                        |                      |
| Secured landfill site (TSDF)                                                                                                                                                                                                                                                                                                 | 42.86 Lakh MT        |
| CMEE plant                                                                                                                                                                                                                                                                                                                   | 200 KLPD             |
| Incineration plant with heat recovery system                                                                                                                                                                                                                                                                                 | 100 MTPD             |
| Drum-decontamination and disposal system                                                                                                                                                                                                                                                                                     | 2.10 Lakh Drums/year |
| Waste mix liquid pre-processing facility                                                                                                                                                                                                                                                                                     | 22,930 MTPA          |
| Waste mix solid pre-processing facility                                                                                                                                                                                                                                                                                      | 3,566 MTPA           |
| BADDI                                                                                                                                                                                                                                                                                                                        |                      |
| Waste water treatment                                                                                                                                                                                                                                                                                                        | 25 MLPD              |



| Kerala Enviro Infrastructure Ltd.                                                                                                         | Coimbatore Integrated Waste Management Company Pvt. Ltd.                         |
|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>Hazardous waste management</li><li>Bio-medical waste treatment</li><li>E-waste management</li></ul> | <ul style="list-style-type: none"><li>Municipal Solid Waste Management</li></ul> |
| Total Waste Treatment Capacity                                                                                                            |                                                                                  |
| Secured landfill sites (TSDF)                                                                                                             | 27.50 Lakh MT                                                                    |
| Biomedical waste treatment                                                                                                                | 16 MTPD                                                                          |
| E-waste processing                                                                                                                        | 1 MTPD                                                                           |
| Waste treatment capacity                                                                                                                  | 600 MTPD                                                                         |

| Shivalik Solid Waste Management Ltd.                                                                  | Enviro Technology Ltd.                                                    |
|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>Hazardous waste management</li><li>E-waste management</li></ul> | <ul style="list-style-type: none"><li>Common effluent treatment</li></ul> |
| Total Waste Treatment Capacity                                                                        |                                                                           |
| Secured landfill site (TSDF)                                                                          | 20.00 Lakh MT                                                             |
| Collection/ transportation of used oil/ waste oil                                                     | 1,000 KLPA                                                                |
| Detoxification and decontamination of containers                                                      | 48,000 Drums/year                                                         |
| Collection, storage, dismantling and recycling of e-waste                                             | 5,000 MTPA                                                                |
| MEE plant                                                                                             | 20 KLPD                                                                   |
| Pre-processing of hazardous wastes for co-processing in cement kilns                                  | 8,000 MTPA                                                                |
| Wastewater treatment capacity                                                                         | 2.2 MLPD                                                                  |

**Note:** MTPD- Metric Tonne Per Day  
MTPA- Metric Tonne Per Annum  
KLPA- Kilo Liter Per Annum  
KLPD- Kilo Liter Per Day  
MLPD- Million Liters Per Day  
CMEE – Common Multiple Effect Evaporator

# Our Distinctive Advantages

## The BEIL Edge

Our capabilities are anchored in technical excellence, operational discipline, and sustainability-led practices. These strengths enable consistent value creation while advancing responsible industrial and environmental outcomes.



### Strong Technical Expertise

Deep domain knowledge combined with skilled engineering capabilities enables BEIL to deliver high quality and reliable solutions.



### Customer-Centric Approach

Focus on understanding customer needs and delivering customized solutions builds long-term partnerships and trust.



### Focus on Quality & Compliance

Adherence to stringent quality standards and regulatory requirements ensures consistent performance and safety.



### Cost-Effective Delivery

Optimized processes and resource management help offer competitive pricing without compromising quality.



### Agility and Responsiveness

Lean structure allows quicker decision-making and faster response to changing customer or market needs.



### Innovation-Driven Mindset

Continuous improvement and adoption of new technologies help maintain a competitive edge.



### Scalable Solutions Capability

BEIL can efficiently scale operations and solutions to meet both small and large project requirements, supporting customer growth seamlessly.



### Strong Focus on Sustainability & Safety

Commitment to environmentally responsible practices and high safety standards strengthens reputation and ensures long-term operational resilience.



### End-to-End Service Offering

Ability to manage projects from concept to execution and maintenance reduces customer complexity and ensures accountability.



### Integrated Environmental Infrastructure

Well-established and integrated infrastructure enables efficient treatment, disposal, and resource recovery across the value chain.



### Strong Vendor/ Partner Network

Established ecosystem improves procurement efficiency and execution capability.



### Skilled & Committed Workforce

Experienced teams with strong ownership mindset drive operational excellence.

# Our Value Chain

## From Inputs to Impact

### INPUTS

What enters the BEIL ecosystem

#### Waste Streams

- Municipal Solid Waste: 2,59,328.46 MT
- Hazardous Waste for Pre-processing: 73,667.68 MT
- Plastic Waste: 238.13 MT
- E-Waste: 685.65 MT
- Bio-Medical Waste: 5,511.60 MT
- Industrial Wastewater: 79,89,892.20 MT

#### Infrastructure & Resources

- Processing Facilities: 8 Facilities
- Common Effluent Treatment: 2 Plants
- Renewable Energy Systems: 3.41 MWp Capacity installed

### OPERATIONS

How we transform waste responsibly

- Responsible Waste Channelisation
- Intelligent Logistics & Mobility
- Circular Resource Recovery
- Scientific Treatment & Disposal
- Circular Market Reintegration

### OUTPUTS

What we produce and deliver

#### Resource Recovery

- RDF Generated: 63, 525.42 MT
- Compost Produced: 19,610.44 MT
- Metals Recovered: 375.81 MT
- Plastic Recycled: 259.42 MT
- E-Waste Processed: 610.65 MT

#### Environmental Outputs

- Renewable Energy Utilized: 10.26 GWh
- Wastewater Processed: 88,26,548.67 MT
- Water Recycled: 251.14 Mn L

#### Business Outputs

- Municipal Partnerships: 3
- Industrial Customers: 11,630
- Commercial Customers: 1,364
- Waste Management Solutions (STPs) Operated: 23 O&M Sites across India

### OUTCOMES

The positive impacts we create

#### Environmental Outcomes

- Reduction in Scope 1 Emissions: 43%
- Emissions Avoided: 2,04,395.85 MT
- Reduction in in-house Landfill Waste Generation: 18%
- Share of Recycled Water in Total Water Consumption: 57%

#### Economic Outcomes

- Sustainable revenue generated: INR 102.47 Cr.

### LONG-TERM VALUE

Sustainable value for a better tomorrow

#### Circular Economy Transition

Transforming waste into secondary resources

#### Sustainable Urban Development

Enabling cleaner, healthier and more resilient cities

#### Industrial Resource Efficiency

Supporting sustainable industrial operations

#### Inclusive Community Impact

Creating safer, healthier and more prosperous communities

# Our Approach to ESG

## Advancing Growth with Purpose and Responsibility

### Our ESG Framework

GREEN

#### Engineering a Greener Tomorrow

Driving innovation that embeds sustainability into design, operations, and technology—minimizing environmental footprints, optimizing resources, and enabling long-term ecological resilience.

##### Our Focus Areas

- Circular Solutions
- Climate Action
- Resource Efficiency
- Environmental Stewardship
- Innovation & Digitization

##### Target FY 30 | Baseline FY 25\*

- 5% reduction in in-house landfill waste generation
- 3% reduction in Stationary Scope 1 emissions
- 8% reduction in Scope 2 emissions
- 3% reduction in Scope 3 emissions (business travel and upstream transportation)
- 4% YoY reduction in freshwater consumption
- 5% Increase in Avoided emission
- 5 MWp solar power installation

##### Our Material Topics

- Environmental Compliance
- Water & Waste Management
- Climate Action

##### SDG Alignment

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

SMART

#### Integrity in Action

Upholding the highest standards of ethics, transparency, and governance—ensuring responsible decision-making, compliance, and trust across stakeholder relationships.

##### Our Focus Areas

- Ethics & Transparency
- Regulatory Compliance
- Risk Management
- Responsible Supply Chain
- Stakeholder Trust

##### Target FY 30 | Baseline FY 25\*

- 10% increase in innovation and R&D spend

##### Our Material Topics

- Risk & Crisis Management
- Corporate Governance
- Business Ethics & Transparency
- Innovation Management
- Supply Chain Management

##### SDG Alignment

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

FOR ALL

#### People-Centric Progress

Empowering individuals and communities through inclusive growth, safe workplaces, skill development, and well-being initiatives that strengthen social and economic foundations.

##### Our Focus Areas

- Health & Safety
- Skill Development
- Diversity, Equity & Inclusion
- Community Engagement
- Human Rights & Well-being

##### Target FY 30 | Baseline FY 25\*

- Impart over 6,000 training hours to FTEs
- 12% YoY reduction in recordable work-related injuries

##### Our Material Topics

- Occupational Health & Safety
- Human Rights & Labor practices
- Human Capital Management
- Customer Relations
- Corporate Citizenship & Philanthropy

##### SDG Alignment

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

\*For more details on our Targets, please refer to ESG Goals and Progress on Page 12.

# Stakeholder Engagement

## Building a Sustainable Future Together

Through structured interactions, operational discussions, awareness initiatives, consultations, and feedback mechanisms, we seek to build trust, enhance accountability, and create shared value for stakeholders as well as the communities we serve.

The insights gathered through these engagements support us in strengthening operational performance, enhancing service quality, reinforcing governance practices, and advancing our environmental and social priorities.



### Stakeholder Engagement and Communication Framework

| Stakeholder Group        |  Shareholders                                                                                        |  Employees                                                                                                                                                               |  Suppliers                |  Service Providers        |  Consultants              |  Government & Regulatory Authorities |  Customers |  Communities |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| Why We Engage With Them? | Support sustainable growth, governance oversight, and value creation                                                                                                                  | Foster operational excellence, safety, and a strong workplace culture                                                                                                                                                                                     | Ensure reliable supply, ethical sourcing, and operational efficiency                                         | Enable efficient and compliant service delivery                                                              | Strengthen collaboration and expert support for business operations                                          | Maintain regulatory compliance and industry alignment                                                                   | Build long-term partnerships and operational transparency                                     | Create positive social and environmental impact                                                 |
| How We Engage With Them? | Annual reports, investor presentations, disclosures, meetings                                                                                                                         | Surveys, training programs, town halls, engagement initiatives                                                                                                                                                                                            | Vendor meetings, compliance reviews, onboarding sessions, emails                                             | Site visits, operational reviews, performance discussions                                                    | Meetings, site interactions, feedback discussions                                                            | Filings, inspections, consultations, statutory disclosures                                                              | Customer meetings, performance reviews, reports, site visits                                  | Community programs, awareness campaigns, volunteer activities                                   |
| Frequency                | Quarterly / Annual / As Required                                                                                                                                                      | Ongoing / Quarterly                                                                                                                                                                                                                                       | Periodic / As Required                                                                                       | Ongoing                                                                                                      | Ongoing                                                                                                      | Periodic / As required                                                                                                  | Monthly / Quarterly                                                                           | Periodic / Ongoing                                                                              |
| Key Topics of Discussion | Financial performance, governance, risk management, sustainability                                                                                                                    | Safety, wellbeing, capability building, career development, inclusion                                                                                                                                                                                     | Procurement practices, transparency, compliance, payment processes                                           | Service efficiency, operational coordination, compliance, delivery standards                                 | Service quality, responsiveness, issue resolution, compliance                                                | Environmental compliance, reporting requirements, industry regulations                                                  | Operational performance, innovation, compliance, service quality                              | Environmental responsibility, community wellbeing, local concerns                               |
| Policy Support           | <ul style="list-style-type: none"><li>Board Diversity Policy</li><li>Anti-Bribery Corruption Policy</li><li>Nomination and Remuneration Policy</li><li>Whistleblower Policy</li></ul> | <ul style="list-style-type: none"><li>Code of Conduct</li><li>Policy on Prevention of Sexual Harassment</li><li>Equal Opportunity Policy</li><li>Occupational Health &amp; Safety Policy</li><li>Human Rights Policy</li><li>Environment Policy</li></ul> | <ul style="list-style-type: none"><li>Business Partner Code of Conduct</li><li>Human Rights Policy</li></ul> | <ul style="list-style-type: none"><li>Business Partner Code of Conduct</li><li>Human Rights Policy</li></ul> | <ul style="list-style-type: none"><li>Business Partner Code of Conduct</li><li>Human Rights Policy</li></ul> | Compliance Policy                                                                                                       | IT Data Policy                                                                                | Corporate Social Responsibility Policy                                                          |

# Materiality Assessment

## Prioritizing our Material Focus Areas

Materiality assessment remains a key component of our sustainability approach, enabling us to identify and prioritize ESG topics that are most significant to our business, stakeholders, and long-term value creation journey.

As part of our assessment cycle, we conducted a comprehensive materiality assessment in FY 2024–25. The identified material topics were reviewed and approved by the Board and continued to be assessed internally to evaluate their ongoing relevance in the context of evolving business priorities, stakeholder expectations, regulatory developments, and emerging sustainability trends.

The material topics identified last year continued to guide our sustainability strategy, disclosures, risk management approach, and operational decision-making during the reporting year.

### Material Topics Review Framework

| Review of Existing Material Topics                                                                                                                                                                                                                                                                                                            | Monitoring Emerging ESG Trends                                                                                                                                                                                                                                                                                                                 | Integration into Business Strategy                                                                                                                                                                                                                                                                   | Management Oversight and Validation                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Reviewed the previously identified material topics to assess their continued relevance considering:</b></p> <ul style="list-style-type: none"><li>• Evolving business priorities</li><li>• Stakeholder expectations</li><li>• Regulatory developments</li><li>• Sectoral ESG trends</li><li>• Operational and market dynamics</li></ul> | <p><b>Tracked developments across:</b></p> <ul style="list-style-type: none"><li>• BRSR and ESG disclosure expectations</li><li>• Circular economy and climate-related priorities</li><li>• Waste management sector developments</li><li>• Industry best practices and peer disclosures</li><li>• Investor and customer expectations</li></ul> | <p><b>Material topics continued to guide:</b></p> <ul style="list-style-type: none"><li>• Sustainability initiatives</li><li>• Risk and opportunity assessment</li><li>• Operational priorities</li><li>• Stakeholder engagement efforts</li><li>• ESG disclosures and reporting practices</li></ul> | <p>Senior leadership and relevant functional teams periodically reviewed ESG priorities to ensure alignment with organizational strategy and long-term sustainability objectives.</p> |
| Confirmed continued relevance of the existing material topics                                                                                                                                                                                                                                                                                 | No significant changes identified requiring revision of material topics during the reporting year.                                                                                                                                                                                                                                             | Enhanced alignment between sustainability priorities and business decision-making.                                                                                                                                                                                                                   | Existing material topics remained valid and reflective of the Company's sustainability priorities.                                                                                    |

### Materiality Matrix



# Contribution to SDGs

## Creating Measurable Impact for a Sustainable Future

We continue to align our sustainability priorities with the United Nations Sustainable Development Goals (SDGs) by integrating environmental stewardship, resource efficiency, responsible waste management, employee wellbeing, and community engagement into our operational and strategic approach.

Through our waste management and circular economy initiatives, we contribute towards resource conservation, emissions reduction, environmental protection, and inclusive development while creating long-term value for stakeholders and communities.

### Strategic SDG Alignment

| Material Topic                 | Linked SDGs                                                                                                                                                                                                                                                 | How BEIL Contributes                                                                                                                                       | Key FY 26 Indicators                                                                                                                                                                      |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Compliance       |    | Ensuring scientific treatment, safe disposal, and regulatory-compliant handling of MSW, BMW, hazardous waste, and e-waste to minimize environmental impact | <ul style="list-style-type: none"><li>• Biomedical waste treated – 5,127.41 MT</li><li>• Hazardous waste for Pre-processing – 81,634 MT</li><li>• E-waste processed – 610.65 MT</li></ul> |
| Occupational Health & Safety   |                                                                                       | Maintaining high safety standards across operations, ensuring safe working conditions, and promoting employee health and wellbeing                         | <ul style="list-style-type: none"><li>• Fatalities - 0</li><li>• LTIFR – 0</li></ul>                                                                                                      |
| Risk & Crisis Management       |                                                                                                                                                                          | Proactively identifying and managing operational, environmental, and business risks to ensure resilience and continuity                                    | <ul style="list-style-type: none"><li>• Risk assessments conducted, including Climate Risk Assessment &amp; Supply Chain ESG Risk Assessment</li></ul>                                    |
| Corporate Governance           |                                                                                                                                                                          | Strengthening governance frameworks, ethical business conduct, and accountability across the organization                                                  | <ul style="list-style-type: none"><li>• Non-Executive Board members – 100%</li><li>• Average Board Meeting Attendance – 74%</li></ul>                                                     |
| Human Rights & Labor Practices |                                                                                       | Upholding fair labor practices, equal opportunity, and inclusive workplace policies across operations and value chain                                      | <ul style="list-style-type: none"><li>• Workforce diversity ratio – 9% women employees</li><li>• Employee retention – 86%</li></ul>                                                       |

| Material Topic                       | Linked SDGs                                                                                                                                                                 | How BEIL Contributes                                                                                                                                      | Key FY 26 Indicators                                                                                                                                                                            |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Capital Management             |       | Investing in employee development, diversity, inclusion, and capability building to drive operational excellence                                          | <ul style="list-style-type: none"><li>• Total training hours – 5,322</li><li>• Training hours for women – 1,435</li></ul>                                                                       |
| Water & Waste Management             |       | Efficient collection, treatment, recycling, and recovery of waste and wastewater to promote sustainable resource usage and reduce environmental footprint | <ul style="list-style-type: none"><li>• RDF generated from MSW – 63,525.42 MT</li><li>• Compost generated – 19,610.44 MT</li><li>• Wastewater processed – 88,26,548.67 MT</li></ul>             |
| Business Ethics & Transparency       |                                                                                          | Ensuring transparency, integrity, and compliance through strong ethical standards and internal controls                                                   | <ul style="list-style-type: none"><li>• Employees covered under Code of conduct trainings – 100%</li><li>• Reported ethics cases – Zero</li><li>• Non-compliance cases reported– Zero</li></ul> |
| Innovation Management                |   | Promoting adoption of new technologies and innovative solutions to improve efficiency, recovery rates, and environmental performance                      | <ul style="list-style-type: none"><li>• Investment in innovation – INR 1.08 Cr.</li><li>• Registered Patents - 2</li></ul>                                                                      |
| Supply Chain Management              |                                                                                        | Building a responsible and efficient supply chain ecosystem aligned with sustainability and compliance standards                                          | <ul style="list-style-type: none"><li>• % vendors assessed on ESG parameters – 28% of Critical Suppliers</li></ul>                                                                              |
| Climate Action                       |                                                                                        | Supporting emissions reduction through circular economy practices, resource recovery, renewable energy adoption, and greenbelt development                | <ul style="list-style-type: none"><li>• GHG emissions avoided – 2,04,395.85 tCO<sub>2</sub>e</li><li>• Renewable energy share – 7%</li><li>• Trees planted – 18,676</li></ul>                   |
| Customer Relations                   |   | Delivering reliable, customized solutions and maintaining long-term partnerships with customers across industries                                         | <ul style="list-style-type: none"><li>• Customers served – 12,997</li></ul>                                                                                                                     |
| Corporate Citizenship & Philanthropy |   | Supporting community development, education, and awareness initiatives for sustainable and inclusive growth                                               | <ul style="list-style-type: none"><li>• Total Beneficiaries – 1,63,216</li><li>• CSR Expenditure – INR 1.66 Cr.</li></ul>                                                                       |

# GOVERNANCE

## INTEGRITY IN ACTION

Building a Sustainable Future – Green | Smart | For All, calls for governance that is both robust and forward-thinking. At BEIL, we integrate ethical leadership, effective risk oversight, and informed decision-making to promote transparency, accountability, and long-term resilience.

### Material Topics



Corporate  
Governance



Risk & Crisis  
Management



Business Ethics &  
Transparency



Innovation  
Management



Supply Chain  
Management

### Key Highlights



**100%**

employees trained on  
Code of Conduct



**Zero**

compliance  
violations reported



**28%**

of Critical  
Suppliers assessed  
on ESG criteria

### Key SDGs



8 DECENT WORK AND  
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS

# Corporate Governance

## Driving Accountability for a Sustainable Future

At BEIL, governance is anchored in the belief that responsible leadership and ethical business conduct are essential to creating lasting value for stakeholders.

**12.4 Years**  
Average Board Tenure

**74%**  
Average Board Meeting Attendance

**18.59**  
CEO-to-median pay ratio

**100%**  
Non-executive Directors

### Board of Directors



Sandra Rajnikant Shroff



Rajnikant Devidas Shroff



Ashok Amarlal Panjwani



Mukul Bhupendra Trivedi



Arun Chandrasen Ashar



Vimalkumar Gopaldas Gandhi



Sachin Prakashbhai Parikh



Hardik Jayendrasinh Jadeja



Amritkumar Purushottambhai Dharva



Vimalkant Ramjibhai Jethva

| Designation                                     | Chairperson<br>Non-Executive,<br>Non-Independent | Non-Executive,<br>Non-Independent                                              | Non-Executive,<br>Non-Independent                                                                                                                              | Non-Executive,<br>Non-Independent                                                      |   | Non-Executive,<br>Non-Independent                          | Non-Executive,<br>Independent                               | Non-Executive,<br>Independent                                                      | Non-Executive,<br>Non-Independent                      | Non-Executive,<br>Non-Independent                                                                 | Non-Executive,<br>Non-Independent                       |
|-------------------------------------------------|--------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|---|------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| Nominee Directors                               | -                                                | -                                                                              | -                                                                                                                                                              | -                                                                                      | - | -                                                          | -                                                           | -                                                                                  | Representing<br>District<br>Industries<br>Centre (DIC) | Representing<br>Industries Com-<br>missionerate<br>Gujarat                                        | Representing<br>Ankleshwar<br>Industries<br>Association |
| Committee Representation                        | -                                                | -                                                                              | <div><div>A</div><div>N</div><div>C</div><div>R</div></div>                                                                                                    | -                                                                                      |   | <div><div>C</div><div>R</div></div>                        | <div><div>A</div><div>N</div><div>C</div><div>R</div></div> | <div><div>A</div><div>N</div><div>C</div></div>                                    | <div><div>R</div></div>                                | -                                                                                                 | -                                                       |
| Gender                                          | Female                                           | Male                                                                           | Male                                                                                                                                                           | Male                                                                                   |   | Male                                                       | Male                                                        | Male                                                                               | Male                                                   | Male                                                                                              | Male                                                    |
| Tenure                                          | 27                                               | 27                                                                             | 28                                                                                                                                                             | 0                                                                                      |   | 22                                                         | 8                                                           | 8                                                                                  | 1                                                      | 3                                                                                                 | 0                                                       |
| Number of Directorships Held at Other Companies | 10                                               | 15                                                                             | 6                                                                                                                                                              | 14                                                                                     |   | 9                                                          | 2                                                           | 1                                                                                  | 4                                                      | 5                                                                                                 | 3                                                       |
| Skills & Experience                             | Business Strategy<br>(60 Years)                  | Engineering<br>& Technical<br>Expertise,<br>Business<br>Strategy<br>(67 Years) | Environmental<br>Infrastructure,<br>Engineering<br>& Technical<br>Expertise,<br>Industry<br>Knowledge and<br>Experience,<br>Sustainability &<br>ESG (51 Years) | Corporate<br>Governance,<br>Regulatory<br>Compliance,<br>Finance & Audit<br>(48 Years) |   | Finance & Audit,<br>Regulatory<br>Compliance<br>(52 Years) | Engineering<br>& Technical<br>Expertise<br>(24 Years)       | Regulatory<br>Compliance,<br>Engineering<br>& Technical<br>Expertise<br>(27 Years) | Industry<br>Knowledge and<br>Experience<br>(11 Years)  | Industry<br>Knowledge and<br>Experience,<br>Engineering<br>& Technical<br>Expertise (19<br>Years) | Industry<br>Knowledge and<br>Experience (31<br>Years)   |



Audit Committee



Corporate Social Responsibility Committee



Nomination & Remuneration Committee



Risk Assessment Committee

Board Committees

BEIL’s Board Committees play a pivotal role in strengthening governance, accountability, and sustainable value creation. Sustainability matters are governed through the Environment Committee, a cross-functional body comprising senior leadership representatives from across the organization, which reports to the Board-level Risk Assessment Committee.



Board Committee Composition

|                   | Audit Committee                                                                                                                                  | Corporate Social Responsibility Committee                                                                                                                    | Nomination and Remuneration Committee                                                                                                                     | Risk Assessment Committee                                                                                                                                       |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chairperson       | Dr. Sachin Prakashbhai Parikh                                                                                                                    | Mr. Ashok Amarlal Panjwani                                                                                                                                   | Mr. Ashok Amarlal Panjwani                                                                                                                                | Dr. Sachin Prakashbhai Parikh                                                                                                                                   |
| Meeting Frequency | Quarterly                                                                                                                                        | Need-basis                                                                                                                                                   | Need-basis                                                                                                                                                | Annually                                                                                                                                                        |
| Last Meeting Held | 28.03.2026                                                                                                                                       | 10.03.2026                                                                                                                                                   | 12.02.2026                                                                                                                                                | 17.09.2025                                                                                                                                                      |
| Responsibilities  | <ul style="list-style-type: none"><li>Financial oversight</li><li>Internal controls</li><li>Compliance monitoring</li><li>Audit review</li></ul> | <ul style="list-style-type: none"><li>CSR strategy guidance</li><li>Impact initiatives</li><li>Compliance alignment</li><li>Sustainability support</li></ul> | <ul style="list-style-type: none"><li>Board composition</li><li>Succession planning</li><li>Leadership selection</li><li>Remuneration oversight</li></ul> | <ul style="list-style-type: none"><li>Risk identification</li><li>ESG oversight</li><li>Risk Mitigation review</li><li>Strategic integration of risks</li></ul> |

Board-Level ESG Oversight

As part of BEIL’s governance framework, sustainability and ESG considerations are integrated into the Company’s risk management and decision-making processes. ESG matters are overseen by the Environment Committee, chaired by our Director, Mr. Panjwani, and comprises of senior leadership representatives from across the organization. The Committee reviews material ESG issues, emerging risks, mitigation measures, and performance indicators, providing strategic guidance to support responsible growth, operational resilience, and long-term stakeholder value creation.

Operating under the oversight of the Risk Assessment Committee, the Environment Committee is supported by a central environmental team, while ESG responsibilities are driven by individual entity CEOs. The Risk Assessment Committee convenes annually to review key ESG issues and emerging risks, supported by half-yearly Environment Committee reviews, formal Board reporting, and fortnightly environmental team meetings to monitor compliance, track progress against commitments, and address operational issues.



Board Diversity

BEIL believes that an effective Board is built on a combination of diverse perspectives, complementary expertise and strong leadership experience. The Board comprises of professionals with varied backgrounds across environmental infrastructure, engineering, finance, governance, risk management and business strategy, enabling balanced oversight of our Company’s operations and long-term priorities.

Guided by the Board Diversity Policy, Board composition is regularly evaluated to ensure an appropriate mix of skills, experience and viewpoints that strengthen decision-making and support sustainable value creation.

Board Diversity Dimensions



Professional Experience



Industry Know-how



Gender



Leadership Background



Independent Perspectives



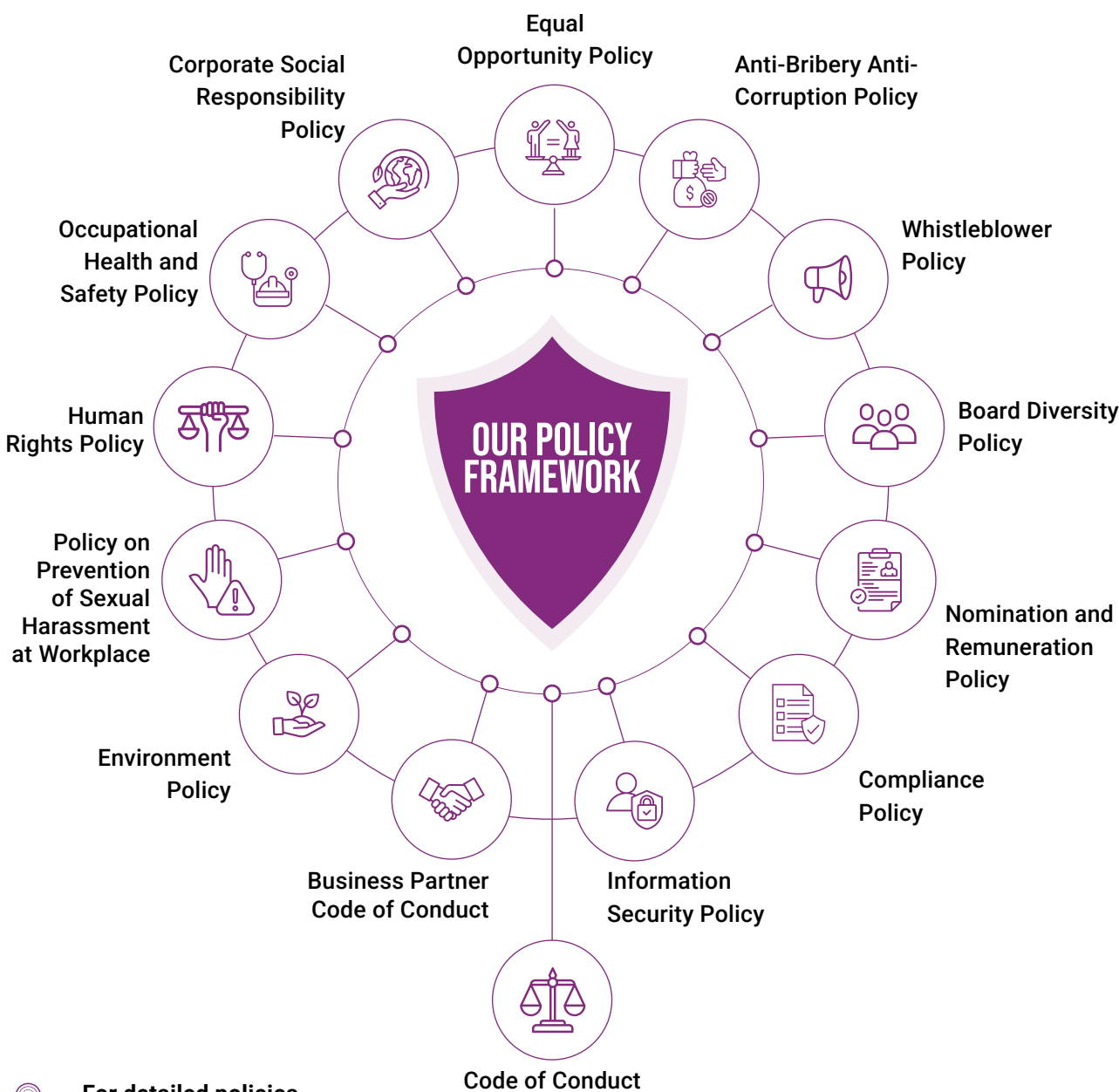
Tenure and Institutional Knowledge

## ESG Policies

BEIL's policy framework defines how environmental impacts are managed, employees are protected, and stakeholders are engaged.

It guides compliance, risk management, and responsible practices, supporting effective waste management and resource recovery while

reinforcing transparency and long-term value creation. All policies are approved at the Board level and authorized by our Director, Mr. Ashok Panjwani. They are periodically reviewed for better alignment with global standards, embedding commitments to due diligence, the precautionary principle, and respect for human rights.



 For detailed policies, please refer here.

## Business Ethics

At BEIL, ethical conduct forms the foundation of our business practices and stakeholder trust. We are committed to conducting our operations with integrity, transparency, accountability, and fairness across all aspects of our business. Guided by strong governance principles, we foster a culture where ethical decision-making, regulatory compliance, and responsible business behavior are embedded into day-to-day operations and strategic decision-making.

## Code of Conduct

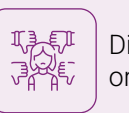
Our Code of Conduct serves as the cornerstone of our ethical governance framework, providing guidance to Directors, employees, and associated stakeholders on expected standards of professional behavior. The Code outlines principles relating to integrity, conflict of interest management, anti-bribery and corruption, discrimination, anti-competitive practices, tax, money laundering practices, confidentiality of information, fair business practices, protection of Company assets, compliance with applicable laws and regulations including environment, health and safety, and respectful workplace behaviour.

To reinforce ethical accountability, we promote awareness of the Code through regular trainings and encourage employees to report concerns through established grievance and whistleblower mechanisms without fear of retaliation.



**100%** of our employees receive regular, targeted communication and training on our Anti-Corruption and Anti-Bribery Policy.

**BEIL reported zero instances of non-compliance across the following key indicators during the reporting period.**

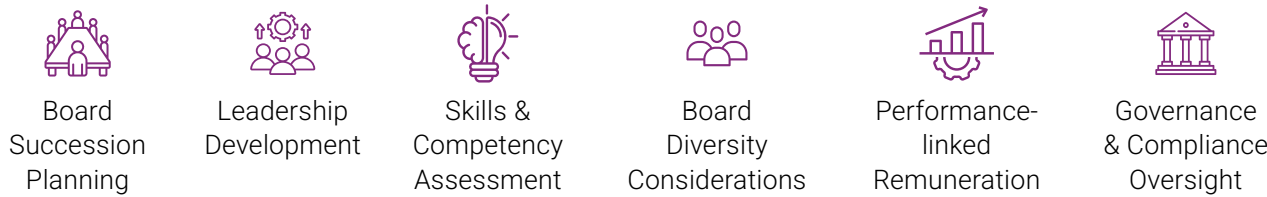
|                                                                                       |                                     |                                                                                       |                       |                                                                                       |                          |                                                                                       |                              |
|---------------------------------------------------------------------------------------|-------------------------------------|---------------------------------------------------------------------------------------|-----------------------|---------------------------------------------------------------------------------------|--------------------------|---------------------------------------------------------------------------------------|------------------------------|
|  | Corruption or Bribery               |  | Conflicts of Interest |  | Customer Privacy Data    |  | Discrimination or Harassment |
|  | Money Laundering or Insider trading |  | ESG                   |  | Customer Health & Safety |  | Anti-competitive Practices   |

Nomination and Remuneration Process

The Nomination and Remuneration Committee (NRC) oversees Board succession planning, leadership appointments and remuneration practices. Through a structured and transparent process, the Committee evaluates competency requirements, leadership capabilities and governance considerations to support the continued effectiveness of the Board and senior management.

In FY 2025-26, the median compensation for employees increased by 3.05% as compared to the previous year, while the ratio between the total annual compensation of the CEO and the median employee compensation is 18.59.

NRC Focus Areas

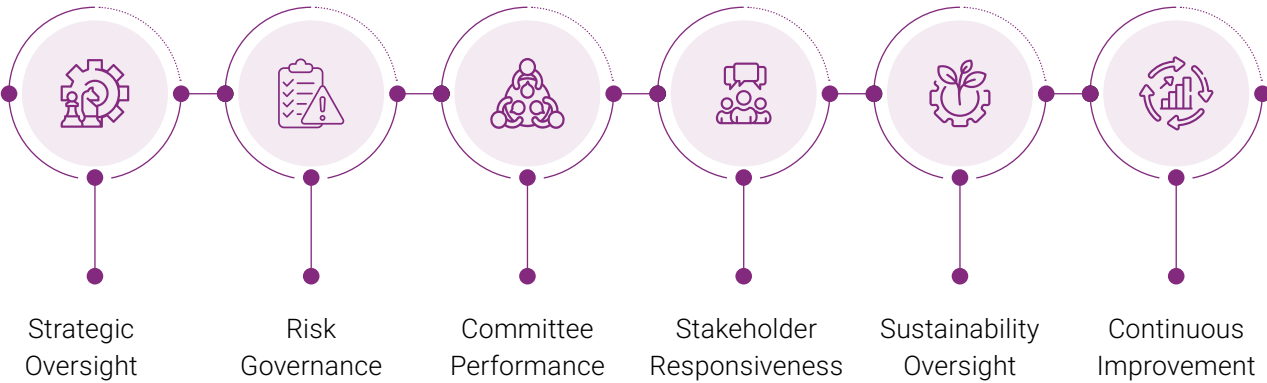


Board Effectiveness

BEIL periodically evaluates the effectiveness of the Board and Committees to ensure robust governance, informed decision-making and alignment with strategic objectives. The Board stays abreast of evolving ESG trends through regular training, industry insights, and regulatory

updates. The evaluation methods include internal questionnaires, peer reviews and external professional assessments. This process supports continuous improvement by assessing the Board's oversight capabilities, governance practices and contribution to long-term business success.

Board Effectiveness Framework



Conflict of Interest

We are committed to ensuring that all business decisions are made objectively and in the best interests of our Company and various stakeholders. All Board members are required to submit annual disclosure forms which include conflict-of-interest declarations. These disclosures are periodically reviewed, with concerned directors consulted in case of potential conflicts, thus enabling timely review and appropriate mitigation measures. This approach reinforces transparency, accountability and trust across the organization.

Conflict of Interest Management Process



Whistleblower Mechanism

Our whistleblower mechanism, guided by our Whistleblower Policy, enables employees, directors, contractors, vendors and other stakeholders to report concerns related to unethical conduct, fraud, violation of the Code of Conduct, or non-compliance, through secure channels. It ensures all complaints are handled in a fair, independent and confidential manner, with protection against retaliation for those reporting in good faith, reinforcing a culture of integrity, transparency and responsible governance.

Reporting & Resolution Framework



**Report**  
Concerns may be raised through designated reporting channels



**Review**  
Preliminary assessment to determine nature and severity



**Investigate**  
Independent evaluation of reported concerns



**Resolve**  
Appropriate corrective and disciplinary actions implemented



**Improve**  
Learnings integrated into controls, processes and training

Matters Covered under the Framework



Business Ethics & Integrity



Fraud & Financial Misconduct



Regulatory Non-Compliance



Conflict of Interest



Workplace Harassment & Misconduct



Health, Safety & Environmental Concerns

Guiding Principles



Confidential Reporting



Multiple Reporting Channels



Independent Review



Timely Investigation



Protection Against Retaliation



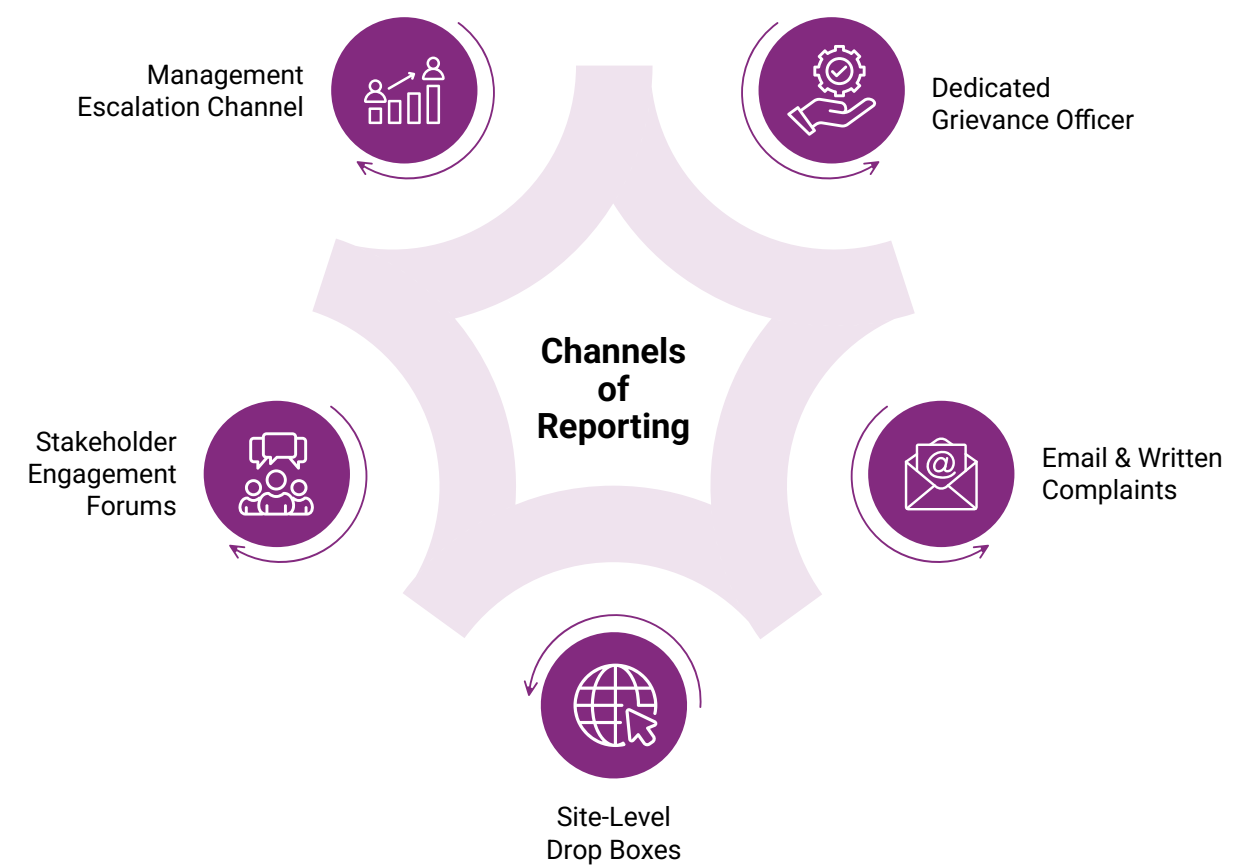
Corrective & Preventive Action

Grievance Handling Procedure

BEIL's grievance handling process ensures that all complaints are promptly reported to the Compliance Officer, who, in consultation with the CEO or Business Unit Head, evaluates whether an investigation is required. Complaints received through any channel are centrally reviewed, and cases involving the Compliance team are handled independently by senior leadership.

Once initiated, investigations are conducted fairly and objectively, using relevant evidence, documentation, and, where needed, expert support, while providing the concerned parties an opportunity to be heard.

Accessible Grievance Channels



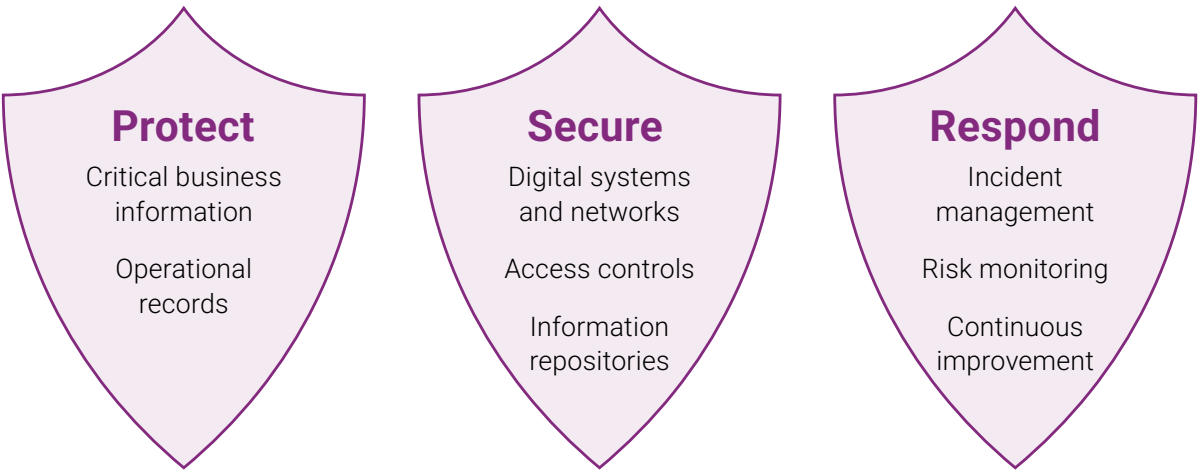
Based on the findings, complaints are either closed or escalated with recommendations to the Audit Committee or Board for appropriate action, with all

records securely maintained for five years after the conclusion of the investigation.

# IT Security and Data Privacy

We are committed to maintaining confidentiality, integrity and availability of information through appropriate controls, secure technology practices and responsible data management. Our approach focuses on protecting critical business information, ensuring operational continuity and strengthening stakeholder trust through effective information security practices.

## Three Shield Framework



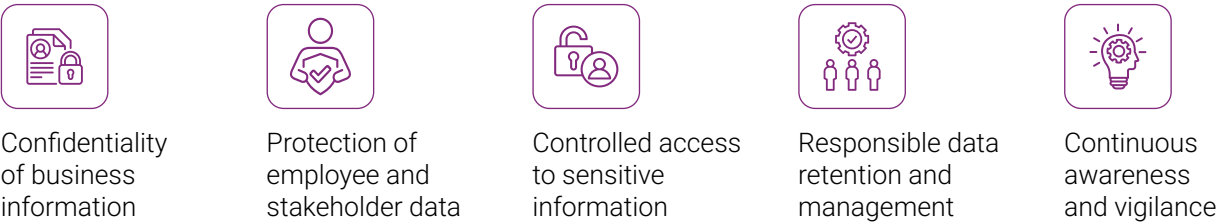
## Data Privacy & Information Protection

We respect the privacy of our employees, customers, business partners and other stakeholders and are committed to handling information responsibly. We seek to ensure that personal and business-sensitive information is collected, processed, stored and shared in a manner consistent with applicable legal and regulatory requirements.

Access to information is provided on a need-to-know basis and supported by appropriate administrative and technical controls. We continuously promote awareness regarding responsible information handling practices and encourage employees to exercise diligence in safeguarding confidential information. Our Information Security Policy is available here.

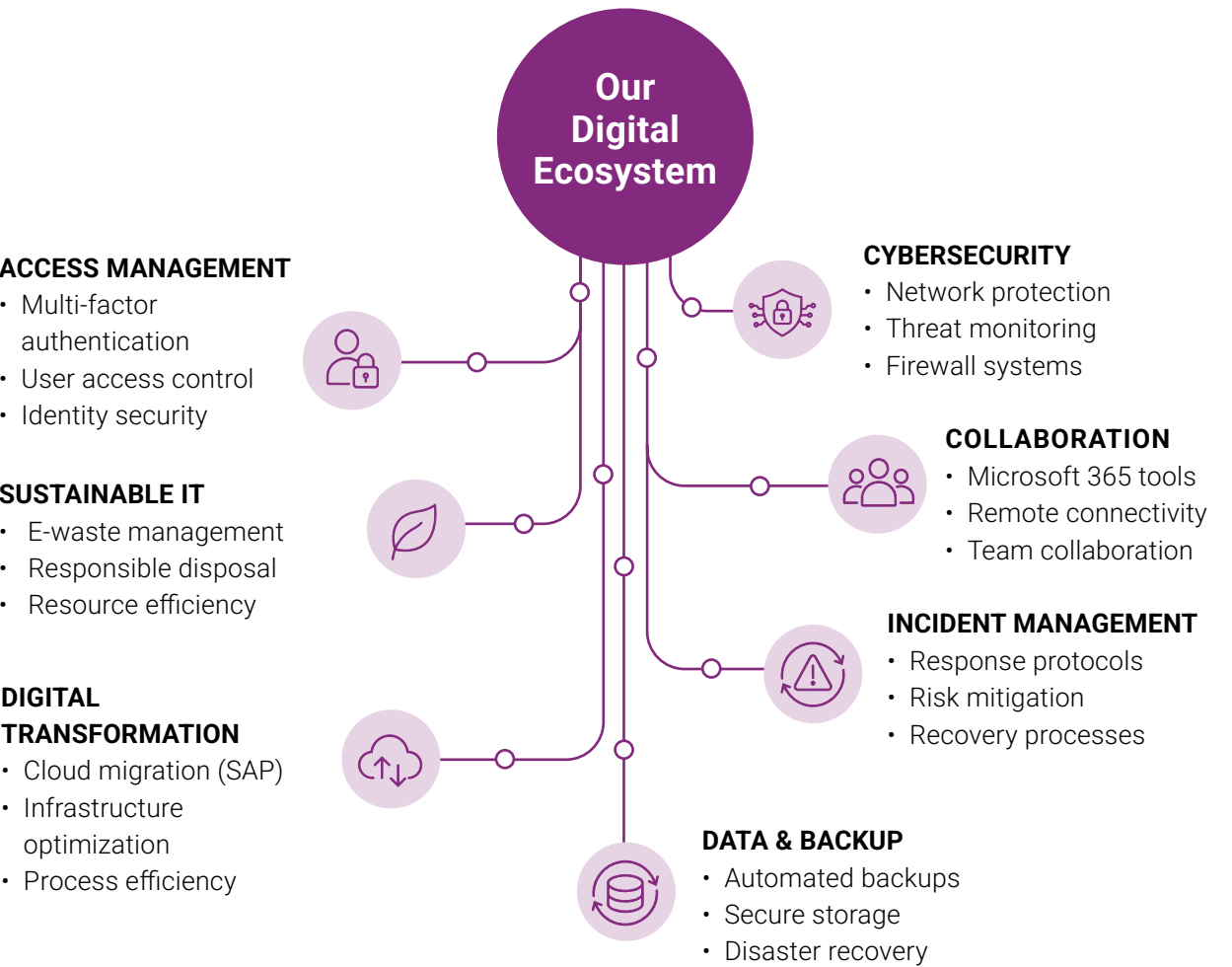
 [For detailed policies, please refer here.](#)

## Our Information Protection Priorities



## Smart & Secure Digital Operations

We continue to strengthen our digital ecosystem through advanced cybersecurity controls, cloud-enabled operations, business continuity measures, and employee awareness initiatives.



## Strengthening Digital Resilience

As our operations evolve, we continue to strengthen our information security and cybersecurity capabilities to support business continuity, protect stakeholder information and maintain operational reliability across our environmental infrastructure network.



We implemented 'CrowdStrike Falcon' in FY 26, an advanced cybersecurity platform that enables real-time threat detection, endpoint protection, and continuous monitoring of organizational systems and data.

# Risk Management

## Strengthening Resilience Through Proactive Risk Oversight

Effective risk management enables us to anticipate potential challenges, safeguard operational continuity and support long-term value creation.

Through a structured and proactive approach, we identify, assess and manage risks across our operations, ensuring preparedness while reinforcing our commitment to responsible and sustainable business practices.

Our approach to risk management is founded on early identification, systematic assessment and continuous monitoring of risks that may impact business performance, environmental stewardship and stakeholder confidence. Risk considerations are integrated into operational decision-making processes, supported by governance mechanisms, compliance monitoring systems and preventive controls. Through regular reviews and continuous improvement initiatives, we seek to strengthen organizational resilience and preparedness across our operations.

### Approach to Risk Management



### Risk Management Framework

Risk management is embedded across the organization through the Three Lines of Defense model.



### Key Risks Identified and Mitigation Strategy

| Safety                         | Risk Identified                                                                                                                                                                                                                                  | Mitigation Measures                                                                                                                                                                                               |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                | <b>Gas Exposure</b>                                                                                                                                                                                                                              | Engineering controls, PPE usage, job rotation and regular safety training                                                                                                                                         |
|                                | <b>Fire &amp; Explosion</b>                                                                                                                                                                                                                      | Segregated storage, detection systems, hot work permits and trained emergency response team                                                                                                                       |
|                                | <b>Process Risks</b>                                                                                                                                                                                                                             | Advanced processing technology, HAZOP studies and preventive maintenance                                                                                                                                          |
| Environment                    |                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                   |
|                                | <b>Air Quality</b>                                                                                                                                                                                                                               | Periodic air monitoring, emissions tracking (CAAQMS/CEMS), dust control and landfill safeguards                                                                                                                   |
|                                | <b>Soil Quality</b>                                                                                                                                                                                                                              | Third-party soil checks, Toxicity Characteristic Leaching Procedure (TCLP) testing, seasonal monitoring and spill management                                                                                      |
|                                | <b>Noise Disturbance</b>                                                                                                                                                                                                                         | Routine monitoring, equipment maintenance and acoustic enclosures                                                                                                                                                 |
|                                | <b>Climate Risks</b>                                                                                                                                                                                                                             | <b>Physical Risks:</b><br>Climate-resilient assets, flood and cyclone preparedness, water stewardship initiatives                                                                                                 |
|                                | <b>Physical Risks:</b><br><b>Acute Risks</b> <ul style="list-style-type: none"><li>Flood</li><li>Cyclones</li></ul> <b>Chronic Risks</b> <ul style="list-style-type: none"><li>Heat Stress</li><li>Sea-level Rise</li><li>Water Stress</li></ul> | <b>Transition Risks:</b><br>Operational efficiency improvements, circular business models, regulatory compliance tracking, ESG-driven stakeholder engagement.                                                     |
|                                | <b>Transition Risks:</b> <ul style="list-style-type: none"><li>Carbon Pricing Mechanism</li><li>Emerging Regulations</li></ul>                                                                                                                   | <ul style="list-style-type: none"><li>Energy Price Volatility</li><li>Demand for Sustainable Waste Disposal</li><li>Technology Adaptation vs. Evolving Regulation</li><li>Increasing Stakeholder Demand</li></ul> |
| Anti-Bribery & Anti-Corruption |                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                   |
|                                | <b>Internal Misconduct</b>                                                                                                                                                                                                                       | Policy framework, training, whistleblower mechanism and independent audits                                                                                                                                        |
|                                | <b>Third-party non-compliance</b>                                                                                                                                                                                                                | Risk-based due diligence, contractual controls, partner training and periodic reviews                                                                                                                             |

### Looking Ahead

As environmental regulations evolve, climate-related uncertainties increase and stakeholder expectations continue to grow, we remain focused on enhancing our risk management capabilities through continuous monitoring, adaptive planning and resilient operational practices. By strengthening our ability to anticipate and respond to emerging challenges, we seek to create lasting value while supporting the safe and responsible delivery of environmental infrastructure services.

# Economic Performance

## Creating Long-Term Value Through Sustainable Growth

Through our environmental infrastructure services, including hazardous waste management, resource recovery, wastewater treatment, and municipal waste management, BEIL supports economic growth, environmental protection, and community well-being.

A resilient business model, strategic infrastructure investments, and responsible governance enable us to create sustainable value for all stakeholders.

### Economic Value Generated and Distributed

|                                                                                                                                               | Economic Value Generated (INR Lakh) | FY 24     | FY 25     | FY 26     |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------|-----------|-----------|
|  <b>Gross Revenue from Operations</b>                       |                                     | 57,494.96 | 74,250.99 | 82,867.54 |
|  <b>Revenue from other sources</b>                         |                                     | 2,356.26  | 4,821.22  | 3,079.60  |
|  <b>Net Worth</b>                                          |                                     | 58,462.22 | 73,283.95 | 89,546.36 |
|  <b>Profit After Tax</b>                                   |                                     | 8,236.22  | 12,156.50 | 8,788.44  |
|  <b>EBITDA</b>                                             |                                     | 16,133.79 | 16,827.89 | 15,620.78 |
|  <b>Operating Cost (excl. Employee Wages and Benefits)</b> |                                     | 31,584.42 | 45,150.51 | 52,797.05 |
|  <b>Employee Wages and Benefits</b>                        |                                     | 3,223.48  | 5,494.17  | 6,166.47  |
|  <b>Interest Payments</b>                                  |                                     | 71.68     | 49.85     | 16.97     |
|  <b>Dividends</b>                                          |                                     | 365.56    | 386.26    | 484.44    |
|  <b>Taxes paid</b>                                         |                                     | 1,434.94  | 1,218.17  | 1,230.60  |
|  <b>CSR Expenditure</b>                                    |                                     | 198.49    | 199.29    | 166.50    |
|  <b>R&amp;D Expenditure</b>                                |                                     | 121.33    | 125.09    | 108.48    |

## Sustainable Revenues

BEIL’s revenues are generated through environmental solutions that advance resource recovery, circularity, and pollution prevention. Our integrated services—including waste treatment, material recovery, e-waste recycling, wastewater treatment, and co-processing—support sustainable development while creating long-term environmental value.

## Defined Benefit Plan Obligations

We at BEIL recognize the responsibility towards the long-term well-being and financial security of our employees. We maintain defined benefit plans in accordance with applicable statutory requirements and accounting standards. In the current year, we have contributed a total of INR 7.52 Cr. in Employees Provident Fund (EPF) and Gratuity towards defined benefit obligations and other retirement plans.

## Policy Influence

We did not make any financial or in-kind contributions to any Political Party or Organization during the reporting period.

## Approach to Tax

BEIL views tax as an important contribution to economic development and public infrastructure. We are committed to complying with applicable tax laws and regulations across jurisdictions in which we operate and seek to maintain high standards of integrity, transparency and accountability in the tax practices.

We have a formal tax strategy in place that guides our approach to tax governance, compliance, and risk management, ensuring adherence to applicable tax laws and regulations.

The Chief Financial Officer (CFO) formally reviews and approves the tax strategy and tax-related matters as required.

We maintain robust systems and processes to ensure compliance with applicable tax laws and regulations, including the retention of tax-related documentation and timely provision of information to competent tax authorities when required.

BEIL adopts a responsible approach to tax management, aligning practices with applicable legal requirements and sound corporate governance principles. Our Responsible Tax Principles are founded on compliance, transparency, accountability, and ethical conduct in managing tax obligations and reporting responsibilities

### Financial Assistance Received from the Government (INR Lakh)

|                           | FY 24 | FY 25 | FY 26 |
|---------------------------|-------|-------|-------|
| <b>Tax Relief</b>         | 0     | 0     | 0     |
| <b>Subsidies received</b> | 0     | 191   | 1,044 |

# Innovation Management

## Advancing Environmental Infrastructure Through Innovation

Innovation enables us to enhance operational efficiency, strengthen environmental performance and create long-term value. We continuously evaluate opportunities to improve treatment processes, optimize resource utilization and enhance infrastructure capabilities across our operations.

By leveraging technology, operational expertise and continuous learning, we seek to deliver effective environmental solutions while addressing evolving industry requirements and stakeholder expectations.



TARGET

10%

increase in innovation and R&D spend (Baseline 2025)

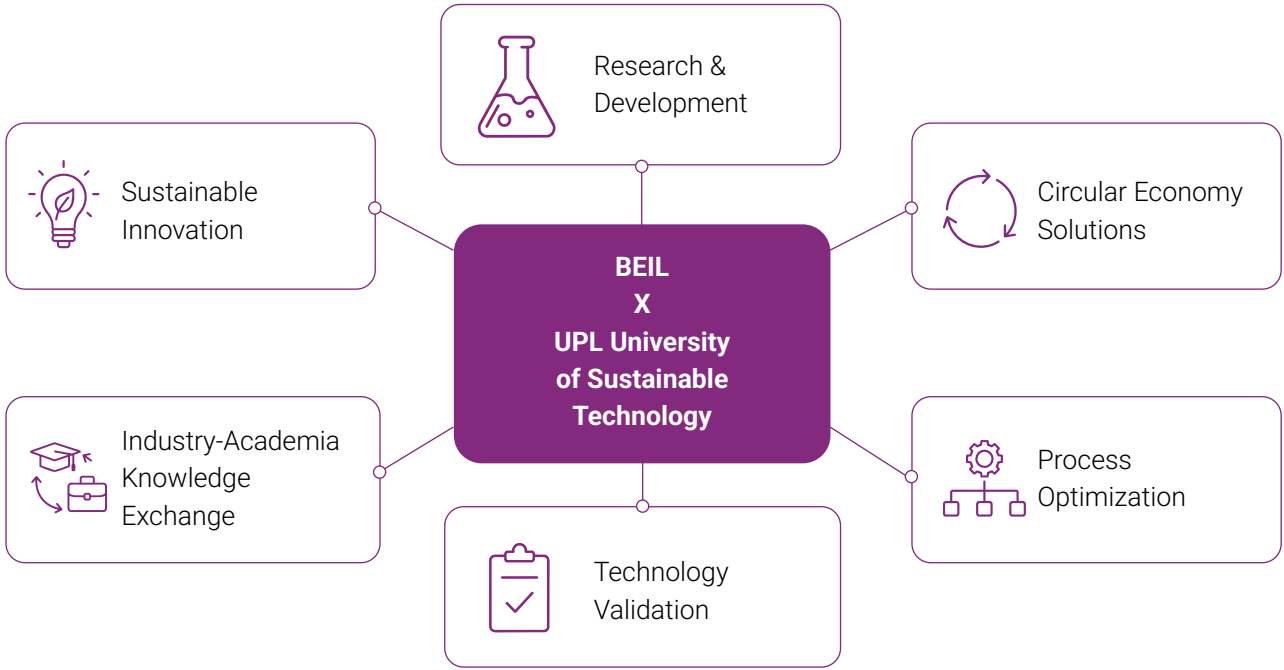
### Our Innovation Ecosystem

| Focus Area | Technology & Process Excellence                                                                                                             | Focus Area | Digital Enablement                                                                                                                                 |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Purpose    | <ul style="list-style-type: none"><li>Advanced treatment technologies</li><li>Process optimization</li><li>Operational efficiency</li></ul> | Purpose    | <ul style="list-style-type: none"><li>Smart monitoring</li><li>Data analytics</li><li>Real-time decision support</li></ul>                         |
| Focus Area | Circular Resource Recovery                                                                                                                  | Focus Area | Future-ready Infrastructure                                                                                                                        |
| Purpose    | <ul style="list-style-type: none"><li>Material recovery</li><li>Resource valorization</li><li>Circular solutions</li></ul>                  | Purpose    | <ul style="list-style-type: none"><li>Infrastructure modernization</li><li>Capacity enhancement</li><li>Sustainable facility development</li></ul> |

### Innovation Through Strategic Knowledge Partnerships

Innovation at BEIL is strengthened through strategic collaborations with leading academic and research institutions. Our longstanding partnership with UPL University of Sustainable Technology serves as a platform for translating research into practical environmental solutions, combining academic expertise with on-ground operational experience. Through joint research initiatives, technical studies, industry engagement programs, and innovation-led projects, the collaboration continues to support advancements in waste management, resource recovery, circular economy solutions, and process optimization.

### Creating Value Through Collaboration





7

patents secured through collaborative research initiatives with UPL University of Sustainable Technology

### Joint Research Projects with UPL University of Sustainable Technology

| Name of Project                                                                 | Facility | Cost of Project (INR Lakh) |
|---------------------------------------------------------------------------------|----------|----------------------------|
| Plastic to oil                                                                  | BEIL     | 6                          |
| Refuse-derived fuel (RDF) to synthesis gas                                      | BEIL     | 3                          |
| Household waste management at Jitali                                            | BEIL     | 0.23                       |
| Household waste management at Dahej                                             | BEIL     | 0.93                       |
| Designing the Equipment for Solid Waste Handling of Semi-Solid Material at BEIL | BEIL     | 6                          |
| Electrochemical Oxidation of wastewater (ETL)                                   | ETL      | 6                          |
| Recovery of metals (Silver, Mercury, chromium and iron) from COD wastewater     | ETL      | 3                          |
| Recycle and Reuse of Lithium-Ion Batteries                                      | BEIL     | 6                          |
| Paint sludge to primer                                                          | SSWML    | 1.2                        |
| Iron sludge to usable materials                                                 | KEIL     | 3.5                        |

# Supply Chain Management

## Building a Responsible and Resilient Supply Chain

Our suppliers and business partners play a critical role in enabling us to deliver sustainable services. We are committed to fostering a responsible, transparent and resilient supply chain through robust governance mechanisms, responsible procurement practices and increasing integration of ESG considerations into supplier engagement and evaluation processes.

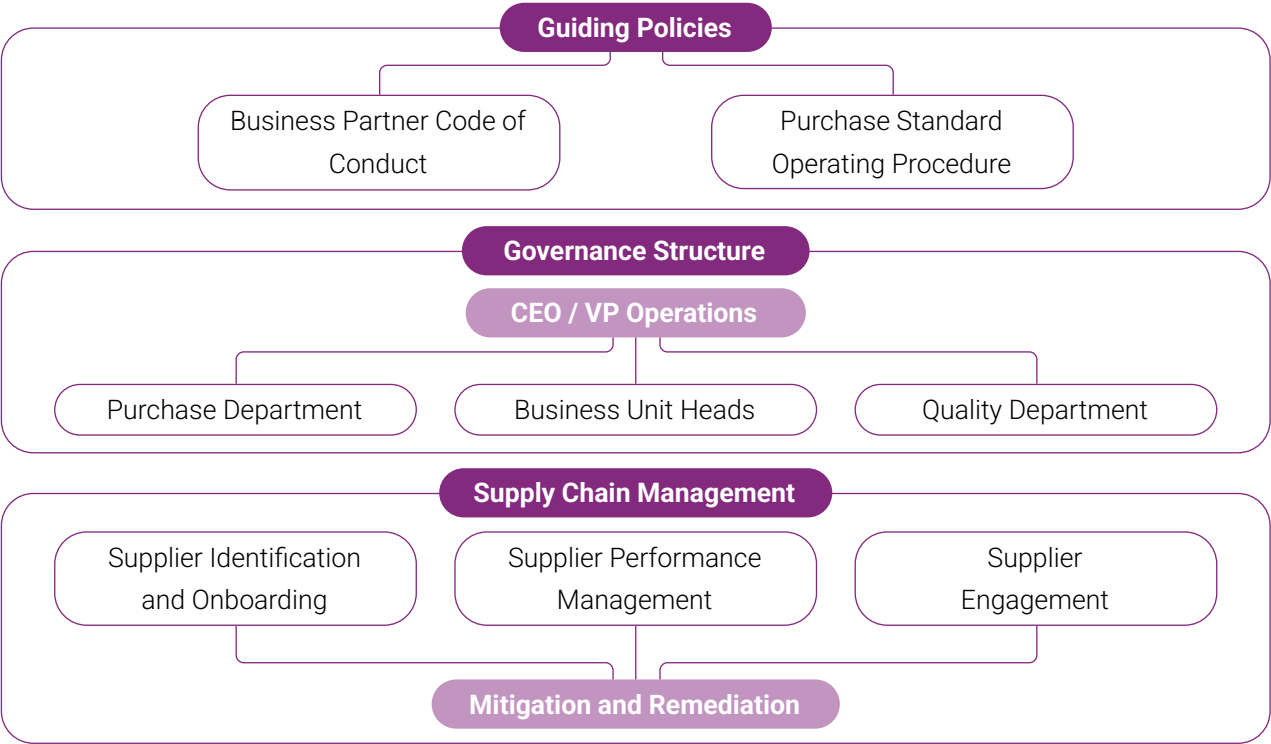
### Supply Chain Governance

We have established a structured procurement governance framework to ensure accountability, consistency and transparency across the procurement lifecycle. Our procurement activities are guided by our Business Partners Code of Conduct (BP CoC) and Purchase Standard Operating Procedure (SOP), which defines roles, responsibilities and approval mechanisms across functions involved in supplier

selection, procurement, quality assurance, inventory management and payment processing.

BEIL uses SAP S/4HANA to enable controlled, transparent, and traceable procurement processes, ensuring strong governance and consistent monitoring across the supply chain.

### Supply Chain Governance Structure



## Responsible Procurement Framework

Our procurement strategy is guided by our Business Partners Code of Conduct Policy. We communicate our expectations through our Business Partner Code of Conduct, which encourages suppliers to align with our standards relating to ethics, environmental responsibility, labor practices and governance.

Suppliers are onboarded through a structured pre-qualification process, including completion of the Supplier Pre-qualification Questionnaire and Compliance Questionnaire, along with documentation review and evaluation of environmental, health and safety practices, ensuring alignment with our responsible sourcing principles.

### Key Principles of our Business Partner Code of Conduct



Compliance with Laws and Regulations



Anti-Bribery and Corruption Compliance



Uphold Intellectual Property Rights



Conflicts of Interest



Privacy and Personal Data Protection



Fair, Honest, and Accurate Dealing



Prohibition from dealing in Conflict Minerals



Zero tolerance approach towards Non-compliance



Uphold high standards of Labor Practices and Human Rights



Communication and Training

## Integrity Compliance Programs

BEIL's Integrity Compliance Program reinforces ethical business conduct across our partner ecosystem. Through structured due diligence, formal compliance commitments, transparent documentation practices, and ongoing engagement, the program helps ensure that business relationships are built on accountability, integrity, and responsible business practices.



100%

All Suppliers onboarded during FY 26 received training on our Integrity Compliance Programs.

Core Elements of the Integrity Compliance Program

**Due Diligence**  
Screening and evaluation of Business Partners

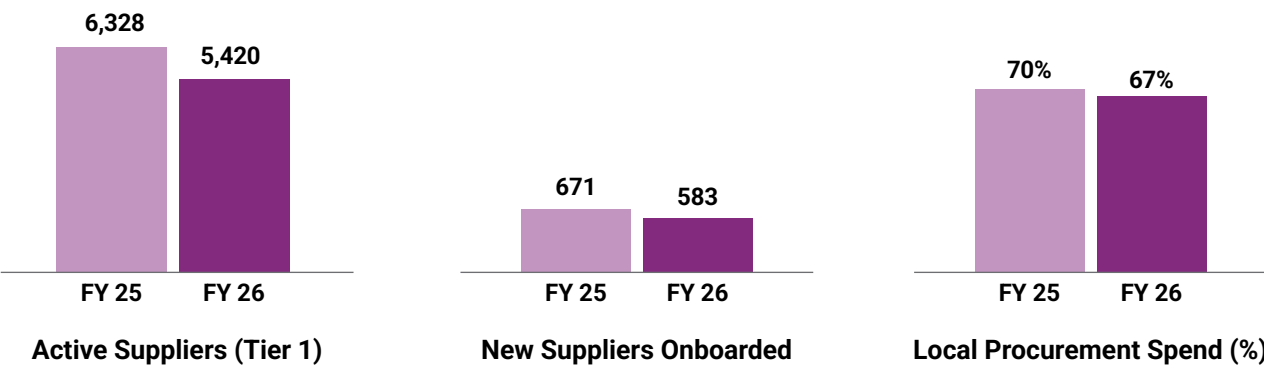
**Compliance Undertaking**  
Commitment to BEIL's Business Partners Code of Conduct

**Transparency & Documentation**  
Accurate and complete compliance documentation

**Partner Engagement**  
Continuous dialogue and support for responsible business practices

Supplier Network and Engagement

We continue to strengthen our supplier ecosystem by fostering long-term partnerships and expanding engagement across key supplier categories. Through supplier onboarding, performance monitoring and ongoing collaboration, we seek to build a reliable and responsive supply chain that supports our operational and sustainability objectives.

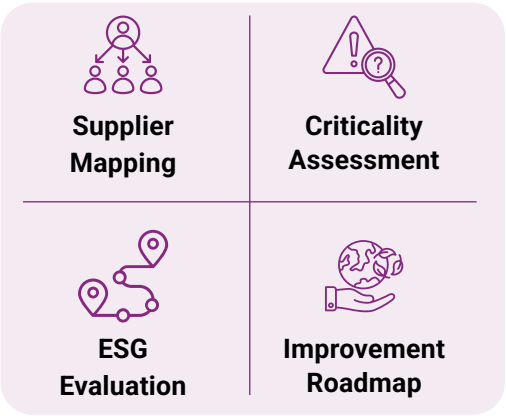


ESG Supplier Assessment

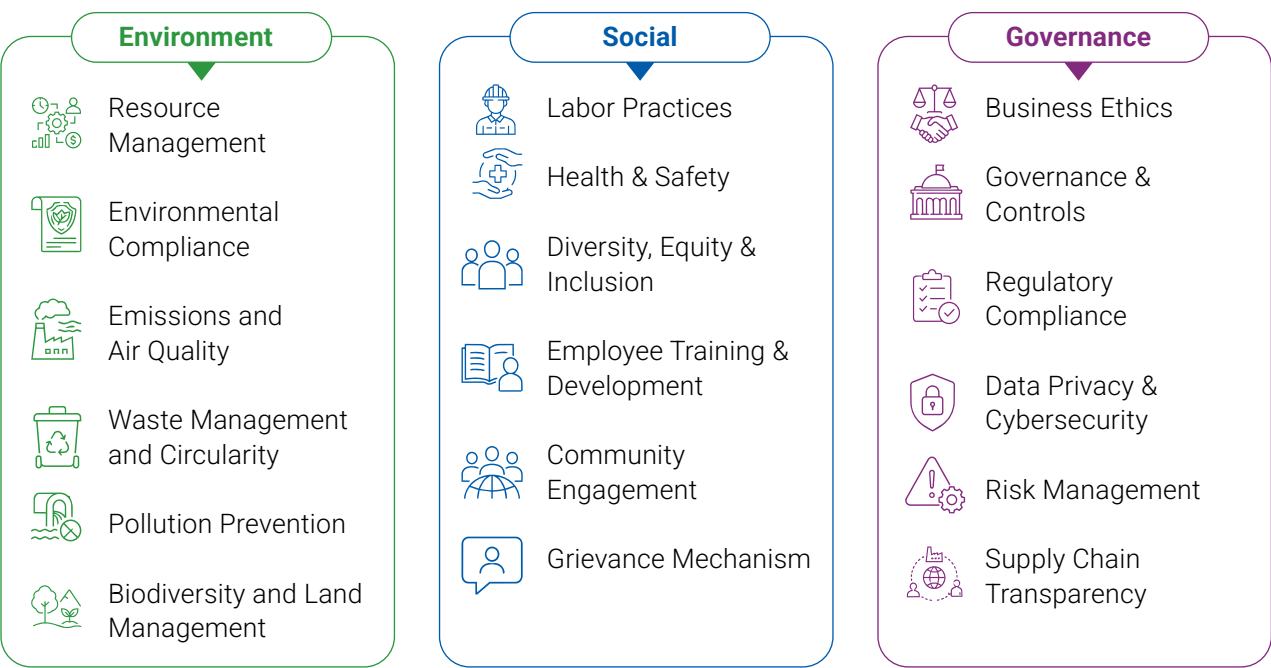
During the year, we undertook an ESG assessment of critical suppliers to strengthen ESG risk management and integrate sustainability considerations into supplier management processes.

The assessment followed a structured methodology encompassing supplier mapping, criticality assessment, ESG evaluation and improvement planning.

Assessment Approach



ESG Assessment Framework



Supplier Development and Continuous Improvement

Our ESG supplier assessment enabled us to identify key sustainability-related risks, maturity gaps and improvement opportunities across the supplier base. The assessment provided insights into supplier practices across environmental, social and governance dimensions and established a baseline for future supplier engagement efforts.

In addition to these insights, corrective action plans were shared with identified suppliers to support targeted improvements in areas of concern. These plans are designed to help suppliers strengthen their performance and effectively remediate any identified negative impacts.

The outcomes of the assessment are intended to support the integration of ESG considerations into supplier management processes and facilitate targeted improvement initiatives across priority sustainability areas. Moving forward, we aim to strengthen supplier engagement and encourage the adoption of responsible business practices across our value chain.

**28%** of Critical Suppliers assessed were supported in development measures through a corrective action plan

ESG Supply Chain Assessment Snapshot

**18** Critical Suppliers

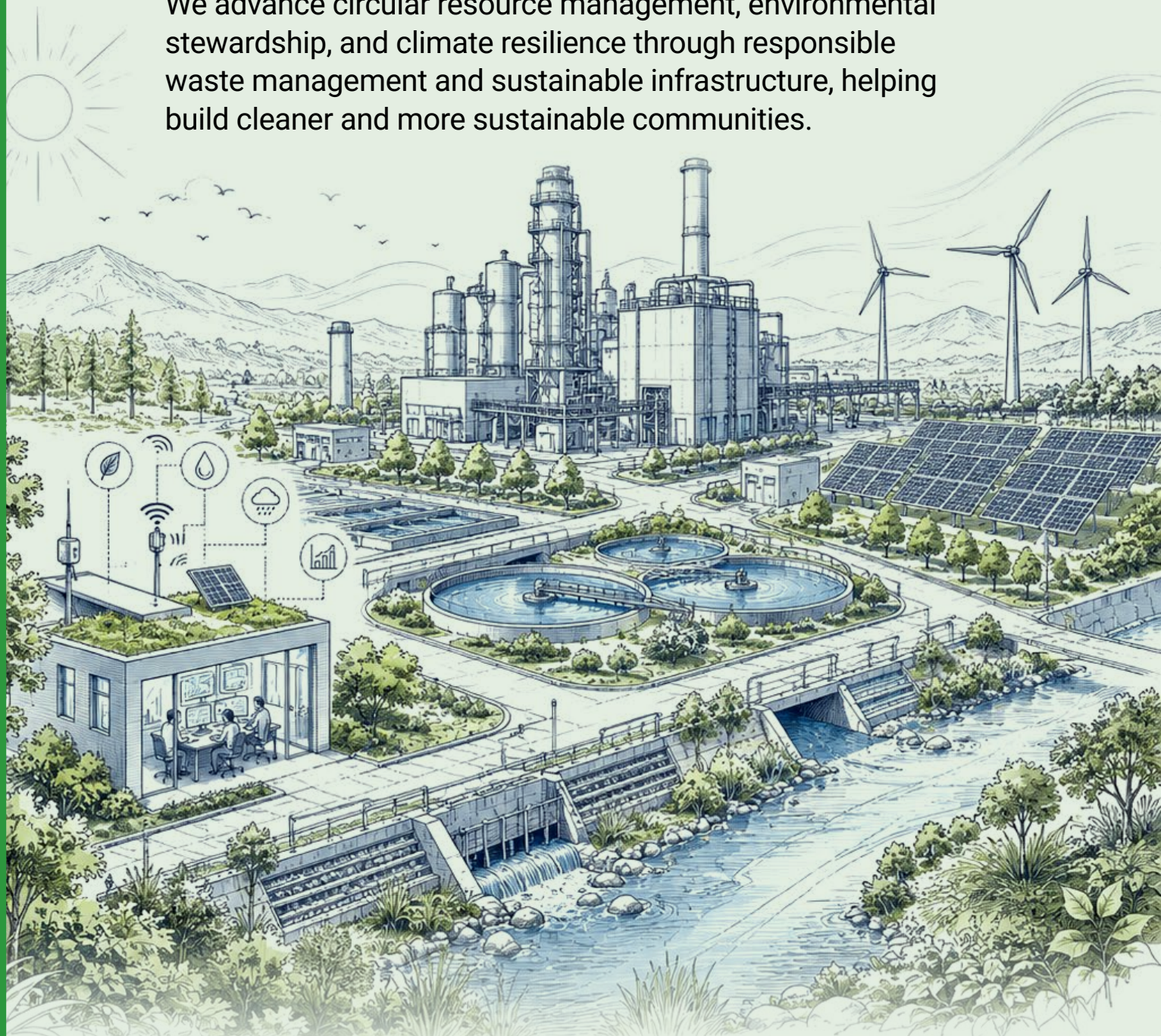
**5** Critical Suppliers assessed using ESG Criteria for FY 26

**0** Suppliers identified with significant negative ESG Impacts

# ENVIRONMENT

## ENGINEERING A GREENER TOMORROW

Building a Sustainable Future – Green | Smart | For All, requires environmental solutions that create lasting value. We advance circular resource management, environmental stewardship, and climate resilience through responsible waste management and sustainable infrastructure, helping build cleaner and more sustainable communities.



### Material Topics



Environmental  
Compliance



Water & Waste  
Management



Climate  
Action

### Key Highlights



**57%**

Recycled Water  
Consumption



**91,819.55  
MT**

Waste Diverted  
from Landfill



**12,997**

Customers  
Served through  
environmental  
solutions

### Key SDGs



# Climate Action

## Advancing Climate Resilience Through Responsible Operations

Climate action remains integral to how we create environmental and operational value. Through emissions monitoring, energy efficiency improvements, renewable energy adoption, air emissions management, and climate resilience planning, we continue to strengthen operational performance while reducing our environmental footprint.

Our approach combines responsible resource management with informed decision-making, enabling us to build resilient operations and contribute to a lower-carbon future.



**TARGET**  
**5 MWp**  
Solar power installation by FY 30

**3%**  
Reduction in Stationary Scope 1 emissions by FY 30 (baseline FY 25)

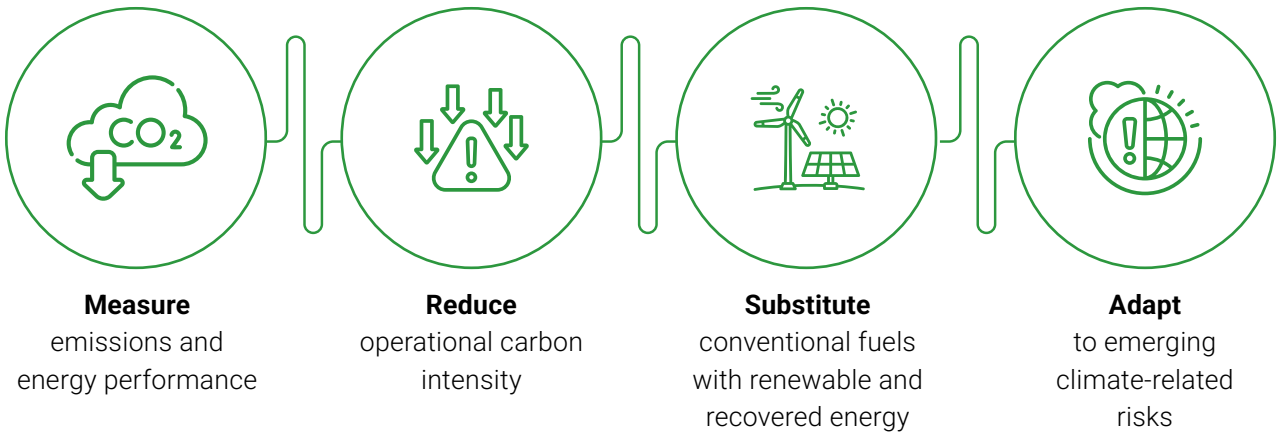
**8%**  
Reduction in Scope 2 emissions by FY 30 (baseline FY 25)

**5%**  
increase in avoided emissions by FY 30 (baseline FY 25)

**3%**  
Reduction in Scope 3 emissions (Business Travel & Upstream Transport) by FY 30 (baseline FY 25)

### Climate Action Framework

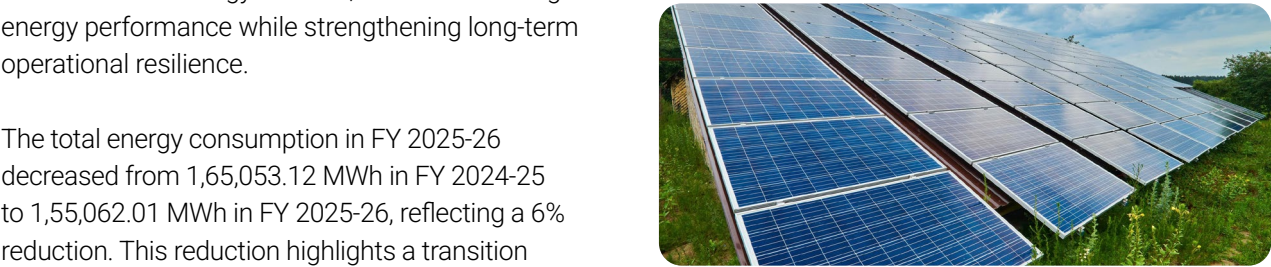
We are committed to driving sustainable growth by embedding climate action into our core operations. In line with this, we have committed to achieving Net Zero emissions by 2070, in alignment with India’s national Net Zero target. Through our Climate Action Framework, we adopt a structured approach to managing environmental impact by focusing on the following four key pillars:



### Energy Management

Energy management plays a critical role in improving operational efficiency and reducing climate impacts. Through continuous monitoring of energy consumption and increasing adoption of renewable and alternative energy sources, we are enhancing energy performance while strengthening long-term operational resilience.

in BEIL’s energy profile, driven by the phasing out of energy from inorganic incinerable waste and optimization in natural gas consumption, demonstrating improved efficiency in energy utilization.





**155.06 GWh**  
Total Energy Consumption



**10.26 GWh**  
Renewable Energy Consumption



**7%**  
Renewable Energy Share



**6%**  
Y-o-Y Reduction in Energy Consumption

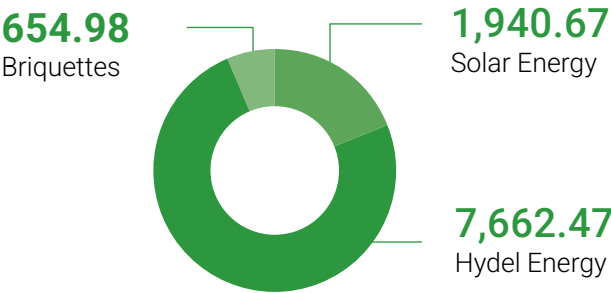


**0.02 MWh/MT**  
Energy Intensity

Our Renewable Energy Portfolio

A diversified renewable energy portfolio enhances operational resilience while reducing reliance on conventional energy sources. By leveraging multiple renewable and recovered energy streams, we continue to strengthen energy security and improve resource efficiency across facilities.

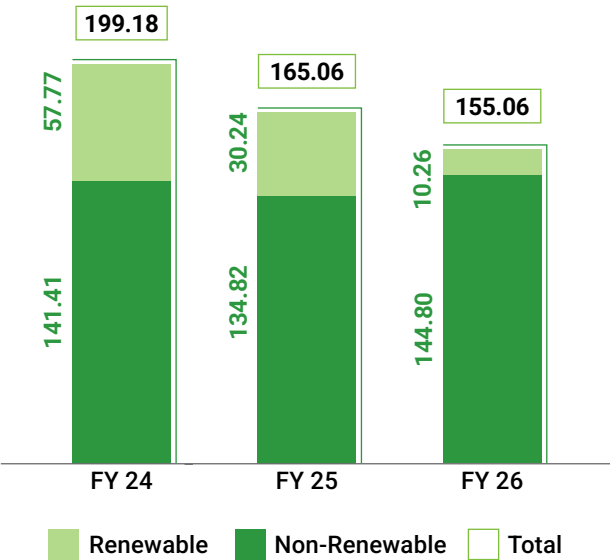
Total Renewable Energy Consumption  
FY 26 (MWh)



 **3.41 MWp**  
Installed Solar Capacity



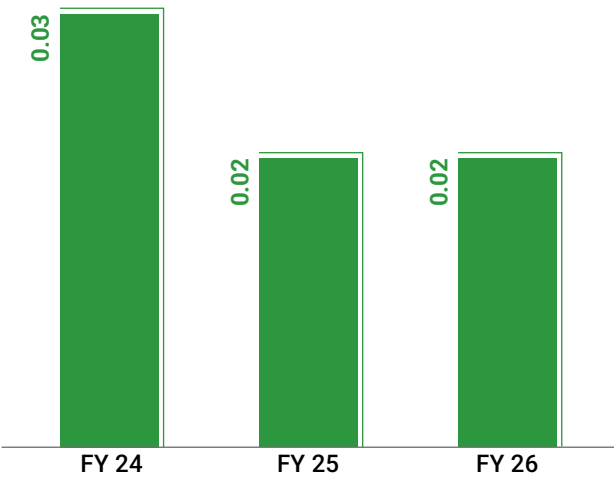
Energy Profile (GWh)



Note: Certain energy consumption figures for FY 2024-25 and FY 2023-24 have been restated to reflect a revision in the basis of calculation. Under the revised approach, energy associated with the combustion of inorganic waste has been excluded from the non-renewable energy category, as it does not represent energy consumed in BEIL's operations.

Consequently, the non-renewable energy consumption figures for FY 2024-25 and FY 2023-24 have been restated from 1,89,421.35 MWh and 2,03,291.07 MWh to 1,34,817.10 MWh and 1,41,409.81 MWh, respectively. As a result, total energy consumption for FY 2024-25 and FY 2023-24 has also been revised from 2,19,657.36 MWh and 2,61,062.52 MWh to 1,65,053.12 MWh and 1,99,181.26 MWh, respectively. Renewable energy consumption in FY 2025-26 was lower compared to previous years as waste heat recovery was not undertaken during the year, since the waste stream was diverted for co-processing.

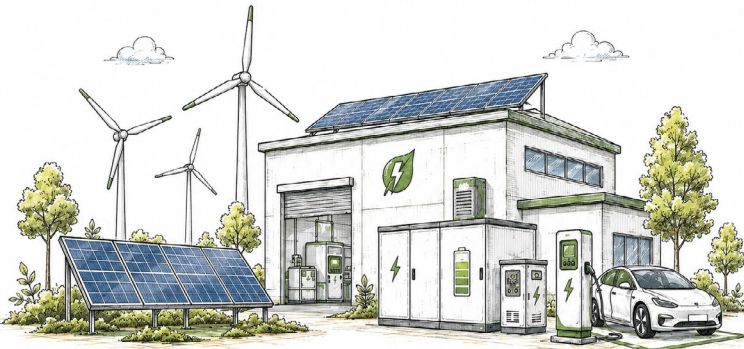
Energy Intensity per unit of Waste  
Processed (MWh / MT)



Note: For the intensity calculations, the denominator considered is the total volume of waste processed at each site, including both in-house generated and externally collected waste.

Accelerating the Transition  
to Cleaner Energy

As part of our efforts to improve energy efficiency and advance circular resource management, we recover value from waste streams and operational processes that would otherwise remain underutilized. Through biogas generation and waste heat recovery systems, we reduce our Scope 1 emissions through lower fossil fuel consumption while enabling customers to reduce their Scope 3 emissions by decreasing dependence on conventional energy sources



Biogas Generation

To improve resource efficiency and reduce dependence on conventional fuels, biogas plants have been installed at BEIL Ankleshwar, BEIL Dahej, and UPL University of Sustainable Technology. These facilities process organic waste streams and convert them into renewable energy, supporting cleaner operations while reducing LPG consumption.

Impact Created

- **50** kg/day Kitchen waste processing capacity per location
- **5.10** and **2.82 m³**/day Biogas generated at BEIL Ankleshwar and BEIL Dahej respectively.
- **8** LPG cylinders/month Equivalent fuel replacement

Waste Heat Recovery

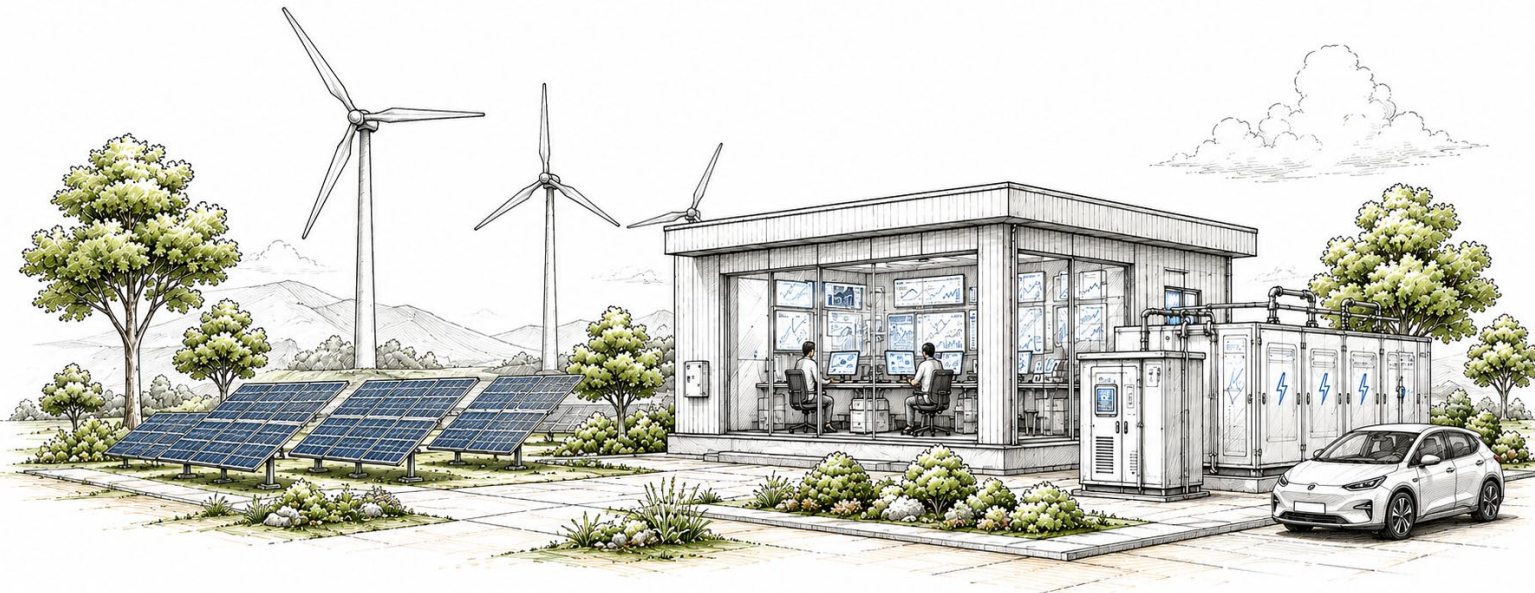
High-temperature treatment processes generate substantial thermal energy. Through Waste Heat Recovery (WHR) systems, we capture and repurpose this heat for operational applications, improving energy efficiency and reducing fuel requirements across facilities. During FY 2025-26, waste heat recovery was not undertaken, as the waste stream was redirected for co-processing in line with optimized resource utilization practices.

Key Energy Efficiency Initiatives Implemented in FY 26

We continuously strengthen operational efficiency through technology upgrades, process optimization, and energy conservation measures across our treatment, transportation, and disposal facilities. We also use DO-based aeration control in our CETPs to optimize blower operation based on process demand, enhancing energy efficiency and reducing power consumption.

| Initiative                                  | Energy Reduction Mechanism                                                  | Impact                                   |
|---------------------------------------------|-----------------------------------------------------------------------------|------------------------------------------|
| LED Lighting Upgrades                       | Replaced conventional lighting with energy-efficient LEDs across facilities | Lower electricity consumption            |
| Variable Frequency Drives (VFDs)            | Installed VFDs in pumps and plant operations to optimize motor loads        | Reduced energy intensity                 |
| Utilization of Waste Calorific Value        | Energy recovered through incineration processes                             | Reduced external energy demand           |
| Route Optimization for Waste Transportation | Standardized transportation routes and logistics planning                   | Reduced fuel consumption and travel time |
| High-Efficiency DG Sets                     | Replacement of older DG sets with energy-efficient models                   | Improved fuel efficiency                 |
| Periodic Energy Audits                      | Identification of energy-saving opportunities through regular assessments   | Continuous performance improvement       |

Energy performance is tracked through actual utility bills, fuel consumption records, and meter readings across operations. This data-driven approach enables accurate measurement of consumption trends, supports identification of efficiency opportunities, and facilitates reliable assessment of energy reduction initiatives.



Scaling Renewable Energy across our Facilities



**BEIL Ankleshwar**

**2.75 MW**  
solar capacity on capped landfill area, with an additional 2.25 MW planned, which will increase the total installed capacity to 5 MW

**Long-term Vision**

**15 MWp**  
Development of a solar park at BEIL, Ankleshwar upon completion of landfill capping activities, supporting our transition towards renewable energy and sustainable land use optimization

**SSWML**

**0.13 MWp**  
installed solar capacity

**BEIL Dahej**

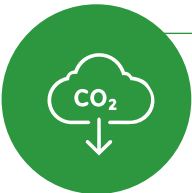
**0.22 MWp**  
installed solar capacity

**ETL**

**0.30 MWp**  
solar capacity installed across the administrative building rooftop and aeration tank structure, supporting renewable energy generation at the facility.

Tracking our Carbon Footprint - GHG Emissions

Understanding emissions across our operations and value chain enables us to identify emission hotspots, evaluate reduction opportunities, and monitor progress against our climate objectives.



**43%**  
YoY Reduction in Scope 1 Emissions

**7%**  
YoY Decrease in Scope 2 Emissions

**2,04,395.85 tCO<sub>2</sub>e**  
GHG Emissions Avoided

We report Greenhouse Gas Emissions across Scope 1, Scope 2, and relevant Scope 3 categories using recognized methodologies and emission factors from IPCC and DEFRA, in line with the GHG Protocol. For Scope 2 emissions, we have adopted a market-based method. The closure of the Ahmedabad operations and the adoption of more efficient operational practices resulted in a 43% reduction in Scope 1 emissions and a 7% reduction in Scope 2 emissions in FY 2025-26 compared to FY 2024-25. Hazardous waste landfill emissions have been reported as zero in FY 2025-26, as the waste stream contains

minimal organic compounds and therefore does not generate material landfill emissions.

The significant increase in Scope 3 emissions is primarily attributable to the inclusion of additional Scope 3 categories in FY 2025-26, namely Purchased Goods and Services, Capital Goods, Fuel and Energy-Related Activities (not included in Scope 1 or Scope 2), Waste Generated in Operations, Employee Commuting, and Upstream Leased Assets, resulting in a more comprehensive emissions inventory.

Emissions Landscape (tCO<sub>2</sub>e)

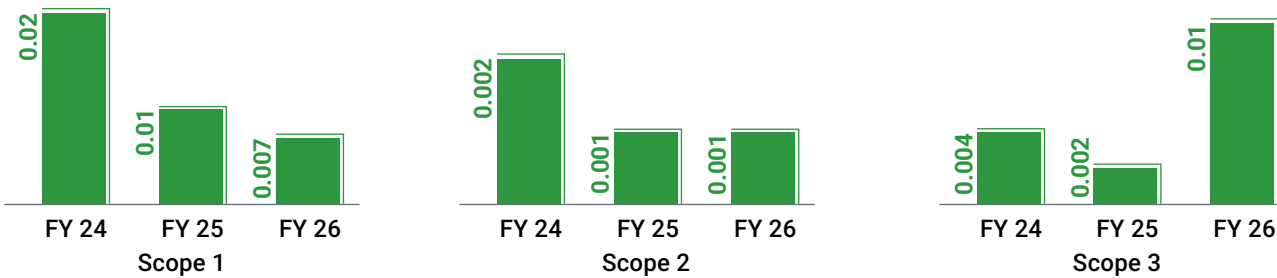
|         | FY 24       | FY 25       | FY 26     |
|---------|-------------|-------------|-----------|
| Scope 1 | 1,51,577.84 | 1,22,733.01 | 70,174.08 |
| Scope 2 | 16,598.57   | 15,752.33   | 14,672.77 |
| Scope 3 | 36,393.66   | 22,624.81   | 71,214.97 |

**Note:** Landfill emissions from hazardous inorganic waste disposal have been excluded from Scope 1 process emissions for FY 2025-26. Disposal is undertaken at authorized TSDFs in compliance with CPCB guidelines. Vent monitoring results are below detectable limits, and associated GHG emissions are considered negligible to zero.

Scope 3 Emissions by Categories (tCO<sub>2</sub>e)

| Scope 3 Categories                         | FY 24     | FY 25     | FY 26      |
|--------------------------------------------|-----------|-----------|------------|
| Purchased Goods and Services               | -         | -         | 3,911.82   |
| Capital Goods                              | -         | -         | 837.55     |
| Fuel and Energy Related Activities         | -         | -         | 15,831.86  |
| Upstream transportation and distribution   | 21,653.21 | 14,491.64 | 2,780.65   |
| Waste Generated in Operations              | -         | -         | 23,907.65  |
| Business Travel                            | 423.65    | 481.22    | 212.95     |
| Employee Commuting                         | -         | -         | 1,627.80   |
| Upstream Leased Assets                     | -         | -         | 6,125.17   |
| Downstream transportation and distribution | 14,316.79 | 7,651.96  | 15, 979.52 |
| Total                                      | 36,393.66 | 22,624.81 | 71,214.97  |

Emissions Intensity per unit of Waste Processed (tCO<sub>2</sub>e/MT)



**Note:** Intensity calculations are based on the total volume of waste processed, including both in-house generated and externally collected waste.

Avoided GHG Emissions

Through our integrated waste management operations, we contribute to climate action beyond our operational footprint by enabling emissions avoidance across the value chain. By converting non-recyclable waste into Refuse-Derived Fuel (RDF) for co-processing in cement kilns, recovering resources, and diverting organic waste from landfills for composting, we reduce reliance on fossil fuels and help prevent methane emissions associated with unmanaged waste.



Together, these initiatives support industrial decarbonization, promote circularity, and contribute to our FY 2029-30 avoided emissions goal.

GHG Emissions Avoided (tCO<sub>2</sub>e)

| Initiative          | Description                                                                                           | FY 24       | FY 25       | FY 26       |
|---------------------|-------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|
| RDF Generation      | Production of alternative fuel from non-recyclable waste for use in cement kilns, replacing coal use. | 1,20,176.92 | 1,80,515.88 | 95,274.31   |
| Waste Co-processing | Supply of pre-processed waste as partial fossil fuel replacements in energy intensive industries.     | 81,135.04   | 82,649.64   | 1,07,327.00 |
| Metal Recovery      | Recovering precious metals from E-waste received at the facilities, enabling their reuse              | 1,099.82    | 842.36      | 1,794.54    |
| Total               |                                                                                                       | 2,02,411.78 | 2,64,007.88 | 204,395.85  |

**Note:** The decline in GHG emissions avoided through RDF generation and waste co-processing in FY 2025-26 is primarily attributable to lower waste processing volumes following the closure of the Ahmedabad site.

CASE STUDY

# Turning Waste into Clean Energy: BEIL’s Bio-CNG Initiative

Advancing circular resource recovery through the conversion of organic waste into renewable energy.

## The Opportunity

As part of our commitment to promoting sustainable waste management and renewable energy solutions, we are expanding our resource recovery portfolio through the development of the first **Bio-CNG facility at Ankleshwar**. The project reflects our approach of transforming waste streams into valuable resources while supporting India’s transition towards cleaner energy alternatives.



### Project Snapshot

| Parameter             | Details                                                       |
|-----------------------|---------------------------------------------------------------|
| Location              | Ankleshwar                                                    |
| Project Type          | Bio-CNG Plant                                                 |
| Capacity              | 6.25 TPD                                                      |
| Status                | Final stages of installation                                  |
| Feedstock Strategy    | Organic waste and dedicated biomass cultivation               |
| Additional Initiative | Contract farming of Napier grass in nearby agricultural areas |

### Creating Value Across the Ecosystem

- Supports renewable energy generation
- Converts organic waste into valuable fuel
- Creates opportunities for local agricultural communities through biomass cultivation
- Reduces dependence on conventional fossil fuels

### A New Frontier in Circularity

BEIL’s first Bio-CNG facility represents a significant step towards unlocking value from organic waste streams and creating integrated solutions that connect waste management, renewable energy generation, and sustainable agriculture.

## Climate Risk Assessment

As part of our commitment to strengthening long-term resilience and integrating climate considerations into business decision-making, we undertook our first climate risk assessment during the year. The assessment evaluated the potential impacts of climate change across key operational locations and business entities under multiple climate scenarios and time horizons.

The assessment covered BEIL’s major operational locations and subsidiaries, including processing sites and corporate offices.

### Time Horizons Considered

|             |      |
|-------------|------|
| Short Term  | 2030 |
| Medium Term | 2050 |
| Long Term   | 2070 |

### Scenario Analysis:



**Physical Risks** - IPCC  
SSP1-2.6 and SSP5-8.5 scenarios



**Transition Risks** - IEA scenarios:  
Current Policies and Net Zero Emissions by 2050 (NZE)

Climate projections and risk data were sourced from internationally recognized datasets and scientific studies, including the IPCC, WRI and other credible secondary sources.

### Our Assessment Approach:

The climate risk assessment followed a structured methodology to evaluate potential climate-related impacts and organizational preparedness.



**Climate Hazard Assessment:**  
Climate scenarios were analyzed to understand the likelihood and severity of future climate hazards across the locations assessed. Exposure assessments were conducted to identify assets and operations potentially vulnerable to these hazards.



**Business and Financial Impact Assessment:**  
For each identified risk, impact pathways were established to evaluate potential operational disruptions and financial implications. Site-level financial assessments were undertaken to understand the potential magnitude of climate-related impacts under different scenarios.



**Adaptive Capacity Assessment:**  
Existing controls, resilience measures and response mechanisms were reviewed to assess BEIL’s preparedness and identify opportunities to strengthen adaptation and risk management practices.

Physical and Transition Risks

The assessment evaluated both physical and transition risks and opportunities that could influence BEIL’s operations, assets and long-term business performance.

| Physical Risks                                                                                                                          | Transition Risks & Opportunities                                                                                                                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Acute Risks –</b> <ul style="list-style-type: none"><li>Flooding (Including Extreme precipitation events)</li><li>Cyclones</li></ul> | <b>Risks –</b> <ul style="list-style-type: none"><li>Tightening EPR regimes and traceability mandates</li><li>Customer-led waste minimization and circularity changing waste volumes</li><li>Rising expectations for credible, auditable, and decision-useful sustainability information</li></ul> |
| <b>Chronic Risks -</b> <ul style="list-style-type: none"><li>Heat stress</li><li>Water stress</li><li>Sea level rise</li></ul>          | <b>Opportunities –</b> <ul style="list-style-type: none"><li>Carbon market support for RDF and co-processing demand by the cement sector</li><li>Emerging Recycling Markets: EV Batteries and Solar Modules</li></ul>                                                                              |

For more details on Climate Risk Assessment, please refer to our Climate Action Report [here](#).

Air Emissions

At BEIL, we manage air emissions through a combination of process controls, monitoring systems, and regulatory compliance measures. Air Pollution Control (APC) systems, including cyclones, dry scrubbers, wet scrubbers, and bag filters, are installed across incinerators, MEEs, and spray dryers to control particulate and gaseous emissions, while closed material handling systems help minimize VOC emissions. Flue gas stacks and process vents are regularly monitored through in-house and accredited third-party laboratories, with Continuous Emission Monitoring Systems (CEMS) deployed on incinerators for real-time tracking and compliance monitoring.

Air emissions are assessed using stack emission concentrations, stack flow rates, and equipment operating hours, while facilities without CEMS utilize periodic sampling and operational data for estimation. These measures help ensure that emissions, including NOx, SO<sub>2</sub>, particulate matter, and VOCs, remain within prescribed regulatory limits.

Air Quality Stewardship

We adopt a proactive approach to air quality stewardship through continuous monitoring, compliance oversight, and dust control measures.



Air Emissions From Our Facilities

BEIL-Dahej (Hazardous waste Incinerator plant)

|                                     | Permissible level | FY 24 | FY 25 | FY 26 |
|-------------------------------------|-------------------|-------|-------|-------|
| PM (mg/Nm³)                         | 50                | 20.25 | 19.55 | 20.65 |
| SO <sub>2</sub> (mg/Nm³)            | 200               | 15.40 | 10.25 | 4.55  |
| NOx (mg/Nm³)                        | 400               | 45.19 | 50.75 | 38.96 |
| Mercury (mg/Nm³)                    | 0.05              | 0.02  | 0.02  | 0.02  |
| Total Dioxin & Furans (ng TEQ /Nm³) | 0.1               | 0.03  | 0.06  | 0.03  |

KEIL (Bio-medical waste Incinerator plant)

|                                     | Permissible level | FY 26  |
|-------------------------------------|-------------------|--------|
| PM (mg/Nm³)                         | 50                | 20.2   |
| SO <sub>2</sub> (mg/Nm³)            | 200               | 58.7   |
| NOx (mg/Nm³)                        | 400               | 219.8  |
| Mercury (mg/Nm³)                    | 0.05              | 0.004  |
| Total Dioxin & Furans (ng TEQ /Nm³) | 0.1               | 0.0663 |

Ambient Air Quality Across Our Facilities (µg/m³)

|                 | FY 24 | FY 25 | FY 26 |
|-----------------|-------|-------|-------|
| NOx             | 19.40 | 17.61 | 17.06 |
| SO <sub>2</sub> | 11.50 | 10.69 | 9.69  |
| PM 2.5          | 25.96 | 23.14 | 25.20 |
| PM 10           | 66.76 | 65.60 | 62.02 |



# Water & Effluent Management

## Advancing Water Circularity Through Smart Resource Stewardship

Water is both a shared resource and a critical operational input. Guided by our commitment to building a sustainable future, we adopt a circular approach to water management that prioritizes conservation, treatment, reuse and responsible discharge.

Through our CETPs, STPs and Zero Liquid Discharge (ZLD) systems, we recover and recycle water across our operations while supporting industries and communities in reducing dependence on freshwater resources. Treated wastewater from ETL is repurposed for industrial applications, extending the benefits of water conservation beyond our operations.



**TARGET**

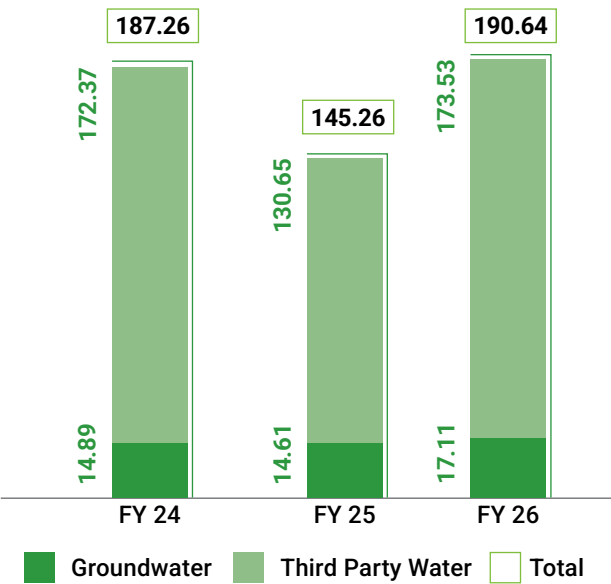
**4%**

YoY reduction in freshwater consumption (Baseline FY 25)

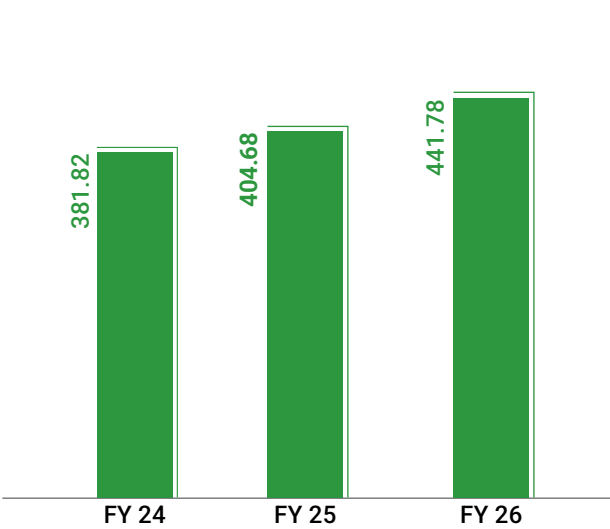
### Water Management

Efficient water management remains central to our operations, with a continued focus on optimizing consumption, increasing reuse and reducing reliance on freshwater resources.

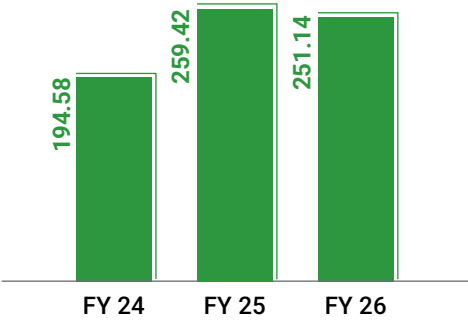
Total Water Withdrawal (Mn L)



Total Water Consumption (Mn L)



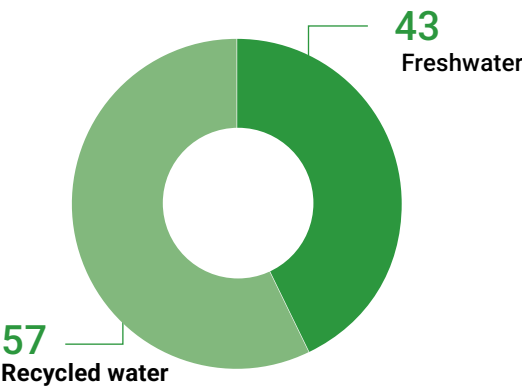
Total Recycled Water Consumption (Mn L)



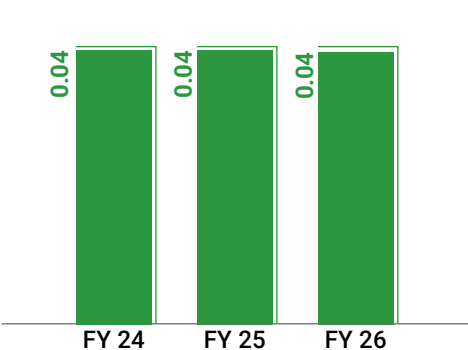
**Note:**

- Groundwater is withdrawn only at Ankleshwar, Baddi, CIWMCPL and SSWML facilities in the reporting period.
- Third-party water is procured only for Ankleshwar, Dahej, KEIL, ETL, SSWML and CIWMCPL facilities in the reporting period.

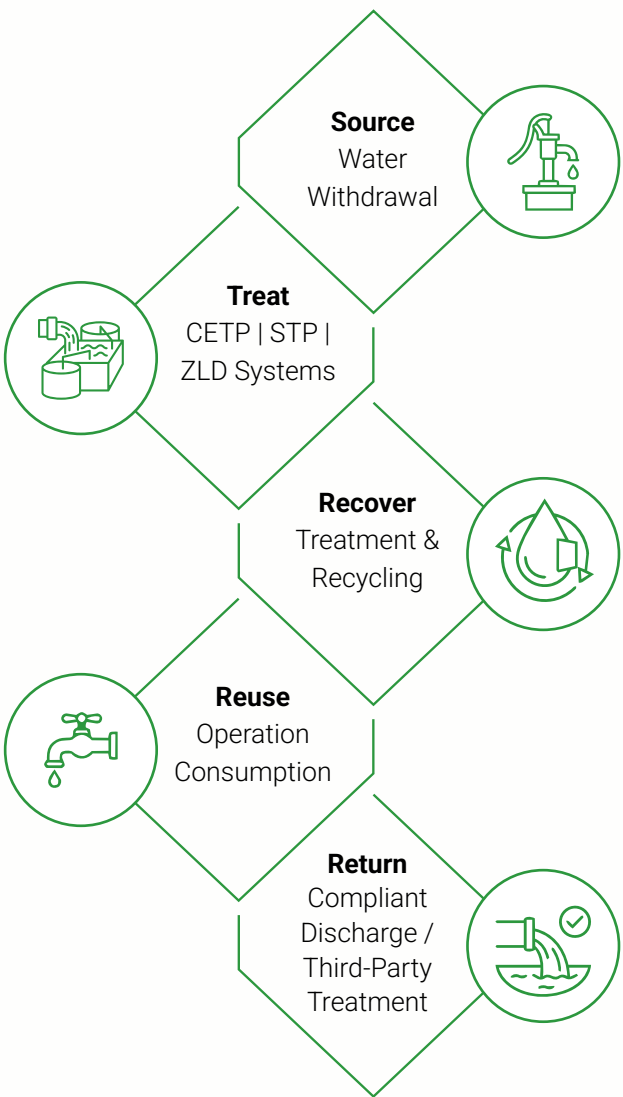
Freshwater vs Recycled Water Consumption in FY 26 (%)



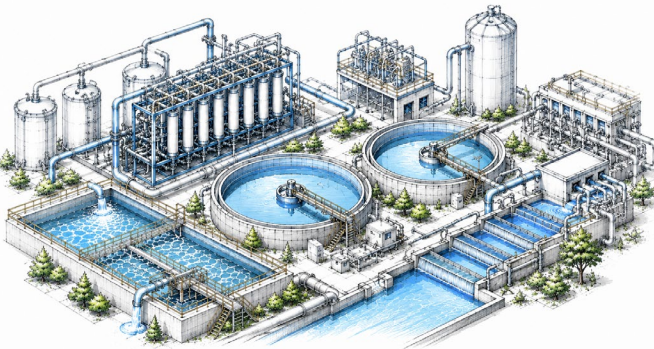
Water Intensity per unit of Waste Processed (kL/MT)



### Our Water Circularity Framework



Our approach focuses on maximizing water reuse, minimizing freshwater withdrawal and ensuring that all treated effluents meet applicable regulatory requirements

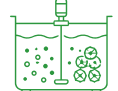


Smart Wastewater Management

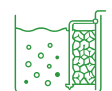
We deploy a range of proven and emerging technologies across our treatment facilities to ensure safe, efficient and compliant management of wastewater, sewage and industrial effluents. Our treatment infrastructure is supported by robust monitoring and compliance mechanisms that help maintain operational performance and regulatory adherence.



Technologies Deployed



SBR/MBBR/ASP/  
MBR & Extended  
Aeration



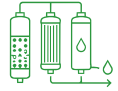
Integrated Fixed-  
Film Activated  
Sludge



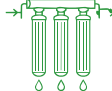
Bioreactor  
Systems



Advanced  
Oxidation Process



Tertiary  
Treatment



Ultra-Filtration



Reverse  
Osmosis



Zero Liquid  
Discharge

Water Quality & Compliance Assurance

**Continuous Monitoring:** Water consumption and withdrawal are tracked through metering systems and operational monitoring mechanisms.

**Quality Parameters Assessed :** Wastewater quality is monitored against key parameters including BOD, COD, pH and conductivity.

**Regulatory Compliance:** Monitoring results are periodically verified through third-party agencies, and all discharge parameters are maintained within applicable SPCB limits



Creating Shared Water Value

Our wastewater treatment infrastructure contributes to water conservation beyond our own operations. In addition to wastewater generated within our facilities, we receive wastewater from customers for treatment at our facilities. By recovering and treating wastewater to suitable standards for industrial and non-potable applications, we help reduce pressure on freshwater resources while supporting circular water practices across the broader industrial ecosystem. Through this approach, we extend our positive environmental handprint and contribute to collective water security.

Wastewater Processed (MT)

|                      | FY 24    | FY 25    | FY 26        |
|----------------------|----------|----------|--------------|
| Processed            | 7,09,009 | 7,55,578 | 85,75,406.64 |
| Reused /<br>Recycled | 1,27,430 | 1,86,268 | 2,51,142.03  |

Our Zero Liquid Discharge Strategy

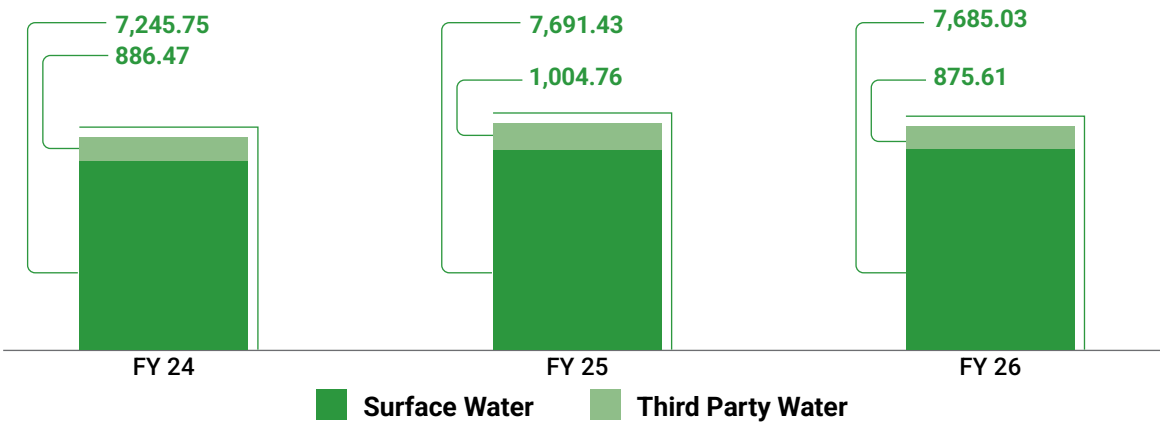
Five of our facilities- BEIL Dahej, BEIL Ankleshwar, CIWMCPL, SSWML and KEIL-operate with Zero Liquid Discharge (ZLD) systems, reflecting our commitment to responsible water stewardship. Through treatment, recovery and reuse mechanisms, wastewater is retained within the operational cycle, minimizing freshwater demand and reducing environmental impacts. This closed-loop approach supports operational efficiency while strengthening compliance with evolving regulatory expectation. The Wastewater from ETL is transferred to a third party for further treatment, while treated wastewater from Baddi is discharged into surface water bodies.



100%

Wastewater is recycled and reused across five ZLD facilities

Treated Water Discharge by Destination (Mn L)



Note: The figures above include water discharge for own operations and treated wastewater from customers.

## Leachate Management

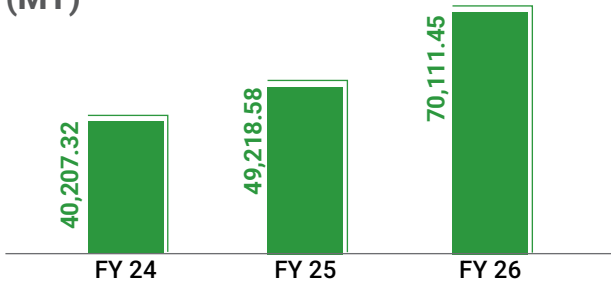
Protecting soil and groundwater is a key focus of our environmental management approach. Across our landfill and TSDF facilities, leachate is collected, monitored, and treated through Multiple Effect Evaporation (MEE) systems. The recovered condensate is treated and reused on-site, while salts

generated during treatment are safely disposed of in secured landfill cells. Regular monitoring and pumping of leachate wells help minimize environmental risks. To enhance condensate utilization, Effluent Treatment Plants (ETPs) are installed at our Ankleshwar and Dahej facilities.

### Leachate Recycling

At our CIWMCPL MSW facility, a 10 KLPD Leachate Treatment facility is installed. The treated water is reused for composting operations and dust suppression, supporting resource efficiency and reducing freshwater consumption.

Leachate Collected and Treated (MT)



## Biodiversity

BEIL does not operate any facilities within or in proximity (within 10 km) to protected areas, key biodiversity areas, or regions of high biodiversity value. Our facilities at Ankleshwar, Dahej, ETL, Baddi, and KEIL are located within notified industrial areas, while the Shivalik facility, although located outside a notified industrial estate, is also not adjacent to any ecologically sensitive or protected area. Consequently, none of BEIL’s operational sites have a direct interface with protected ecosystems or areas of significant biodiversity importance.

While the direct biodiversity risks associated with our operations are limited, we remain committed to promoting ecological sustainability through the development and maintenance of green spaces across our facilities. These green belts support local flora and fauna, enhance ecological balance, improve air quality, and contribute to carbon sequestration. Through ongoing plantation and habitat enhancement initiatives, we strive to strengthen environmental resilience within and around our operational footprint.



| Biodiversity Indicator           | FY 24  | FY 25  | FY 26  |
|----------------------------------|--------|--------|--------|
| Trees Planted (Nos.)             | 42,982 | 23,320 | 18,676 |
| Green Belt Area Developed (Ha)   | 27.57  | 41.47  | 46.38  |
| Native Species Maintained (Nos.) | –      | –      | 45     |

Note: Assessment to identify native species was not conducted in FY 2023-24 and FY 2024-25.

### Biodiversity Assessment

We undertook a comprehensive biodiversity assessment at our Shivalik facility to establish a baseline of local biodiversity, evaluate the ecological impacts of our operations, and identify opportunities for habitat enhancement.

The assessment found that existing initiatives, including greenbelt development, leachate management, soil remediation, and habitat restoration measures, are supporting the conservation and resilience of local ecosystems. It further identified opportunities to strengthen biodiversity performance through a structured biodiversity monitoring framework, enhanced habitat connectivity, expansion of bird-friendly habitats, greater stakeholder and community engagement, and the integration of native plant species. These recommendations will help guide biodiversity conservation efforts at the SSWML facility and reinforce our commitment to nature-positive operations.

# Waste Management

## From Waste Streams to Resource Streams

Waste management at BEIL goes beyond safe treatment and disposal. Through an integrated approach encompassing segregation, recovery, recycling, co-processing, energy recovery and environmentally sound disposal, we transform waste into valuable resources while minimizing environmental impact. Our operations enable material recovery, support industrial decarbonization, conserve natural resources and advance circular economy outcomes across diverse waste streams.



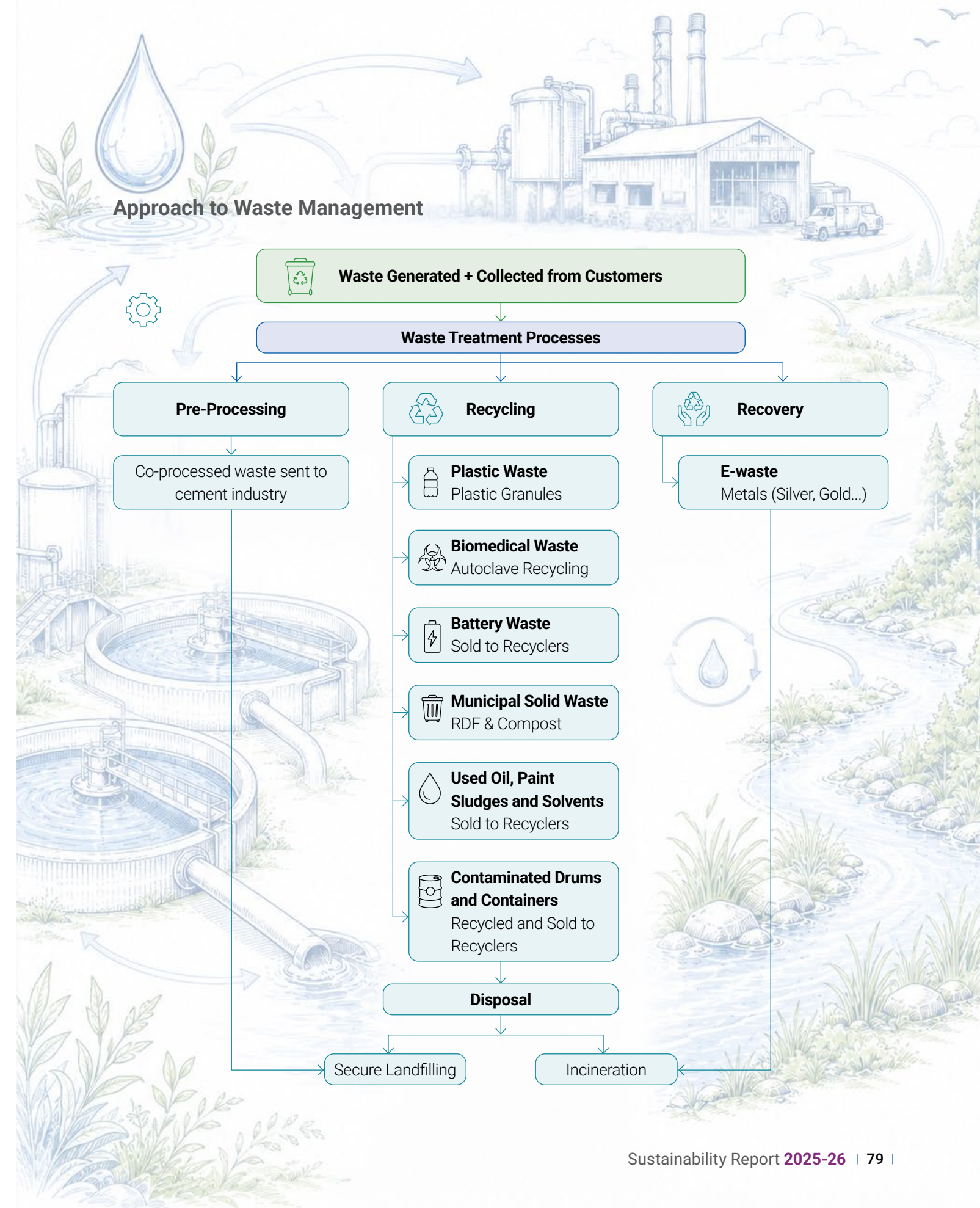
**TARGET**  
**5%**  
 Reduction in  
 in-house landfill waste  
 generation by FY 30  
 (baseline FY 25)

### Our Approach to Waste Management

We view waste as a resource with the potential for recovery, reuse and productive application. Through integrated treatment, recycling, composting, RDF generation and co-processing solutions, we divert materials from disposal pathways and reintroduce them into the economy, supporting circular resource flows and reducing pressure on natural resources.

|                                                                                                                                                     |                                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>Waste Processed</b><br><b>97,59,205.65 MT</b>                |  <b>Waste Diverted from Landfill</b><br><b>91,819.55 MT</b> |
|  <b>Waste Recycled</b><br><b>5,588.68 MT</b>                     |  <b>Wastewater Processed</b><br><b>88,26,548.67 MT</b>      |
|  <b>RDF Supplied to Cement Industries</b><br><b>63,525.42 MT</b> |  <b>Waste Converted to Compost</b><br><b>19,610.44 MT</b>   |
|  <b>Metals Recovered</b><br><b>375.81 MT</b>                     |                                                                                                                                                |

Our impact extends beyond waste treatment facilities. Through our consulting and EPC capabilities, we help organizations design, develop, and operate environmental infrastructure that promotes responsible waste management and circular resource use.



Waste Generated In-House (MT)

|                                       | FY 24       | FY 25       | FY 26       |
|---------------------------------------|-------------|-------------|-------------|
| Plastic Waste                         | 8.25        | 9.60        | 5.27        |
| E-Waste                               | 0.54        | 0.25        | 0.33        |
| Biomedical Waste                      | 0.005       | 0.001       | 0.001       |
| Battery Waste                         | -           | 0.008       | -           |
| Landfill Waste                        | 1,18,226.48 | 1,37,667    | 1,12,845.77 |
| Incinerable Waste                     | 3.04        | 2.99        | 20.09       |
| Contaminated Drums/barrels/containers | 441.55      | 433.39      | 199.38      |
| Wastewater                            | 58,071.344  | 72, 768     | 73,497.69   |
| Hazardous Waste for Pre-Processing    | 0.30        | 0.21        | 0.85        |
| Oil                                   | 0.20        | 0.07        | 0.02        |
| Grease                                | 0.14        | 0.05        | -           |
| Total                                 | 1,76,751.85 | 2,10,881.57 | 186,569.40  |

Waste Received (MT)

|                                                     | FY 24        | FY 25        | FY 26        |
|-----------------------------------------------------|--------------|--------------|--------------|
| Plastic                                             | -            | -            | 232.87       |
| E-Waste                                             | 432.20       | 500.62       | 685.32       |
| Biomedical Waste                                    | 4,428.83     | 5,455.18     | 5,511.60     |
| Battery Waste                                       | 18.61        | 26.64        | 7.01         |
| Landfill Waste                                      | 6,47,899.18  | 6,73,224.80  | 6,58,333.70  |
| Incinerable Waste                                   | 85,349.60    | 20,436.02    | 17,520.67    |
| Contaminated Drums/barrels/containers               | 1,635.34     | 1,405.85     | 2,068.80     |
| Hazardous waste for pre-processing                  | 5,774.44     | 61587.85     | 73,667.68    |
| Municipal Solid Waste                               | 2,29,007.60  | 245,783.64   | 2,59,328.46  |
| Industrial wastewater received for treatment        | 79,20,847.48 | 84,23,627.66 | 79,89,892.20 |
| Domestic wastewater (Sewage) received for treatment | 253,141.66   | 269,614.81   | 7,51,026.00  |
| Paint Sludge                                        | 170.48       | 271.08       | 91.44        |
| Solvent                                             | 76.74        | 74.33        | 25.78        |
| Oil                                                 | 221.94       | 193.56       | 308.07       |
| Total                                               | 91,49,004.1  | 97,02,202.04 | 97,58,699.6  |

Waste Treatment and Disposal Methods

We manage waste through a multi-tiered treatment framework designed to ensure regulatory compliance, enhance resource recovery, and reduce environmental impact. Waste processed during the year comprises both current-year collections and inventory carried forward from previous reporting periods, reflecting the operational nature of waste treatment and disposal activities.

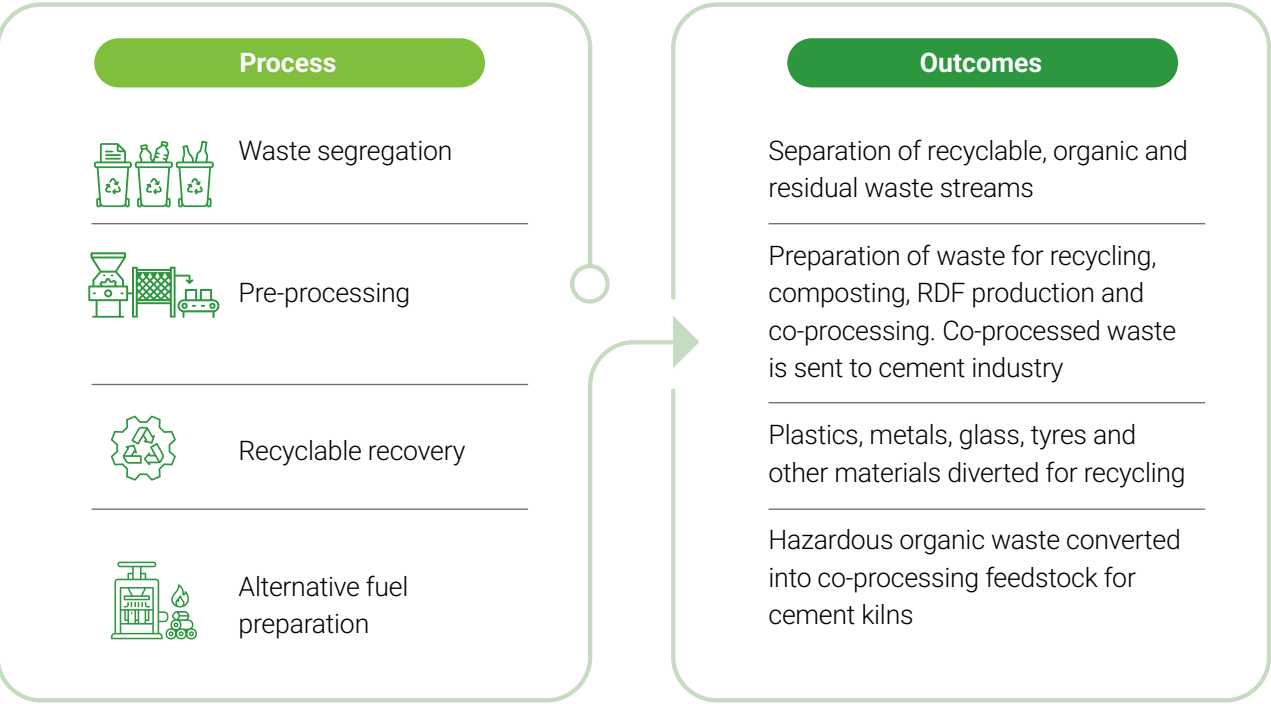
Total Waste Processed (MT)



Segregation & Pre-Processing

Segregation and pre-processing form the foundation of our waste management approach. Through a combination of mechanical and manual systems, incoming waste is classified into recyclable, organic and residual streams, ensuring that each waste type is directed to the most appropriate treatment pathway. This maximizes resource recovery while reducing reliance on landfill disposal.

Key Activities



Hazardous Waste Pre-Processed and sent for Co-processing (MT)

| Treatment/Disposal  | FY 24     | FY 25     | FY 26     |
|---------------------|-----------|-----------|-----------|
| SSWML               |           |           |           |
| Pre-processed waste | 5,793.26  | 6,688.85  | 7,184.12  |
| BEIL Ankleshwar     |           |           |           |
| Pre-processed waste | 53,239.87 | 48,200.13 | 66,448.66 |
| BEIL Dahej          |           |           |           |
| Pre-processed waste | -         | -         | 6,376.79  |
| KEIL                |           |           |           |
| Pre-processed waste | -         | -         | 1,624.43  |
| Total               | 59,033    | 54,889    | 81,633    |

Resource Recovery & Recycling

Through our resource recovery and recycling operations, we transform diverse waste streams into valuable secondary resources, supporting circular material flows and reducing dependence on virgin resources and landfill disposal.



| Waste Stream                        | Recovery Process                    | End Use/ Output                                                   | Treatment /Disposal             | Facility-wise Waste Processed (MT) |           |           |
|-------------------------------------|-------------------------------------|-------------------------------------------------------------------|---------------------------------|------------------------------------|-----------|-----------|
|                                     |                                     |                                                                   |                                 | FY 24                              | FY 25     | FY 26     |
|                                     |                                     |                                                                   | BEIL Ankleshwar                 |                                    |           |           |
| Plastic Waste                       | Shredding, cleaning and granulation | Plastic granules                                                  | Recycled                        | 233.48                             | 285.49    | 259.42    |
|                                     |                                     |                                                                   | BEIL Ankleshwar                 |                                    |           |           |
| E-Waste                             | Dismantling and material recovery   | Metals and reusable components                                    | Recovered                       | 223.49                             | 255.21    | 286.12    |
|                                     |                                     |                                                                   | SSWML                           |                                    |           |           |
|                                     |                                     |                                                                   | Recovered                       | 177.76                             | 256.20    | 323.81    |
|                                     |                                     |                                                                   | KEIL                            |                                    |           |           |
|                                     |                                     |                                                                   | Recovered                       | 22.36                              | 4.01      | 0.72      |
|                                     |                                     |                                                                   | Total                           | 423.61                             | 515.42    | 610.65    |
|                                     |                                     |                                                                   | KEIL                            |                                    |           |           |
| Biomedical Waste                    | Autoclaving or Incineration         | Recovered materials sold to users and safe disposal               | Autoclaving                     | 1,475.46                           | 1,763.77  | 1,948.08  |
|                                     |                                     |                                                                   | SSWML                           |                                    |           |           |
| Battery Waste                       | Collection and channelization       | Sent to authorized recyclers                                      | Collected                       | 17.37                              | 23.97     | 8.46      |
|                                     |                                     |                                                                   | CIWMCPPL                        |                                    |           |           |
| Municipal Solid Waste               | Processing and Segregation          | RDF and Compost                                                   | Converted to RDF                | 65,112.45                          | 79,243.21 | 63,525.42 |
|                                     |                                     |                                                                   | Converted to Compost            | 17,973.20                          | 16,922.73 | 19,610.44 |
|                                     |                                     |                                                                   | Recycled                        | -                                  | -         | 2,082     |
|                                     |                                     |                                                                   | Total                           | 83,085.65                          | 96,165.94 | 85,217.86 |
|                                     |                                     |                                                                   | SSWML                           |                                    |           |           |
| Used Oil, Paint Sludges and Solvent | Recovery and Recycling              | Sold to recyclers for recovering alternative fuels and lubricants | Used Oil (Sold to recycler)     | 221.90                             | 188.54    | 308.09    |
|                                     |                                     |                                                                   | Solvent (Sold to recycler)      | 77.51                              | 74.33     | 25.79     |
|                                     |                                     |                                                                   | Paint Sludge (Sold to recycler) | 169.80                             | 177.32    | 90.85     |
|                                     |                                     |                                                                   | Total                           | 469.21                             | 440.19    | 424.73    |
|                                     |                                     |                                                                   | BEIL Dahej                      |                                    |           |           |
| Contaminated Drums and Containers   | Decontamination and recycling       | Decontaminated drums made fit for reuse and sale                  | Recycled                        | 1,409.84                           | 1,291.35  | 1,846.37  |
|                                     |                                     |                                                                   | BEIL Ankleshwar                 |                                    |           |           |
|                                     |                                     |                                                                   | Recycled                        | 144.81                             | 86.69     | -         |
|                                     |                                     |                                                                   | Sold to registered recycler     | 273.52                             | 354.27    | 208.05    |
|                                     |                                     |                                                                   | SSWML                           |                                    |           |           |
|                                     |                                     |                                                                   | Sold to registered recycler     | 279.82                             | 205.70    | 219.95    |
|                                     |                                     |                                                                   | Total                           | 2,107.99                           | 1,938.01  | 2,274.37  |

Secure Landfilling

Secure landfilling serves as the final disposal pathway for residual, inert and non-recoverable waste streams that cannot be recycled, reused, recovered or co-processed.

Our engineered landfill facilities at Dahej, Ankleshwar, SSWML, CIWMCPL and KEIL are equipped with impermeable liners, leachate collection systems. CIWMCPL is a municipal solid waste landfill while the others are hazardous waste landfills. The landfills are governed by continuous environmental monitoring mechanisms to ensure safe containment and regulatory compliance.

Through landfill optimization measures such as compaction, capping and leachate management, we seek to minimize land use impacts, protect soil and groundwater resources, and enhance long-term environmental performance.

Select capped landfill areas have also been repurposed for renewable energy installations such as Solar PVs, creating an additional environmental benefit through land reclamation and clean energy generation.

Waste Safely Disposed in Landfills (MT)

| Facility        | FY 24       | FY 25       | FY 26       |
|-----------------|-------------|-------------|-------------|
| BEIL Ankleshwar | 2,63,268.51 | 2,74,221.09 | 2,71,728.99 |
| BEIL Dahej      | 3,55,733.66 | 3,56,697.12 | 3,27,042.16 |
| SSWML           | 29,715.00   | 26,893.51   | 28,667.37   |
| KEIL            | 42,963.72   | 62,262.03   | 49,304.83   |
| CIWMCPL         | 46,051.64   | 54,385.62   | 62,803.20   |
| Total           | 7,37,732.53 | 7,74,459.37 | 7,39,546.55 |

Incineration

Incineration plays a vital role in safely treating hazardous, biomedical and non-recyclable waste streams that cannot be managed through recovery or recycling processes. Our facilities at Ankleshwar and Dahej employ advanced incineration systems equipped with air pollution control technologies

to ensure compliance with stringent emission standards. Where feasible, waste is co-processed as an alternative to fossil fuels, while waste heat recovery systems generate steam for MEE operations, enhancing resource and energy efficiency.

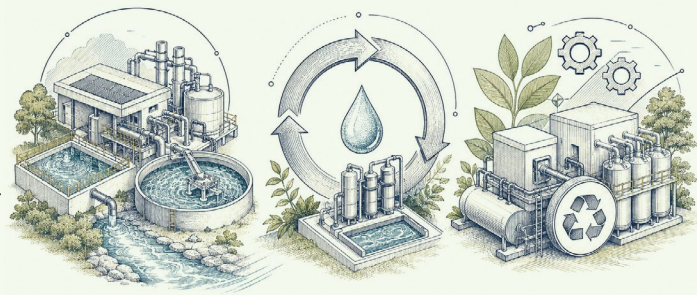
Waste Incinerated (MT)

| Facility                               | FY 24     | FY 25     | FY 26     |
|----------------------------------------|-----------|-----------|-----------|
| BEIL Dahej                             |           |           |           |
| Incineration (without energy recovery) | 15,352.56 | 13,547.16 | 17,575.71 |
| BEIL Ankleshwar                        |           |           |           |
| Incineration (without energy recovery) | 15,616.60 | 7,935.71  | -         |
| KEIL                                   |           |           |           |
| Incineration (without energy recovery) | 2,662.26  | 3,596.04  | 3,179.33  |
| Total                                  | 33,631.42 | 25,078.91 | 20,755.04 |

CASE STUDY

Innovations in Circularity & Resource Recovery FY 26

During FY 2025-26, we strengthened our resource recovery and circular waste management capabilities through targeted investments in recycling infrastructure, recovery technologies, co-processing solutions and environmental assessments. These initiatives enhanced operational efficiency, expanded recovery pathways and reinforced our commitment to continual improvement.



Paint Sludge Recycling Facility

A dedicated paint sludge recycling facility was commissioned during the year, enabling improved treatment, recovery and reuse of paint-related waste streams while expanding circular material recovery opportunities.

Silver & Mercury Recovery Plant

A silver and mercury recovery plant was installed to facilitate the recovery of valuable metals from wastewater streams, maximizing resource recovery and supporting circular value creation.

Expanding Co-processing Solutions

KEIL continued co-processing operations initiated in the previous year, while the Dahej facility commenced co-processing activities during FY 2025-26, expanding productive utilization pathways for suitable waste streams and strengthening alternative treatment solutions.

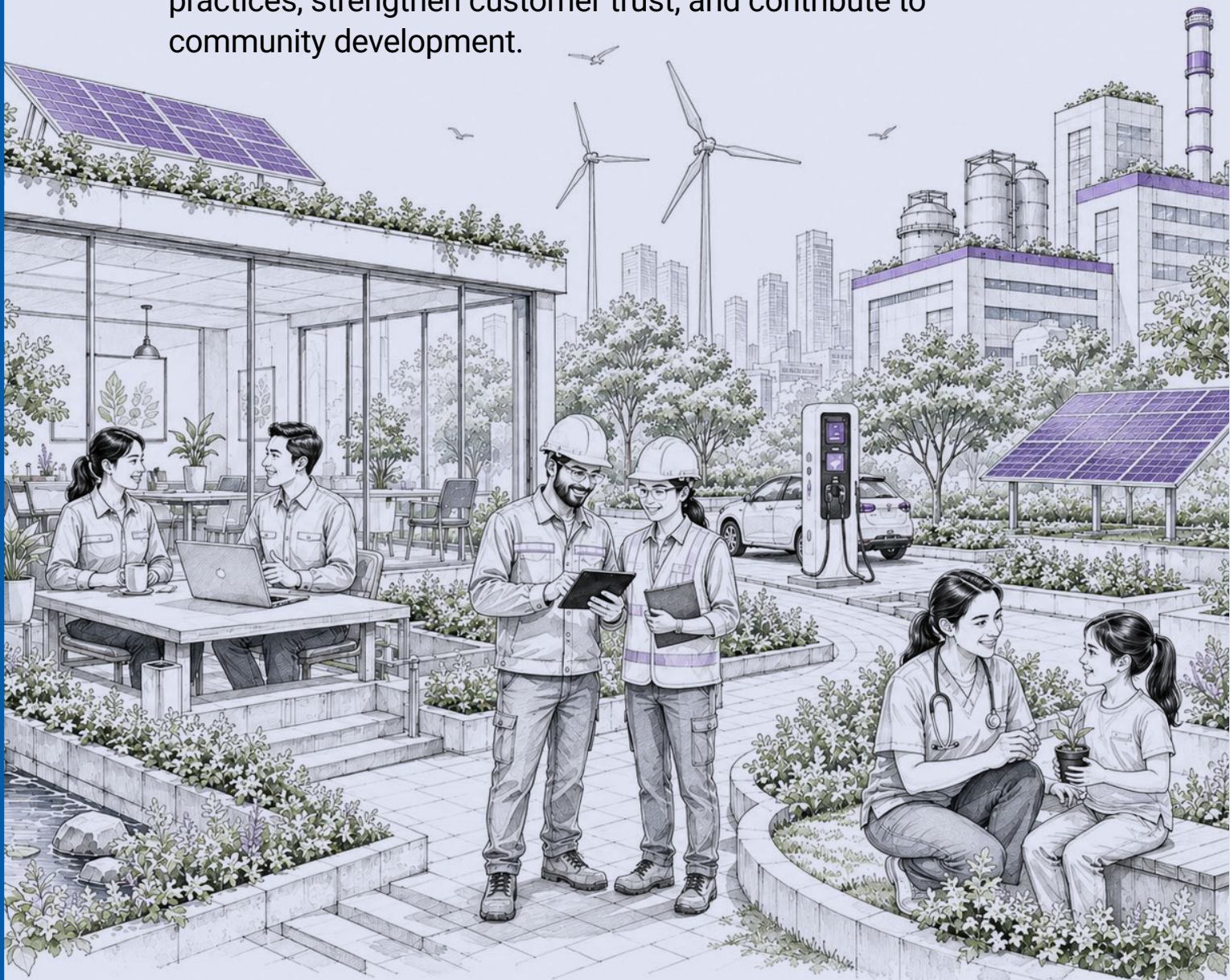
Beyond Industrial Waste Management

As part of our contribution to environmental protection and public welfare, our incineration facilities supported the safe and compliant disposal of seized narcotic substances (drugs). During FY 2025-26, 41.772 MT of seized materials were destroyed at Dahej and 10.195 MT at KEIL, in accordance with applicable regulatory requirements and environmental safeguards.

# SOCIAL

## PEOPLE-CENTRIC PROGRESS

Our commitment to building a sustainable future that is Green, Smart, and inclusive for all extends beyond our operations to the people and communities we serve. We promote employee well-being, uphold ethical labor practices, strengthen customer trust, and contribute to community development.



### Material Topics



Occupational  
Health & Safety



Human Rights &  
Labor Practices



Human Capital  
Management



Customer  
Relations



Corporate  
Citizenship &  
Philanthropy

### Key Highlights



**Zero**

Fatalities across  
operations



**5,322**

Employee training  
hours delivered



**100%**

Employees covered  
under health, safety  
and wellbeing  
initiatives

### Key SDGs



# Talent Management

## Empowering People, Enabling Growth

At BEIL, our people are the driving force behind our ability to deliver environmental solutions responsibly and sustainably. We are committed to creating a workplace where employees can grow professionally, contribute meaningfully, and thrive in an environment built on inclusion, learning, well-being, and mutual respect.

Through focused investments in talent development, employee engagement and diversity, we continue to strengthen a culture that supports both individual aspirations and organizational success.

### Attracting and Retaining Talent

Our workforce comprises a blend of permanent employees and contractual workers who contribute across operational, technical, and support functions. Contract workers support activities such as housekeeping, material handling, and other operational tasks, while also including skilled contract personnel who provide technical expertise, supervision, and operational support aligned with plant requirements.

BEIL strives to attract and retain talent by offering a supportive work environment, opportunities for professional growth, and a culture that recognizes employee contributions. We believe that long-term organizational success depends on our ability to nurture capable, engaged, and motivated employees.



537

Total Permanent Employees (FTE) FY 26

1,886

Total Contractual Workers FY 26

2,423

Total Workforce FY 26



### Workforce Breakdown

#### Permanent Employees (Number)

|       | By Gender |      | By Age |          |        | By Management Category |        |        | Total |
|-------|-----------|------|--------|----------|--------|------------------------|--------|--------|-------|
|       | Female    | Male | <30 yr | 30-50 yr | >50 yr | Junior                 | Middle | Senior |       |
| FY 26 | 99        | 438  | 168    | 316      | 53     | 366                    | 142    | 29     | 537   |
| FY 25 | 64        | 311  | 106    | 237      | 32     | 249                    | 97     | 29     | 375   |
| FY 24 | 64        | 314  | 94     | 249      | 35     | 255                    | 94     | 29     | 378   |

#### Contractual Workers (Number)

|       | By Gender |       | By Age |          |        | Total |
|-------|-----------|-------|--------|----------|--------|-------|
|       | Female    | Male  | <30 yr | 30-50 yr | >50 yr |       |
| FY 26 | 120       | 1,766 | 757    | 964      | 165    | 1,886 |
| FY 25 | 139       | 1,271 | 620    | 635      | 155    | 1,410 |
| FY 24 | 145       | 1,520 | 745    | 749      | 171    | 1,665 |

### New Hires

#### Permanent Employees

|       |          | By Gender |      | By Age |       |     | By Management Category |        |        | Total |
|-------|----------|-----------|------|--------|-------|-----|------------------------|--------|--------|-------|
|       |          | Female    | Male | <30    | 30-50 | >50 | Junior                 | Middle | Senior |       |
| FY 26 | Number   | 30        | 106  | 90     | 46    | 0   | 93                     | 42     | 1      | 136   |
|       | Rate (%) | 30        | 24   | 53     | 14    | 0   | 24                     | 29     | 3      | 25    |
| FY 25 | Number   | 11        | 43   | 34     | 19    | 1   | 47                     | 7      | 0      | 54    |
|       | Rate (%) | 17        | 14   | 32     | 8     | 3   | 19                     | 7      | 0      | 14    |
| FY 24 | Number   | 23        | 59   | 44     | 36    | 2   | 64                     | 17     | 1      | 82    |
|       | Rate (%) | 36        | 19   | 47     | 14    | 6   | 25                     | 18     | 3      | 22    |

### Employee Turnover

#### Permanent Employees

|       |          | By Gender |      | By Age |       |     | By Management Category |        |        | Total |
|-------|----------|-----------|------|--------|-------|-----|------------------------|--------|--------|-------|
|       |          | Female    | Male | <30    | 30-50 | >50 | Junior                 | Middle | Senior |       |
| FY 26 | Number   | 11        | 57   | 29     | 31    | 8   | 49                     | 14     | 5      | 68    |
|       | Rate (%) | 11        | 13   | 17     | 9     | 15  | 13                     | 10     | 17     | 13    |
| FY 25 | Number   | 19        | 53   | 35     | 34    | 3   | 58                     | 14     | 0      | 72    |
|       | Rate (%) | 30        | 17   | 33     | 14    | 9   | 23                     | 14     | 0      | 19    |
| FY 24 | Number   | 17        | 52   | 36     | 30    | 3   | 58                     | 10     | 1      | 69    |
|       | Rate (%) | 27        | 17   | 38     | 12    | 9   | 23                     | 11     | 3      | 18    |

Note: Data is reported on a headcount basis using year-end workforce figures

## Learning and Development Initiatives

Continuous learning remains central to our talent development approach. Through technical, functional, behavioral, compliance, and leadership-oriented programs, we equip employees with the knowledge and skills needed to excel in a rapidly evolving business environment.

In addition to role-specific technical and functional training, BEIL offers structured employee development programs aimed at strengthening leadership capabilities, fostering an ethical workplace culture, enhancing digital proficiency, and supporting continuous professional growth. These programs are

conducted annually and are designed to address the evolving development needs of employees across different career stages.



6,000+

training hours to be imparted to full-time employees by FY 30

### Employee Development Programs



**Education Assistance Program**

Supports employees pursuing higher education and professional qualifications through financial and academic assistance, enabling continuous learning and long-term career development.



**First Time Manager Program**

Designed to equip newly appointed managers with the leadership mindset, people management skills, and practical tools required to lead teams effectively and drive performance.



**Excel and Advanced Excel Program**

Enhances employees' analytical and reporting capabilities through advanced spreadsheet and data management skills, improving productivity and decision-making.



605

Employees participated in employee development programs during FY 26, strengthening leadership, digital, ethical, and professional competencies across the organization.

## Strengthening Skills and Capabilities

During the year, our employees also participated in a diverse range of learning programs.



**Health, Safety & Operational Excellence**

Industrial safety, Laboratory safety practices, Process engineering, Quality management



**Environmental & Sustainability Competencies**

Wastewater treatment technologies, Energy-efficient manufacturing, Life cycle assessment, ESG and GHG accounting, Sustainability Management



**Digital & Emerging Technologies**

Artificial Intelligence, Machine Learning applications



**Ethics & Responsible Conduct**

Fraud investigation, POSH awareness



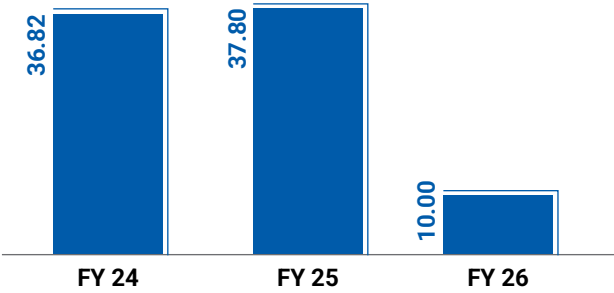
**Leadership & Professional Development**

Executive development

These programs help strengthen technical competencies, improve operational excellence, foster innovation, and support professional growth across functions.



Average Training Hours per FTE (Hours)



| Fiscal Year | Average Training Hours per FTE (Hours) |
|-------------|----------------------------------------|
| FY 24       | 36.82                                  |
| FY 25       | 37.80                                  |
| FY 26       | 10.00                                  |

| 90 | Building a Sustainable Future | Green | Smart | For All

Sustainability Report 2025-26 | 91 |

Breakdown of Average Training Hours per FTE (Hours FY 26)

|       | By Gender |      | By Age |          |        | By Management Category |        |        | Total |
|-------|-----------|------|--------|----------|--------|------------------------|--------|--------|-------|
|       | Female    | Male | <30 yr | 30-50 yr | >50 yr | Junior                 | Middle | Senior |       |
| FY 26 | 14        | 9    | 12     | 8        | 7      | 10                     | 8      | 7      | 10    |

Note: Senior management training hours include training provided to employees at the Baddi and ETL sites prior to their separation during FY 2025-26.

Total Training Hours (Hours)

|       | By Gender |       | By Age |          |        | By Management Category |         |        | Total |
|-------|-----------|-------|--------|----------|--------|------------------------|---------|--------|-------|
|       | Female    | Male  | <30 yr | 30-50 yr | >50 yr | Junior                 | Middle  | Senior |       |
| FY 26 | 1,435     | 3,887 | 2,192  | 2,717    | 413    | 3881.5                 | 1,233.5 | 207    | 5,322 |
| FY 25 | 1,701     | 3,801 | -      | -        | -      | 3,716                  | 1,410   | 376    | 5,502 |
| FY 24 | 1,545     | 7,069 | -      | -        | -      | 5,496                  | 2,797   | 321    | 8,614 |

CASE STUDY

Investing in Employee Education

Supporting Lifelong Learning Through Our Education Assistance Policy

BEIL's Education Assistance Policy encourages employees to pursue higher education and professional qualifications that contribute to both individual career advancement and organizational capability building.

Employees who successfully complete approved programs may also become eligible for career progression and salary enhancement opportunities, creating a strong linkage between learning, performance, and professional development.

Under the policy, eligible employees may receive sponsorship support of up to 100% for approved educational programs, including doctoral studies, master's programs, engineering degrees, diplomas, postgraduate diplomas, and professional certification courses. Beyond financial assistance, the policy reinforces our commitment to continuous learning by enabling employees to acquire specialized knowledge and advanced skills.



Key Impact Created

Up to 100% sponsorship for approved programs

Ph.D., Master's, Engineering, Diploma & Certification Courses

Supports career advancement and capability building

Career Development and Performance Reviews

Performance and career development are key enablers of a motivated, capable, and future-ready workforce. Through structured performance discussions and regular feedback mechanisms, employees gain clarity on expectations, recognize opportunities for growth, and identify pathways for career progression. This approach supports continuous learning, strengthens accountability, and helps align individual aspirations with organizational goals.



100% employees covered under performance and career development reviews across all sites

Building an Inclusive Workplace

We are committed to fostering a diverse, equitable, and inclusive workplace where every employee is respected, valued, and empowered to succeed.

To strengthen gender diversity, female candidates are actively encouraged during recruitment and are provided equal opportunities for growth and leadership development. Women employees are encouraged to participate in industry forums, networking platforms, and leadership-building initiatives that support professional advancement.

Our commitment to inclusion extends to persons with disabilities, who are provided opportunities based on their qualifications, capabilities, and role suitability. Supported by our Equal Opportunity Policy, we strive to maintain a workplace free from bias and discrimination while promoting equal opportunity for all. In addition, a structured escalation framework is in place to address incidents of discrimination and/or harassment, ensuring that all reported cases are appropriately reviewed and that confirmed instances of misconduct lead to suitable corrective or disciplinary action.



Ratio of Basic Salary of Women to Men by Management Category

|       | Facility        | Junior | Middle | Senior |
|-------|-----------------|--------|--------|--------|
| FY 26 | BEIL Ankleshwar | 0.55   | 0.72   | 0.83   |
|       | BEIL Dahej      | 0.81   | -      | -      |
|       | Pune            | 0.78   | 1.02   | -      |
|       | Baddi           | 1.06   | 0      | -      |
|       | SSWML           | 0.90   | 1.33   | 0.19   |
|       | KEIL            | 0.85   | 0.69   | 0.80   |
|       | ETL             | 0.93   | 1.69   | -      |
|       | CIWMCPL         | 1.06   | 0.70   | -      |
| FY 25 | BEIL Ankleshwar | 0.87   | 1.08   | 0.64   |
|       | BEIL Dahej      | 1.84   | -      | -      |
|       | BEIL Ahmedabad  | 0.49   | -      | -      |
|       | Baddi           | 0.96   | -      | -      |
|       | SSWML           | 0.89   | 1.40   | -      |
|       | KEIL            | 1.18   | 1.13   | -      |
|       | ETL             | 0.92   | 1.85   | -      |
|       | CIWMCPL         | 0.72   | 0.84   | -      |
| FY 24 | BEIL Ankleshwar | 0.79   | 0.91   | 0.69   |
|       | BEIL Dahej      | 1.09   | -      | -      |
|       | BEIL Ahmedabad  | 0.54   | -      | -      |
|       | Baddi           | 0.96   | -      | -      |
|       | SSWML           | 1.01   | 1.29   | -      |
|       | KEIL            | 1.02   | 1.18   | -      |
|       | ETL             | 0.93   | 1.69   | -      |
|       | CIWMCPL         | 0.72   | 1.11   | -      |

Enhancing Employee Well-being and Engagement

Employee well-being extends beyond physical safety and encompasses mental, emotional, and social wellness. We promote a positive and engaging work environment through a variety of initiatives designed to support employee health, foster collaboration, and strengthen workplace culture.

During the year, employees participated in wellness and engagement activities including International Yoga Day celebrations, sports tournaments, marathons, cultural events, festive celebrations, awareness programs, and wellness sessions. These initiatives provide opportunities for employees to connect beyond their daily responsibilities while

promoting healthy lifestyles and a sense of belonging.

Regular engagement activities such as poster-making competitions, quizzes, debates, and awareness campaigns conducted during Road Safety Week, National Safety Day, Environment Day, Independence Day, Republic Day, Diwali, Christmas, and Ganesh Mahotsav further strengthen employee participation and teamwork.

Our Annual Day celebrations continue to serve as a platform for recognizing employee achievements, celebrating talent, and fostering stronger connections among employees and their families.

Supporting Employees Through Life Stages

We recognize the importance of supporting employees during significant life events and family responsibilities. Our leave and benefits framework is designed to help employees balance their professional and personal commitments while fostering an inclusive and supportive workplace. In addition, we provide comprehensive insurance coverage, including

maternity leaves, health insurance and ESIC benefits, alongside employee welfare measures and workmen compensation provisions. These initiatives ensure financial security, access to healthcare, and protection against workplace-related risks, reinforcing our commitment to employee well-being across all stages of life.

Maternity Leaves FY 26

| Particulars                           | FY 26 |
|---------------------------------------|-------|
| Employees entitled to maternity leave | 96    |
| Employees that took maternity leave   | 5     |
| Return to work rate (%)               | 80%   |
| Retention rate (%)                    | 25%   |

Upholding Human Rights and Workplace Rights

Respect for human rights forms an integral part of our people management practices. BEIL is committed to providing a workplace that upholds dignity, fairness, equality, and freedom from discrimination for all employees and workers.

We respect employees’ rights to freedom of association and collective bargaining in accordance with applicable laws and regulations. Our policies and practices promote fair treatment, equal opportunity, and responsible labor practices across our operations.

In FY 2025-26, 37% of KEIL employees were represented by an independent trade union. These rights play a vital role in strengthening worker representation, promoting participation in workplace decision-making, and fostering better working conditions and labor relations.

Employees Represented by an Independent Trade Union at KEIL

| Fiscal Year | Percentage |
|-------------|------------|
| FY 24       | 26%        |
| FY 25       | 26%        |
| FY 26       | 37%        |

# Occupational Health & Safety

## Building a Culture of Safety and Care For All

At BEIL, creating a safe, healthy, and supportive work environment is fundamental to our commitment towards people-centric progress. We believe that strong safety performance begins with proactive risk management, workforce engagement, and a shared sense of responsibility across all levels of the organization.

Through robust safety governance, preventive controls, continuous training, and emergency preparedness measures, we strive to protect our workforce, strengthen operational resilience, and foster a culture where safety remains everyone's responsibility.



TARGET

12%

YoY reduction in recordable work-related injuries (Baseline FY 25)

### Approach to Ensuring Workplace Safety

The health, safety, and well-being of our employees and contract workforce are supported through a structured occupational health and safety management approach and ISO 45001:2018 certifications. Guided by our Occupational Health & Safety Policy, we integrate safety considerations into day-to-day operations through governance mechanisms, risk reviews, health monitoring programs, and incident management processes. Our Occupational Health and Safety Policy is available here.



For detailed policies, please refer here.



Zero

incidents of discrimination were reported.

Zero

incidents of forced and child labor reported.

Zero

incidents related to violations of human rights were reported.

Zero

operations were identified where the right to freedom of association or collective bargaining was at significant risk.

### Key Elements of Our Approach





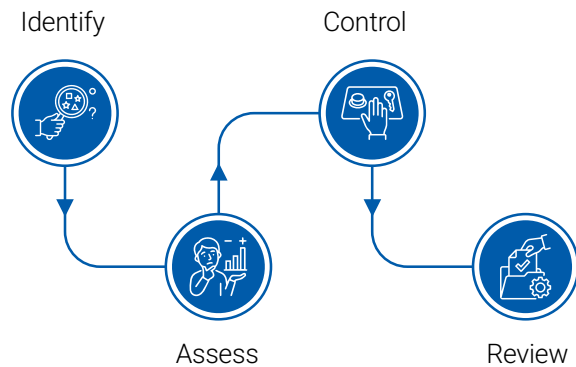
100%

of our employees and workers are covered by our OHS System, which is internally and externally audited

### Safety Procedures

A preventive and risk-based approach guides our workplace safety practices. Potential hazards are identified through inspections, operational assessments, equipment checks, and process reviews. Appropriate mitigation measures are then implemented and periodically evaluated to strengthen workplace safety performance.

#### Our Safety Management Framework



#### Key Safety Measures

- Workplace inspections and equipment checks
- Hazard identification and risk assessment
- Engineering and administrative controls
- PPE requirements for designated activities
- Incident reporting and investigation
- Corrective and preventive action tracking

## Health and Safety Training

Regular health and safety training programmes are conducted to strengthen workplace safety awareness, reinforce safe work practices, and enhance preparedness across our operations. Through a combination of training sessions, awareness initiatives, and practical exercises, we continue to build a proactive safety culture that supports the well-being of our workforce

### Safety Awareness and Training Focus Areas



**Regular Safety Training**  
Periodic training sessions designed to reinforce workplace safety practices, improve risk awareness, and enhance employee preparedness for day-to-day operations.



**Safety Audits & Inspections**  
Awareness programs focused on audit observations, corrective actions, and best practices to strengthen compliance and foster a safer working environment.



**PPE Compliance**  
Focused initiatives to promote the correct use, maintenance, and adherence to personal protective equipment requirements across operational activities.



**Emergency Preparedness & Mock Drills**  
Simulation exercises and emergency response training aimed at improving readiness, strengthening response capabilities, and familiarizing employees with emergency procedures.



**Hazard Awareness & Incident Prevention**  
Programs focused on identifying workplace hazards, reporting unsafe conditions, and encouraging preventive actions to minimize safety risks.



**Continuous Safety Improvement**  
Ongoing engagement initiatives that encourage learning, knowledge sharing, and continuous enhancement of workplace safety practices across locations.

### Safety Statistics

|                                         |                     | FY 24     | FY 25       | FY 26     |
|-----------------------------------------|---------------------|-----------|-------------|-----------|
| Fatality (Number)                       | Permanent Employees | 0         | 0           | 0         |
|                                         | Contractual Workers | 0         | 0           | 0         |
| High Consequence Injury (Number)        | Permanent Employees | 0         | 0           | 0         |
|                                         | Contractual Workers | 0         | 0           | 0         |
| Recordable Work-Related Injury (Number) | Permanent Employees | 11        | 18          | 1         |
|                                         | Contractual Workers | 2         | 0           | 10        |
| LTIFR (Rate)                            | Permanent Employees | 0         | 0           | 0         |
|                                         | Contractual Workers | 0         | 0           | 0         |
| Hours Worked (Hour)                     | Permanent Employees | 8,77,986  | 8,55,099.58 | 12,98,360 |
|                                         | Contractual Workers | 38,03,292 | 34,26,077   | 44,77,877 |

## Customer Relationship Management

### Building Trusted Partnerships for Sustainable Outcomes

At BEIL, customer relationships are built on trust, reliability, and a shared commitment to environmental responsibility. As industries increasingly prioritize sustainable waste management and regulatory compliance, we partner with customers to deliver integrated environmental solutions that create operational, environmental, and long-term business value.

Through technical expertise, responsive service, and continuous engagement, we support customers in achieving their sustainability goals while contributing to a more circular and resource-efficient future.

### Our Customer Ecosystem

BEIL serves a diverse customer base spanning industries, institutions, infrastructure projects, and public sector organizations. By addressing varied waste management and environmental compliance requirements, we help customers manage their environmental responsibilities while supporting sustainable growth.



**Industrial Enterprises:**  
Industries across sectors such as chemicals, pharmaceuticals, textiles, dyes, engineering, and manufacturing rely on BEIL's integrated waste management solutions for the safe collection, treatment, recycling, recovery, and disposal of waste streams.



**Industrial Estates and Clusters:**  
We collaborate with industrial estates and clusters to provide centralized waste management infrastructure and treatment solutions that support efficient operations and regulatory compliance.



**Government and Municipal Bodies:**  
BEIL works with municipal authorities, government agencies, and regulatory institutions to support environmental management initiatives and waste infrastructure requirements.



**Infrastructure and Development Projects:**  
Developers and project authorities engage BEIL for environmental services, waste management planning, and compliance support across project lifecycles.



**Research and Institutional Partners:**  
Research organizations, consultants, technical experts, and academic institutions collaborate with BEIL to advance environmental knowledge and responsible waste management practices.

Customer Portfolio (Number)

|            | FY 24 | FY 25  | FY 26   |
|------------|-------|--------|---------|
| Industrial | 8,199 | 8,876  | 11,630  |
| Municipal  | 4     | 4      | 3       |
| Commercial | 1,227 | 1,283  | 1,364   |
| Total      | 9,430 | 10,163 | 12, 997 |

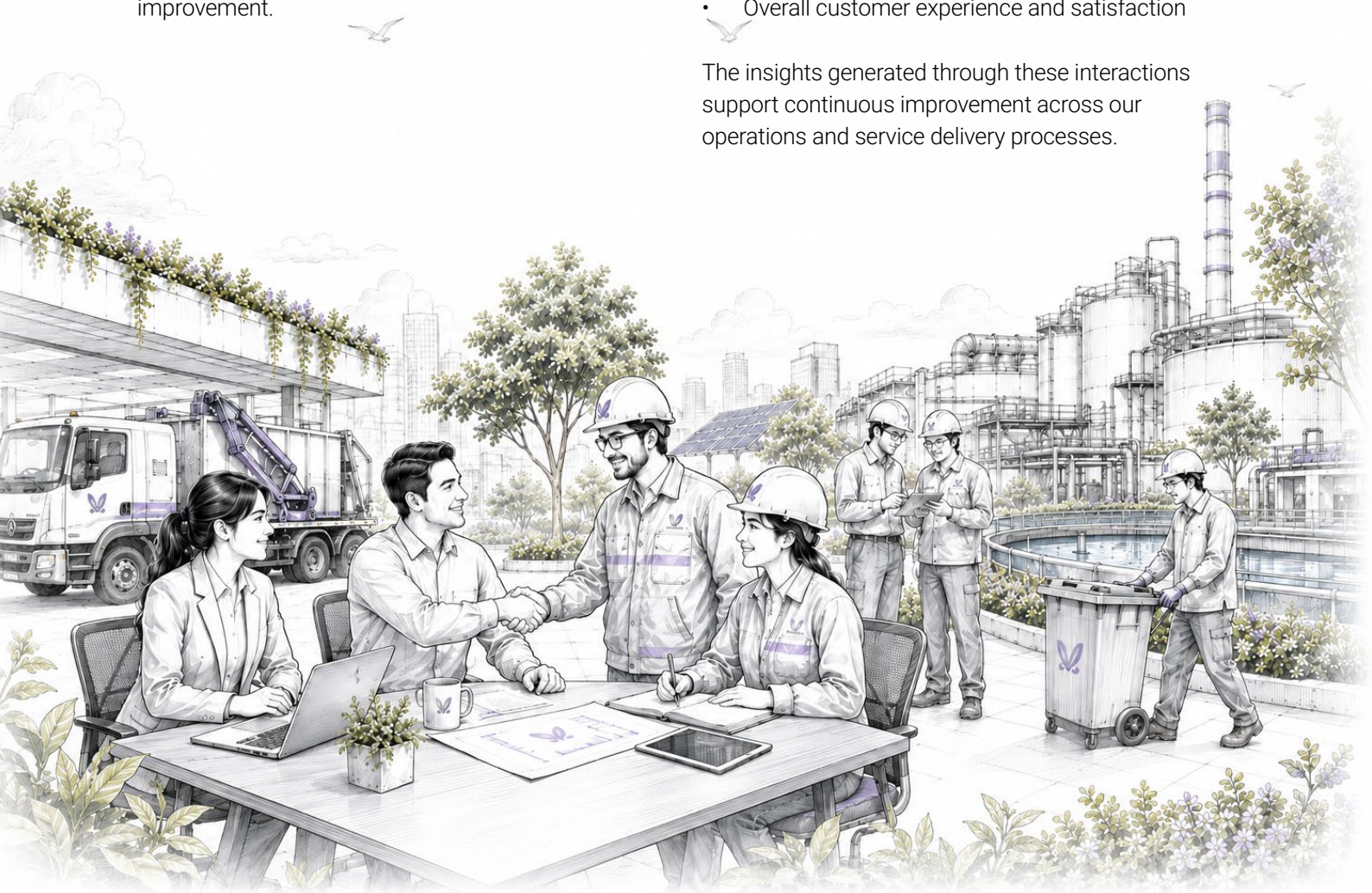
Understanding Customer Perspectives – Customer Satisfaction Surveys

Understanding customer expectations is essential to delivering reliable and effective environmental solutions. Through ongoing engagement and structured assessments, we gather feedback that helps us evaluate service quality, strengthen customer relationships, and identify opportunities for improvement.

Areas of Engagement

- Service reliability and consistency
- Timeliness of collection, treatment, and disposal services
- Responsiveness to customer requirements
- Technical expertise and compliance support
- Overall customer experience and satisfaction

The insights generated through these interactions support continuous improvement across our operations and service delivery processes.



Creating Value Through Partnership

Customers choose BEIL for more than waste management services. Our integrated capabilities, technical expertise, and commitment to environmental stewardship enable us to deliver meaningful value across the customer journey.



Integrated Environmental  
Solutions

Comprehensive services spanning waste collection, treatment, recycling, recovery, co-processing, and secure disposal.



Compliance  
Confidence

Strong regulatory expertise and established operational processes that help customers manage environmental obligations effectively.



Advanced Treatment  
Infrastructure

Specialized facilities and technologies designed to safely manage diverse hazardous and non-hazardous waste streams.



Circular Economy  
Enablement

Resource recovery, recycling, and co-processing solutions that support customers in advancing circularity and reducing environmental impacts.



Technical Expertise

Decades of experience in environmental management and waste treatment across multiple industries and sectors.



Long-Term  
Collaboration

A customer-centric approach built on transparency, responsiveness, reliability, and continuous value creation.

# Voices of Our Customers- Creating Sustainable Outcomes Through Collaboration

Every customer engagement presents an opportunity to address environmental challenges while creating lasting value. Through close collaboration and tailored solutions, BEIL supports customers in achieving compliance, improving resource efficiency, and strengthening environmental performance.

## Supporting Sustainable Manufacturing



### Customer Need

A manufacturing customer required a reliable and compliant solution for managing diverse hazardous waste streams generated across its operations.



### Our Approach

BEIL provided integrated collection, treatment, recovery, and disposal services aligned with the customer's operational and regulatory requirements.



### Value Created

- Improved regulatory compliance
- Reduced environmental risk
- Safe and responsible waste management
- Enhanced operational efficiency

## Advancing Circular Resource Management



### Customer Need

An industrial customer sought to reduce dependence on conventional disposal pathways and maximize value recovery from waste streams.



### Our Approach

Through recycling, co-processing, and resource recovery solutions, BEIL enabled the diversion of suitable waste streams toward productive reuse.



### Value Created

- Increased resource recovery
- Reduced waste sent for disposal
- Improved circularity performance
- Supported sustainability goals

## Enabling Environmental Compliance at Scale



### Customer Need

An industrial estate required centralized waste management support capable of serving multiple operating units while maintaining compliance with environmental regulations.



### Our Approach

BEIL leveraged its integrated treatment and disposal infrastructure to provide reliable waste management solutions tailored to the estate's requirements.



### Value Created

- Streamlined waste management processes
- Enhanced compliance assurance
- Reduced environmental liabilities
- Improved operational effectiveness

## Supporting Responsible Infrastructure Development



### Customer Need

A project developer sought environmental management support to ensure responsible waste handling and compliance throughout project execution.



### Our Approach

BEIL provided environmental services and waste management support aligned with project-specific requirements and regulatory expectations.



### Value Created

- Strengthened environmental performance
- Improved compliance management
- Reduced project-related environmental impacts
- Supported sustainable project execution

## Creating Shared Value- Focus on Community Health

By combining technical expertise, operational excellence, and customer-focused service delivery, we continue to build trusted partnerships that extend beyond compliance. Together with our customers, we are creating positive environmental outcomes, advancing circularity, and contributing to a cleaner and more sustainable future.

Further, we extend our commitment to health beyond our workforce by actively contributing to customer and community well-being through initiatives such as

health surveys in the regions we operate. The recent health survey was conducted in Bharuch in FY 2023-24, in which we have assessed the relationship between proximity to industrial areas and public health outcomes using structured data collection and rigorous analysis. The findings, which indicate comparable health conditions across industrial and rural communities, enable us to support evidence-based public health interventions and integrate customer and community health considerations into our broader sustainability and development approach.

# Community Development

## Creating Shared Value in Communities

At BEIL, we believe that sustainable development extends beyond environmental stewardship to creating meaningful and lasting value for the communities around us. Through our CSR initiatives, we seek to strengthen local infrastructure, improve access to education and healthcare, support community well-being, and foster inclusive growth.

Guided by the requirements of Section 135 of the Companies Act, 2013 and informed by local community needs, our interventions are designed to generate long-term social impact while contributing to the development of resilient and self-reliant communities.

Community requirements identified through consultations with local stakeholders and Panchayat representatives are assessed through site-level evaluations and need-based discussions. Proposed initiatives are subsequently reviewed and approved by the CSR Committee to ensure effective utilization of resources and alignment with community priorities.

### FY 26 Community Impact Snapshot



**CSR Expenditure**  
(INR Lakh)

**INR 1.66 cr**

**Focus Areas**



Education



Healthcare



Rural Development



Community Waste Management

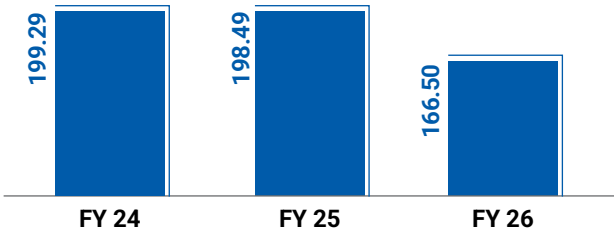


Sports

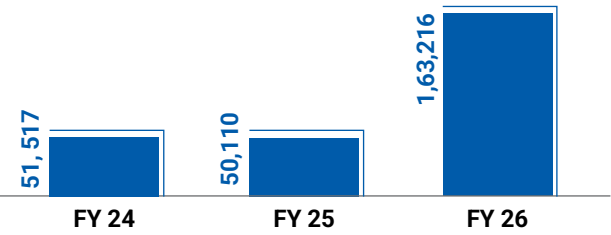


Youth Development

Total CSR Expenditure (INR Lakh)



Total CSR Beneficiaries (Number)



## CSR Initiatives FY 26

BEIL's FY 2025-26 CSR initiatives were largely directed towards strengthening educational access and community infrastructure, benefiting over 1,60,000 individuals across the communities that we serve.

### Facility-wise CSR Initiatives

#### Education



| Project                                                                                | Number of Beneficiaries |
|----------------------------------------------------------------------------------------|-------------------------|
| Mobile Education Van Project                                                           | 4,000                   |
| Distribution of Educational Kits to Newly Enrolled Student                             | 535                     |
| Contribution to Library                                                                | 500                     |
| Scholarship Fund to support poor students                                              | 51                      |
| Contribution for School Project in a Rural Area Dahej Village                          | 700                     |
| Contribution towards Smart Board Project at Shree Gattu Vidhyalaya                     | 1,000                   |
| Contribution to Shree Gokul Vidyamandir & Shree Gokul Arts College                     | 1,000                   |
| Salary to Teacher for Dahej Kumarshala and Kanyashala                                  | 500                     |
| Installation of Solar System in School                                                 | 300                     |
| Sponsored School bags, notebooks and other stationery kits to KCLP school Chithrapuzha | 90                      |
| Scholarship for higher Education.                                                      | 5                       |
| School desks, Solar lights and ceiling fans.                                           | 100                     |
| Mobile Education Van Project                                                           | 2,100                   |
| Contribution to Library                                                                | 500                     |
| Scholarship fund to support poor students                                              | 14                      |

#### Healthcare



| Project                                        | Number of Beneficiaries |
|------------------------------------------------|-------------------------|
| Sponsored Medical Equipment to Palliative Care | 24,911                  |
| Medical Camp.                                  | 207                     |



BEIL KEIL SSWML ETL

# ANNEXURES

## Assurance Statement



### INDEPENDENT ASSURANCE OPINION STATEMENT

To Mr. Ashok Panjawani, Director, BEIL Infrastructure Limited & Group

Holds Statement No.: **SRA 845751-3**

The British Standards Institution (**BSI**) has conducted a Limited level assurance engagement on the sustainability information (described in the "Scope") in the ESG Report for FY 2025-26 of BEIL Infrastructure Limited & Group (hereafter referred to as BEIL in the statement).

**Scope**  
The scope of engagement agreed upon with **BEIL** includes the following:  
The assurance covers the information of the following material topics (non-financial information) in the ESG report for reporting periods of 1<sup>st</sup> April 2025 to 31<sup>st</sup> March 2026 (FY 2025-2026), "with reference to" the GRI universal standards 2021:

| Material Topic                                         | GRI Disclosure Reference                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate Action                                         | GRI 302: Energy 2016: GRI 302-1,3,4,5<br>GRI 305: Emissions 2016: GRI 305-1 to 7                                                                                                                                                                                                                                                                   |
| Water & Waste Management                               | GRI 303: Water & Effluents 2018: GRI 303-1 to 5<br>GRI 306: Waste 2020: GRI 306-1 to 5                                                                                                                                                                                                                                                             |
| Supply Chain Management                                | GRI 204: Procurement Practices 2016: GRI 204-1<br>GRI 308: Supplier Environmental Assessment: GRI 308-1 & 2<br>GRI 414: Supplier Social Assessment: GRI 414-1 & 2                                                                                                                                                                                  |
| Occupational Health & Safety, Human Capital Management | GRI 401: Employment 2016: GRI 401-1 to 3<br>GRI 403: OHS 2018: GRI 403-1 to 10<br>GRI 404: Training & Education 2016: GRI 404-1&3<br>GRI 405: Diversity & Equal Opportunity: GRI 405-1<br>GRI 406: Incidents of discrimination and corrective action taken: GRI 406-1<br>GRI 407: Freedom of association and collective bargaining 2016: GRI 407-1 |

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### Rural Development



| Project                                                                                         | Number of Beneficiaries |
|-------------------------------------------------------------------------------------------------|-------------------------|
| Contribution for Capital development project                                                    | 1,100                   |
| Sponsored water Cooler to Ambalamedu Police Station                                             | 52,082                  |
| Sponsored Desktop Computer, Feeder Scanner cum Printer and Almirah to Puthencruz Village Office | 24,000                  |
| Supply and installation of Convex Mirror, Vadavucode-Puthencruz Grama Panchayath                | 24,911                  |
| 30 cement benches to several villages and Five benches with MS drums sheet                      | 800                     |
| 10 cement benches and five solar lights and Five benches with MS drums sheet.                   | 700                     |
| Plantation of Trees and installation of Tree Guards.                                            | 1500                    |
| Distribution of 200 fruit plants to villagers.                                                  | 200                     |

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### Generating Positive Economic and Social Impact

Beyond direct CSR investments, we create broader socio-economic value through our operations. By enabling industries to manage waste responsibly and comply with environmental regulations, supporting education and skill development, strengthening community health systems, promoting circular waste management practices, and investing in rural development, we contribute to sustainable economic growth and improved quality of life across our areas of operation.

### Community Waste Management



| Project                                                                | Number of Beneficiaries |
|------------------------------------------------------------------------|-------------------------|
| Project of collection of Kitchen Waste (Door to Door) at Dahej Village | 13,500                  |

### Sports & Youth Development



| Project                          | Number of Beneficiaries |
|----------------------------------|-------------------------|
| Sports Complex Project           | 5,000                   |
| Cricket net, kit and led lights. | 50                      |
| Sports Complex Project           | 2,160                   |



|                                                      |                                                                                                                                           |
|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
|                                                      | GRI 408: Child Labor 2016: GRI 408-1<br>GRI 413: Local Communities 2016: GRI 413-1<br>GRI 416: Customer health & safety 2016: GRI 416-1,2 |
| Biodiversity                                         | GRI 304: Biodiversity 2016: GRI 304-3                                                                                                     |
| Corporate Governance, Business Ethics & Transparency | GRI 205: Anti-Corruption 2016: GRI 205-1 to 3                                                                                             |

The selected information's are reported "with reference to the GRI universal standards 2021".  
For locations under assessment, please refer to Appendix A in this independent assurance opinion statement.

Opinion Statement

We have conducted a limited level assurance engagement on the sustainability information described in the "Scope" above.

In our opinion, Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, & with reference to the GRI universal standards 2021 for the reporting period 1<sup>st</sup> April 2025 to 31<sup>st</sup> March 2026.  
While assessing the information, the evidence were gathered at limited level assurance to ensure that the organization has practices and procedures in place to demonstrate the characteristics of relevance, completeness, reliability, neutrality and understandability in their data collection, consolidation and presentation in the annual ESG report.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality, and Professional behaviour. ISO 14064-3:2019 assurance standard is used for information related to GHG statement. Our work was designed to gather evidence on which to base our opinion conclusions.

We undertook the following activities:

- Assessment of organization's control over the data recording processes at various plants, checking the ESG software logs, approval levels and data management.
- Consolidation of ESG information: KPIs covered under material topics.
- Assessment of the organization's reporting and management processes concerning this reporting against the principles of relevance, completeness, reliability, neutrality, understandability.
- Data verification on limited level sampling.
- Interviews with staffs involved in sustainability management, ESG report preparation, ESG data management and calculation of final numbers.
- Document review of relevant systems, policies, and procedures wherever available.
- Review of supporting evidence for claims made in the reports.

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- Traceability of information from the origin and testing at site for measurement procedures.
- Review of data pertaining to the sampled units of BEIL, to confirm the data collection processes, record management practices, and check ESG material KPI's physically and through virtual mode.

Responsibility

BEIL Infrastructure Limited & Group (BEIL) is responsible for the preparation and fair presentation of the sustainability information in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to BEIL Infrastructure Limited & Group (BEIL) and has no financial interest in the operation of BEIL Infrastructure Limited & Group (BEIL) other than for the assurance of the sustainability statements contained in the ESG report (non- financial KPIs covered under list of material topics).

This independent assurance opinion statement has been prepared for the stakeholders of BEIL Infrastructure Limited & Group (BEIL), only for the purposes of verifying its statements relating to its environmental, social and governance (ESG) KPI's as reported by the organization in its ESG report, more particularly described in the Scope above.

This independent assurance opinion statement is prepared on the basis of review of information provided to BSI by BEIL Infrastructure Limited & Group (BEIL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by BEIL Infrastructure Limited & Group (BEIL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), GRI Universal Standard 2021, AA1000AS & ISAE 3000(Revised), ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 07-09-2026

For and on behalf of BSI:

Sanjoy P Bordoloi

Sanjoy P Bordoloi Lead Assurer

Emmanuel Herve, (Managing Director, South & South East Asea(S&SEA)

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Appendix A: List of locations included in the assurance boundary:

| Sr. No. | Unit Name                                                                | Operation                                                                                                                      | Location & Address                                         |
|---------|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| 1       | BEIL Infrastructure Limited (Ankleshwar)                                 | TSDF, Incineration, MEE, Drum decontamination, plastic waste recycling and E-Waste Recycling facilities.                       | GIDC Estate, Ankleshwar Dist. - Bharuch, Gujarat           |
| 2       | Enviro Technology Limited                                                | Effluent Treatment plant                                                                                                       | GIDC Ankleshwar, Gujarat                                   |
| 3       | BEIL Infrastructure Limited (Dahej)                                      | TSDF, Incineration, MEE & Drum decontamination facilities.                                                                     | GIDC Dahej, Gujarat                                        |
| 4       | BEIL Infrastructure Limited (Baddi)                                      | Effluent Treatment plant                                                                                                       | Baddi, Himanchal Pradesh                                   |
| 5       | Shivalik Solid Waste Management Limited                                  | TSDF, MEE, Drum decontamination and E-Waste Recycling facilities                                                               | Nalagarh, District Solan, Himanchal Pradesh                |
| 6       | Kerala Enviro Infrastructure Limited                                     | TSDF, BMW, MEE and E-Waste Recycling facilities                                                                                | Ambalamedu, Kochi, Kerala                                  |
| 7       | Coimbatore Integrated Waste Management Company Private Limited (CIWMCP), | Municipal Solid Waste Management (Material Recover Facility)                                                                   | Coimbatore, Tamil Nadu                                     |
| 8.      | BEIL -Pune, Bharuch and Vadodara Offices                                 | Oversees Engineering, Procurement, Designing, construction and consultancy services for water & wastewater treatment projects. | Pune, Maharashtra<br>Bharuch, Gujarat<br>Vadodara, Gujarat |

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# GRI Content Index

Statement of use **BEIL and its Group Companies** has reported the information cited in this GRI content index for the period **April 1st, 2025 to March 31st 2026** with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

| GRI STANDARD                    | DISCLOSURE                                                                       | LOCATION                                     | SUB-SECTION  |
|---------------------------------|----------------------------------------------------------------------------------|----------------------------------------------|--------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                                       | BEIL at a Glance                             | 16-19        |
|                                 | 2-2 Entities included in the organization's sustainability reporting             | About the Report                             | 4-5          |
|                                 | 2-3 Reporting period, frequency and contact point                                | About the Report                             | 4-5          |
|                                 | 2-4 Restatements of information                                                  | About the Report                             | 4-5          |
|                                 | 2-5 External assurance                                                           | About the Report<br>Assurance<br>Certificate | 4-5          |
|                                 | 2-6 Activities, value chain and other business relationships                     | BEIL at a Glance                             | 16-21, 24-25 |
|                                 | 2-7 Employees                                                                    | Talent Management                            | 89           |
|                                 | 2-8 Workers who are not employees                                                | Talent Management                            | 89           |
|                                 | 2-9 Governance Structure and Composition                                         | Corporate Governance                         | 38-39        |
|                                 | 2-10 Nomination and selection of the highest governance body                     | Corporate Governance                         | 42           |
|                                 | 2-11 Chair of the highest governance body                                        | Corporate Governance                         | 39           |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts | Corporate Governance                         | 39           |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | Corporate Governance                         | 39           |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | About the Report                             | 4-5          |
|                                 | 2-15 Conflicts of interest                                                       | Corporate Governance                         | 43           |
|                                 | 2-16 Communication of critical concerns                                          | Corporate Governance                         | 44-45        |
|                                 | 2-17 Collective knowledge of the highest governance body                         | Corporate Governance                         | 39,42        |
|                                 | 2-18 Evaluation of the performance of the highest governance body                | Corporate Governance                         | 42           |



| GRI STANDARD                | DISCLOSURE                                                       | LOCATION                                                                                    | SUB-SECTION            |
|-----------------------------|------------------------------------------------------------------|---------------------------------------------------------------------------------------------|------------------------|
|                             | 2-19 Remuneration policies                                       | Corporate Governance                                                                        | 42                     |
|                             | 2-20 Process to determine remuneration                           | Corporate Governance                                                                        | 42                     |
|                             | 2-21 Annual total compensation ratio                             | Corporate Governance                                                                        | 42                     |
|                             | 2-22 Statement on sustainable development strategy               | Director's Note                                                                             | 14-15                  |
|                             | 2-23 Policy commitments                                          | Our Approach to ESG                                                                         | 40                     |
|                             | 2-24 Embedding policy commitments                                | Our Approach to ESG<br>Corporate Governance<br>Talent Management<br>Supply Chain Management | 40, 42, 44, 55, 93, 95 |
|                             | 2-25 Processes to remediate negative impacts                     | Corporate Governance                                                                        | 44-45                  |
|                             | 2-26 Mechanisms for seeking advice and raising concerns          | Corporate Governance                                                                        | 44-45                  |
|                             | 2-27 Compliance with laws and regulations                        | Corporate Governance                                                                        | 41                     |
|                             | 2-28 Membership associations                                     | ESG Awards and Associations                                                                 | 10                     |
|                             | 2-29 Approach to stakeholder engagement                          | Stakeholder Engagement                                                                      | 28-29                  |
|                             | 2-30 Collective bargaining agreements                            | Talent Management                                                                           | 95                     |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics                         | Materiality Assessment                                                                      | 30-31                  |
|                             | 3-2 List of material topics                                      | Materiality Assessment                                                                      | 30-31                  |
| Climate Action              |                                                                  |                                                                                             |                        |
|                             | 3-3 Management of material topics                                | Climate Action                                                                              | 60-71                  |
|                             | 302-1 Energy consumption within the organization                 | Climate Action                                                                              | 62                     |
|                             | 302-2 Energy consumption outside of the organization             | Climate Action                                                                              | 66                     |
|                             | 302-3 Energy intensity                                           | Climate Action                                                                              | 67                     |
|                             | 302-4 Reduction of energy consumption                            | Climate Action                                                                              | 61                     |
|                             | 302-5 Reductions in energy requirements of products and services | Climate Action                                                                              | 63                     |

| GRI STANDARD                      | DISCLOSURE                                                                                                                                      | LOCATION                                 | SUB-SECTION |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-------------|
| GRI 304: Biodiversity 2016        | 3-3 Management of material topics                                                                                                               | Climate Action                           | 77          |
|                                   | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Climate Action                           | 77          |
|                                   | 304-2 Significant impacts of activities, products and services on biodiversity                                                                  | Climate Action                           | 77          |
|                                   | 304-3 Habitats protected or restored                                                                                                            | Climate Action                           | 77          |
|                                   | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | Climate Action                           | 77          |
| GRI 305: Emissions 2016           | 3-3 Management of material topics                                                                                                               | Climate Action                           | 66          |
|                                   | 305-1 Direct (Scope 1) GHG emissions                                                                                                            | Climate Action                           | 66          |
|                                   | 305-2 Energy indirect (Scope 2) GHG emissions                                                                                                   | Climate Action                           | 66          |
|                                   | 305-3 Other indirect (Scope 3) GHG emissions                                                                                                    | Climate Action                           | 66          |
|                                   | 305-4 GHG emissions intensity                                                                                                                   | Climate Action                           | 66          |
|                                   | 305-5 Reduction of GHG emissions                                                                                                                | Climate Action                           | 67          |
|                                   | 305-6 Emissions of ozone-depleting substances (ODS)                                                                                             | No ozone depleting substances generated. |             |
|                                   | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions                                                           | Climate Action                           | 70-71       |
| Water and Waste Management        |                                                                                                                                                 |                                          |             |
| GRI 303: Water and Effluents 2018 | 3-3 Management of material topics                                                                                                               | Water and Effluent Management            | 72-76       |
|                                   | 303-1 Interactions with water as a shared resource                                                                                              | Water and Effluent Management            | 72-76       |
|                                   | 303-2 Management of water discharge-related impacts                                                                                             | Water and Effluent Management            | 72,75       |
|                                   | 303-3 Water withdrawal                                                                                                                          | Water and Effluent Management            | 72          |
|                                   | 303-4 Water discharge                                                                                                                           | Water and Effluent Management            | 75          |
|                                   | 303-5 Water consumption                                                                                                                         | Water and Effluent Management            | 72          |

| GRI STANDARD                                         | DISCLOSURE                                                                                               | LOCATION                       | SUB-SECTION  |
|------------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------|--------------|
| <b>GRI 306: Waste 2020</b>                           | 3-3 Management of material topics                                                                        | Waste Management               | 78-85        |
|                                                      | 306-1 Waste generation and significant waste-related impacts                                             | Waste Management               | 80           |
|                                                      | 306-2 Management of significant waste-related impacts                                                    | Waste Management               | 81-83        |
|                                                      | 306-3 Waste generated                                                                                    | Waste Management               | 80           |
|                                                      | 306-4 Waste diverted from disposal                                                                       | Waste Management               | 78-79, 81-84 |
|                                                      | 306-5 Waste directed to disposal                                                                         | Waste Management               | 81-84        |
| <b>Human Capital Management</b>                      |                                                                                                          |                                |              |
| <b>GRI 401: Employment 2016</b>                      | 3-3 Management of material topics                                                                        | Talent Management              | 88-95        |
|                                                      | 401-1 New employee hires and employee turnover                                                           | Talent Management              | 89           |
|                                                      | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Talent Management              | 95           |
|                                                      | 401-3 Parental leave                                                                                     | Talent Management              | 95           |
| <b>GRI 404: Training and Education 2016</b>          | 3-3 Management of material topics                                                                        | Talent Management              | 90-91        |
|                                                      | 404-1 Average hours of training per year per employee                                                    | Talent Management              | 92           |
|                                                      | 404-2 Programs for upgrading employee skills and transition assistance programs                          | Talent Management              | 90-91        |
|                                                      | 404-3 Percentage of employees receiving regular performance and career development reviews               | Talent Management              | 93           |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> | 3-3 Management of material topics                                                                        | Talent Management              | 93           |
|                                                      | 405-1 Diversity of governance bodies and employees                                                       | Talent Management              | 36-37, 89    |
|                                                      | 405-2 Ratio of basic salary and remuneration of women to men                                             | Talent Management              | 94           |
| <b>Occupational Health &amp; Safety</b>              |                                                                                                          |                                |              |
| <b>GRI 403: Occupational Health and Safety 2018</b>  | 3-3 Management of material topics                                                                        | Occupational Health and Safety | 96-98        |
|                                                      | 403-1 Occupational health and safety management system                                                   | Occupational Health and Safety | 96-97        |
|                                                      | 403-2 Hazard identification, risk assessment, and incident investigation                                 | Occupational Health and Safety | 97           |
|                                                      | 403-3 Occupational health services                                                                       | Occupational Health and Safety | 98           |
|                                                      | 403-4 Worker participation, consultation, and communication on occupational health and safety            | Occupational Health and Safety | 98           |
|                                                      | 403-5 Worker training on occupational health and safety                                                  | Occupational Health and Safety | 98           |
|                                                      | 403-6 Promotion of worker health                                                                         | Occupational Health and Safety | 98           |

| GRI STANDARD                                                          | DISCLOSURE                                                                                                           | LOCATION                       | SUB-SECTION |
|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|--------------------------------|-------------|
|                                                                       | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships  | Occupational Health and Safety | 97          |
|                                                                       | 403-8 Workers covered by an occupational health and safety management system                                         | Occupational Health and Safety | 96-97       |
|                                                                       | 403-9 Work-related injuries                                                                                          | Occupational Health and Safety | 98          |
|                                                                       | 403-10 Work-related ill health                                                                                       | Occupational Health and Safety | 98          |
| <b>Human Rights and Labour Practices</b>                              |                                                                                                                      |                                |             |
| <b>GRI 406: Non-discrimination 2016</b>                               | 3-3 Management of material topics                                                                                    | Talent Management              | 95          |
|                                                                       | 406-1 Incidents of discrimination and corrective actions taken                                                       | Talent Management              | 95          |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> | 3-3 Management of material topics                                                                                    | Talent Management              | 95          |
|                                                                       | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Talent Management              | 95          |
| <b>GRI 408: Child Labor 2016</b>                                      | 3-3 Management of material topics                                                                                    | Talent Management              | 95          |
|                                                                       | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | Talent Management              | 95          |
| <b>GRI 409: Forced or Compulsory Labor 2016</b>                       | 3-3 Management of material topics                                                                                    | Talent Management              | 95          |
|                                                                       | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | Talent Management              | 95          |
| <b>Supply Chain Management</b>                                        |                                                                                                                      |                                |             |
| <b>GRI 204: Procurement Practices 2016</b>                            | 3-3 Management of material topics                                                                                    | Supply Chain Management        | 54-57       |
|                                                                       | 204-1 Proportion of spending on local suppliers                                                                      | Supply Chain Management        | 56          |
| <b>GRI 308: Supplier Environmental Assessment 2016</b>                | 3-3 Management of material topics                                                                                    | Supply Chain Management        | 56-57       |
|                                                                       | 308-1 New suppliers that were screened using environmental criteria                                                  | Supply Chain Management        | 56-57       |
|                                                                       | 308-2 Negative environmental impacts in the supply chain and actions taken                                           | Supply Chain Management        | 56-57       |
| <b>GRI 414: Supplier Social Assessment 2016</b>                       | 3-3 Management of material topics                                                                                    | Supply Chain Management        | 56-57       |
|                                                                       | 414-1 New suppliers that were screened using social criteria                                                         | Supply Chain Management        | 56-57       |
|                                                                       | 414-2 Negative social impacts in the supply chain and actions taken                                                  | Supply Chain Management        | 56-57       |



| GRI STANDARD                             | DISCLOSURE                                                                                          | LOCATION                         | SUB-SECTION |
|------------------------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------|-------------|
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| GRI 416: Customer Health and Safety 2016 | 3-3 Management of material topics                                                                   | Customer Relationship Management | 99-103      |
|                                          | 416-1 Assessment of the health and safety impacts of product and service categories                 | Customer Relationship Management | 103         |
|                                          | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Corporate Governance             | 41          |
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|                                          | 203-1 Infrastructure investments and services supported                                             | Community Development            | 106-107     |
|                                          | 203-2 Significant indirect economic impacts                                                         | Community Development            | 106-107     |
| GRI 413: Local Communities 2016          | 3-3 Management of material topics                                                                   | Community Development            | 106-107     |
|                                          | 413-1 Operations with local community engagement, impact assessments, and development programs      | Community Development            | 106-107     |
|                                          | 413-2 Operations with significant actual and potential negative impacts on local communities        | Community Development            | 106-107     |
| Corporate Governance                     |                                                                                                     |                                  |             |
| GRI 201: Economic Performance 2016       | 3-3 Management of material topics                                                                   | Economic Performance             | 36-45       |
|                                          | 201-1 Direct economic value generated and distributed                                               | Economic Performance             | 50          |
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| GRI 418: Customer Privacy 2016           | 3-3 Management of material topics                                                                   | Corporate Governance             | 46-47       |
|                                          | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | Corporate Governance             | 46-47       |

| GRI STANDARD                            | DISCLOSURE                                                                            | LOCATION             | SUB-SECTION |
|-----------------------------------------|---------------------------------------------------------------------------------------|----------------------|-------------|
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|                                         | 205-1 Operations assessed for risks related to corruption                             | Corporate Governance | 41          |
|                                         | 205-2 Communication and training about anti-corruption policies and procedures        | Corporate Governance | 41          |
|                                         | 205-3 Confirmed incidents of corruption and actions taken                             | Corporate Governance | 41          |
| GRI 207: Tax 2019                       | 3-3 Management of material topics                                                     | Economic Performance | 51          |
|                                         | 207-1 Approach to tax                                                                 | Economic Performance | 51          |
|                                         | 207-2 Tax governance, control, and risk management                                    | Economic Performance | 51          |
|                                         | 207-3 Stakeholder engagement and management of concerns related to tax                | Economic Performance | 51          |
|                                         | 207-4 Country-by-country reporting                                                    | Economic Performance | 51          |
| GRI 415: Public Policy 2016             | 3-3 Management of material topics                                                     | Corporate Governance | 51          |
|                                         | 415-1 Political contributions                                                         | Corporate Governance | 51          |
| GRI 206: Anti-competitive Behavior 2016 | 3-3 Management of material topics                                                     | Corporate Governance | 41          |
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## Note

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