September 2, 2026

To, **BSE Limited** **1st Floor, New Trading Ring,** **Rotunda Building,** **Phiroze Jeejeebhoy Towers,** **Dalal Street, Mumbai - 400 001.**	**To,** **National Stock Exchange of India Ltd.** **Exchange Plaza, 5th Floor,** **Plot No. C/1, G block,** **Bandra-Kurla Complex,** **Bandra (E), Mumbai - 400 051.**
Scrip Code: 513269	**Scrip ID: MANINDS**

Sub.: Business Responsibility and Sustainability Report for the financial year 2025-26.

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report **("BRSR")** of our Company for the financial year 2025-26.

The BRSR forms part of the Company's 38th Annual Report 2025-26.

This is for your kind information and record.

Thanking you,

Yours faithfully,
For Man Industries (India) Limited

RAHUL RAWAT

Rahul Rawat
Company Secretary
M. No.: A27891

Encl.: As above

MAN Industries (India) Ltd
the line pipe people

ANNEXURE 'B' TO DIRECTOR REPORT

Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1988PLC047408
2	Name of the Listed Entity	Man Industries (India) Limited
3	Year of incorporation	1988
4	Registered office address	Man House, 101, S. V. Road, Opp. Pawan Hans, Vile Parle (W), Mumbai - 400 056
5	Corporate address	Man House, 101, S. V. Road, Opp. Pawan Hans, Vile Parle (W), Mumbai - 400 056
6	E-mail	cs@maninds.org
7	Telephone	022 6647 7500
8	Website	www.mangroup.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange (NSE)
11	Paid-up Capital (in Rs.)	37,50,47,855
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Rahul Rawat Designation: Company Secretary Telephone Number: 022 6647 7500 E-mail ID: cs@maninds.org
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14	Name of assessment or assurance provider	Not Applicable (No assurance obtained)
15	Type of assessment or assurance obtained	Not Applicable (No assurance obtained)

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of steel pipes and pipe coating systems	100

17	**Products/Services sold by the entity (accounting for 90% of the entity's Turnover):**			
	Sl. No	**Product / Service**	**NIC Code**	**% of total Turnover contributed**
	1	Manufacture of LSAW, HSAW and ERW carbon steel pipes, and pipe coating systems.	24311	100

18	**Number of locations where plants and/or operations/offices of the entity are situated:**			
	Location	**Number of plants**	**Number of offices**	**Total**
	National	2	2	4
	International	0	1	1

19	**Market Served by the entity:**		
	a.	**Number of locations**	
		Locations	Number
		National (No. of States)	16-17 (PAN India)
		International (No. of Countries)	20+
	b.	What is the contribution of exports as a percentage of the total turnover of the entity?	79.10%
	c.	A brief on type of customers	The Company serves a diversified portfolio of reputed domestic and international clients across sectors such as oil & gas, petrochemicals, water transmission, dredging and fertilizers. • **Domestic Clients:** GAIL, IOCL, HPCL, BPCL, ONGC, Reliance, Adani, EIL, BHEL, L&T, Petronet India Limited and several other leading organizations. • **International Clients:** Shell, Kinder Morgan, Energy Transfer (USA), Kuwait Oil Company, Hyundai Engineering & Construction Co. Ltd., Petro Bangla (Bangladesh), NPCC (Abu Dhabi), Petrobras (Brazil) and several other globally recognized organizations.

20	Details as at the end of Financial Year:							
	a.	Employees and workers (including differently abled):						
		Sl. No	**Particulars**	**Total (A)**	**Male**		**Female**	
					No.(B)	**% (B/A)**	**No.(C)**	**% (C/A)**
		Employees						
		1	Permanent (D)	501	488	97.41%	13	2.59%
		2	Other than Permanent (E)	131	131	100.00%	0	0.00%
		3	Total employees (D+E)	632	619	97.94%	13	2.06%
		Workers						
		4	Permanent (F)	324	320	98.77%	4	1.23%
		5	Other than Permanent (G)	1524	1524	100.00%	0	0.00%
		6	Total workers (F+G)	1848	1844	99.78%	4	0.22%

	b.	**Differently abled Employees and workers:**						
		Sl. No	**Particulars**	**Total (A)**	**Male**		**Female**	
					No.(B)	**% (B/A)**	**No.(C)**	**% (C/A)**
		Differently Abled Employees						
		1	Permanent (D)	1	1	100.00%	0	0.00%
		2	Other than Permanent (E)	0	0	0.00%	0	0.00%
		3	Total differently abled employees (D+E)	1	1	100.00%	0	0.00%
		Differently Abled Workers						
		4	Permanent (F)	3	3	100.00%	0	0.00%
		5	Other than Permanent (G)	4	4	100.00%	0	0.00%
		6	Total differently abled workers (F+G)	7	7	100.00%	0	0.00%

21	**Participation/Inclusion/Representation of women:**			
		Total (A)	**No. and percentage of Females**	
			No. (B)	**% (B / A)**
	Board of Directors (in Nos.)	6	2	33.33%
	Key Management Personnel (in Nos.)	2	0	0.00%

22	**Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**									
		FY 2025-26 (Turnover rate in current FY)			**FY 2024-25 (Turnover rate in previous FY)**			**FY 2023-24 (Turnover rate in the year prior to the previous FY)**		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	28.75%	21.43%	28.54%	16.56%	6.67%	16.25%	24.16%	0.00%	24.16%
	Permanent Workers	20.33%	0.00%	20.09%	6.02%	0.00%	5.95%	15.83%	0.00%	15.83%

23	a.	Name of holding / subsidiary / associate companies / joint ventures				
		Sl. No	**Name of the holding / subsidiary/ associate companies / joint ventures (A)**	**Indicate whether holding/ Subsidiary/ Associate/Joint Venture**	**% of shares held by listed entity**	**Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)**
		1.	Merino Shelters Private Limited	Subsidiary	100%	No
		2.	Man Overseas Invest FZCO	Subsidiary	100%	No
		3.	Man Offshore and Drilling Limited	Subsidiary	100%	No
		4.	Man Stainless Steel Tubes Limited	Subsidiary	100%	No
		5.	Man International Steel Industries Company	Subsidiary	100%	No

24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (Rs. In Lakhs)	3,45,524.54
	(iii) Net worth (Rs. In Lakhs)	1,92,204.84

VII. Transparency and Disclosure Compliances

<table>
<tr><td rowspan="12">25</td><td colspan="8">Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:</td></tr>
<tr><td rowspan="2">Stakeholder group from whom complaint is received</td><td rowspan="2">Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)</td><td colspan="3">FY 2025 - 26</td><td colspan="3">FY 2024 - 25</td></tr>
<tr><td>Number of complaints filed during the year</td><td>Number of complaints pending resolution at close of the year</td><td>Remarks</td><td>Number of complaints filed during the year</td><td>Number of complaints pending resolution at close of the year</td><td>Remarks</td></tr>
<tr><td>Communities</td><td>Yes</td><td colspan="6" rowspan="2">Nil</td></tr>
<tr><td>Investors (other than shareholders)*</td><td>Yes</td></tr>
<tr><td>Shareholders*</td><td>Yes</td><td>18</td><td>0</td><td>All complaints were resolved within the applicable timelines</td><td>9</td><td>0</td><td>Nil</td></tr>
<tr><td>Employees and workers</td><td>Yes</td><td colspan="6">Nil</td></tr>
<tr><td>Customers</td><td>Yes</td><td colspan="6" rowspan="3">Nil</td></tr>
<tr><td>Value Chain Partners</td><td>Yes</td></tr>
<tr><td>Other (please specify)</td><td>-</td></tr>
<tr><td colspan="8">* Investors including Bond Holders/Shareholder are covered</td></tr>
</table>

<table>
<tr><td>26</td><td colspan="6">Overview of the entity's material responsible business conduct issues</td></tr>
<tr><td></td><td colspan="6">Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format</td></tr>
<tr><td></td><td>Sl. No</td><td>Material issue identified</td><td>Indicate whether Risk or opportunity (R/O)</td><td>Rationale for identifying the risk / opportunity</td><td>In case of risk, approach to adapt or mitigate</td><td>Financial implications of the risk or opportunity (Indicate positive or negative implications)</td></tr>
<tr><td></td><td>1</td><td>Energy and GHG Emissions Management</td><td>Risk & Opportunity</td><td>The steel pipe industry is energy-intensive, exposing the business to carbon pricing mechanisms, evolving regulatory requirements, and volatility in fossil fuel costs. Decarbonization and energy-efficiency initiatives also present opportunities to strengthen competitiveness and align with stakeholder expectations.</td><td>Adopt energy-efficient technologies, increase the use of renewable energy, and strengthen GHG emissions monitoring and management practices.</td><td>Negative: May result in higher capital expenditure during the initial implementation phase.
Positive: Can generate cost savings, improve operational efficiency, and strengthen long-term financial resilience</td></tr>
</table>

	2	**Water Man-agement**	Risk & Opportunity	Manufacturing operations are water-intensive and may be in water-stressed regions. Effective water management, conservation, and recycling are essential to mitigate operational risks and address increasing stakeholder expectations relating to water stewardship.	Deploy water recycling and zero liquid discharge technologies, monitor water intensity across operations, and strengthen water stewardship initiatives.	**Negative:** May require additional capital investment in water-efficiency infrastructure and related technologies. **Positive:** Can reduce long-term operating costs through improved resource efficiency and enhanced sustainability performance.
	3	**Sustainable Product**	Opportunity	The global transition towards low-carbon infrastructure is increasing demand for hydrogen-ready, water transmission, and renewable energy-compatible pipes. Continuous product innovation is essential to address evolving customer and market requirements.	Not applicable	**Positive:** Can enhance revenue generation through access to premium projects, stronger brand differentiation, and new business opportunities.
	4	**Product innovation, safety, and quality**	Risk & Opportunity	Customers in the oil, gas, and water sectors operate under stringent technical and safety requirements. Maintaining high product quality, compliance with specifications, and continuous innovation is essential to meet customer expectations, sustain competitiveness, and retain market access.	Strengthen quality assurance processes, maintain globally recognized certifications, and drive customer-centric innovation initiatives.	**Negative:** May result in penalties, warranty or claim-related costs, and reputational damage, adversely impacting financial performance. **Positive:** Can strengthen customer trust, foster long-term client relationships, and support repeat business, contributing to sustained revenue growth.
	5	**Occupation-al Health and Safety**	Risk	The manufacturing process involves inherent occupational health and safety risks associated with the operation of heavy machinery and handling of hazardous materials. Effective safety management is essential to protect employees, ensure business continuity, and maintain compliance with applicable requirements.	Institutionalize occupational health and safety management systems, including ISO 45001 certification, periodic safety audits, regular training programmes, and digital safety monitoring mechanisms.	**Negative:** May result in operational disruptions, increased medical and legal costs, and associated financial liabilities.
	6	**Employee Benefits & Develop-ment**	Opportunity	In a skill-intensive industry, employee engagement and continuous capability development are essential to maintain a skilled workforce and support sustainable organizational growth. Competitive employee benefits and structured learning initiatives help attract and retain talent.	Not applicable	**Positive:** Can reduce attrition-related costs, enhance workforce productivity, and strengthen the Company's employer value proposition.

	7	**Diversity & Inclusion**	Opportunity	Diversity and inclusion promote an equitable workplace and broaden access to skilled talent. Investors and other stakeholders increasingly expect transparent disclosures and measurable progress on workforce diversity, particularly in traditionally male-dominated industries.	Not applicable	**Positive:** Can strengthen the talent pipeline, foster innovation through diverse perspectives, and support long-term business performance.
	8	**Respect for Human Rights**	Risk	Complex supply chains may expose the Company to risks relating to child labour, forced labour, and labour exploitation. Alignment with the UN Guiding Principles on Business and Human Rights promotes responsible business practices, ethical sourcing, and stakeholder confidence across the value chain.	Implement a Supplier Code of Conduct, conduct periodic supplier assessments, and strengthen grievance redressal mechanisms across the value chain.	**Negative:** May result in legal liabilities, regulatory penalties, and reputational damage, adversely impacting financial performance.
	9	**Regulatory & Legal Compliances**	Risk	The Company operates in a dynamic regulatory environment and is subject to evolving domestic and international requirements relating to environmental, health and safety, labour, and trade regulations. Maintaining compliance is essential to ensure business continuity, uphold stakeholder confidence, and support effective corporate governance.	Establish proactive compliance monitoring mechanisms, undertake periodic independent assurance assessments, and strengthen Board-level oversight of compliance and governance matters.	**Negative:** Non-compliance may result in financial penalties, operational disruptions, and reputational damage.
	10	**Customer Satisfaction**	Opportunity	Customers in the infrastructure sector place significant emphasis on product reliability, timely delivery, and lifecycle performance. Maintaining high levels of customer satisfaction is essential to meet evolving customer expectations and sustain the Company's competitive position in domestic and international markets.	Not applicable	**Positive:** Can increase repeat business, strengthen customer relationships, and enhance market positioning.

Business Responsibility and Sustainability Reporting (BRSR)
SECTION B: MANAGEMENT DISCLOSURES

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

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes											
1	a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c	Web Link of the Policies, if available	https://mangroup.com/codes-and-policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)		No	No	No	No	No	No	No	No	No
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001:2015 (Quality Management System); ISO 14001:2015 (Environmental Management System); ISO 45001:2018 (Occupational Health and Safety Management System)								

5	Specific commit-ments, goals and targets set by the en-tity with defined timelines, if any.	Man Industries continues to strengthen its sustainability journey by integrating responsible business practices across its operations and value chain. The Company has identified key areas of focus across environmental, social and governance aspects, including operational efficiency, resource optimization, energy and process efficiency, environmental impact reduction, employee well-being and development, workplace safety, responsible supply chain practices, and stakeholder engagement. On the environmental front, the Company continues to focus on improving energy and process efficiency, optimizing resource utilization, and reducing environmental impacts across its operations. Efforts are also directed towards identifying, assessing, and managing relevant environmental and social considerations arising from its operations and stakeholder engagements. On the social front, the Company remains committed to fostering a diverse, safe, and inclusive workplace, while strengthening employee capabilities through continuous learning and skill development. Workplace safety, employee well-being, and stakeholder trust continue to remain key areas of focus. The Company also continues to strengthen responsible supply chain practices by promoting responsible sourcing and encouraging its business partners to align with its core values. Initiatives are undertaken to enhance awareness among customers and communities regarding responsible product use, safety, and circularity. From a governance perspective, the Company continues to strengthen its ESG frameworks, policies, and guidelines to facilitate the structured integration of ESG considerations across its short-, medium-, and long-term business planning. These efforts are aimed at enhancing the Company's preparedness for emerging ESG-related risks and opportunities while supporting sustainable growth, resilience, and innovation.

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	During the reporting year, the Company continued to strengthen its environmental performance through enhanced waste management practices, including increased waste recycling while maintaining zero waste to landfill. The Company also recorded improvements in key resource efficiency indicators, with reductions in energy and GHG emission intensity, reflecting enhanced operational efficiency. The Company also continued its efforts to increase its share of renewable energy in its overall energy mix. The Company remained committed to employee well-being by ensuring 100% coverage of eligible employees under provident funds and gratuity schemes. The Company continued to strengthen its structured learning and development initiatives, while diversity and inclusion remained an area of focus, with women represented across the workforce and comprising one-third of the Board of Directors. The Company continued to uphold robust governance practices by ensuring compliance with applicable statutory requirements and contributing to community development through its CSR initiatives. Overall, the reporting year reflected the Company's continued commitment to strengthening its ESG performance through efficient resource management, increased adoption of renewable energy, employee development, and sound corporate governance.

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Man Industries, our sustainability journey continues to be guided by the belief that responsible business practices are integral to long-term value creation. As we progress through FY 2025–26, we remain focused on strengthening the alignment between our growth aspirations and our environmental, social, and governance (ESG) priorities. We believe that embedding sustainability into our business strategy not only enhances long-term resilience but also enables us to create enduring value for all our stakeholders. The evolving global and domestic landscape continues to present both challenges and opportunities. We view these as catalysts for reflection, innovation, and continuous improvement, enabling us to strengthen our operational resilience, enhance resource efficiency, and remain aligned with the evolving expectations of our stakeholders. During the year, we made steady progress across our sustainability agenda by reinforcing responsible resource management, advancing operational efficiencies, strengthening our people-centric practices, and further embedding robust governance across the organization. Our emphasis will continue to be on fostering resilience, enhancing stakeholder trust, and ensuring that our business conduct reflects the principles of ethics, inclusivity, transparency, and accountability. By engaging proactively with our stakeholders, embracing innovation, and remaining responsive to emerging trends, we aim to contribute meaningfully to sustainable and inclusive growth while safeguarding our long-term objectives. Sustainability, for us, is not a standalone initiative but a way of conducting business - embedded in our decisions, culture, and relationships. As we move forward, we remain committed to continually strengthening our ESG performance, accelerating our sustainability journey, and building a resilient, responsible, and future-ready organization. Guided by this philosophy, we will continue to navigate the years ahead with purpose, agility, and an enduring commitment to creating shared value for all.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors is responsible for overseeing the implementation of the Business Responsibility Policy.

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

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

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, CareEdge Analytics & Advisory Private Limited has undertaken an independent assessment of the Company's existing policies and procedures against BRSR requirements, and recommended areas for enhancement, to strengthen alignment with the framework.								

12	**If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**		
	a.	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable
	b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
	c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
	d.	It is planned to be done in the next financial year (Yes/ No)	
	e.	Any other reason (please specify)	

Business Responsibility and Sustainability Reporting (BRSR)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	1	• ISO Awareness training • ESG & Sustainability Awareness	100%
Employees	6	• Safety Training • Quality Awareness • Environmental Protection • Code of Conduct	95%
Workers	394	• Work at Height • Hot Work • LOTO (Lockout/Tagout) • Personal Protective Equipment (PPE) Usage • Fire Safety • Environmental Awareness	100%

2	**Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**					
	Monetary					
		NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
	Penalty/ Fine	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Securities and Exchange Board of India ("SEBI")	1,00,00,000	Pursuant to the SEBI Order dated September 29, 2025, a monetary penalty of ₹25,00,000 was imposed on the Company. SEBI also imposed a monetary penalty of ₹25,00,000 each on Mr. Ramesh Mansukhani (Chairman & Director), Mr. Nikhil Mansukhani (Managing Director), and Mr. Ashok Gupta (Former Chief Financial Officer). Further, SEBI restrained the aforesaid noticees from accessing the securities market for a period of two years.	Yes
	Settlement	Nil				
	Compounding fee					
	Non- Monetary					
		NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**		**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
	Imprisonment	Nil				
	Punishment					

3	**Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**	
	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Aggrieved by the SEBI Order dated September 29, 2025, the Company approached the Hon'ble Securities Appellate Tribunal ("SAT"). The Hon'ble SAT, vide its Order dated October 10, 2025, granted a stay on the entire SEBI Order with immediate effect. The matter is currently sub judice before the Hon'ble SAT.	Securities Appellate Tribunal ("SAT")

4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	The Company has established a Code of Conduct that incorporates provisions relating to anti-corruption and anti-bribery. In addition, a Vigil Mechanism, instituted in accordance with Section 177 of the Companies Act, 2013, provides a structured framework for reporting, investigating, and addressing instances of unethical conduct, including corruption and bribery. Policy details are available at: https://mangroup.com/codes-and-policies/

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

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

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

	FY 2025-26		**FY 2024-25**	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.	Not Applicable

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

	FY 2025-26	**FY 2024-25**
Number of days of accounts payable	231 days**	166 days*

Note:

** FY 2024–25 figures have been restated to align with the updated calculation methodology adopted in the current reporting year.*

*** The increase during FY 2025–26 is primarily attributable to delays in customer shipments caused by geopolitical disturbances in the Middle East, which impacted vessel availability. Consequently, recognition of the related COGS was deferred, while costs already incurred continued to be reflected in Vendor Accounts Payable balances, resulting in higher accounts payable days as at the reporting date.*

9	**Open-ness of business**			
	Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:			
	Parameter	**Metrics**	**FY 2025-26**	**FY2024-25#**
	Concentration of Purchases	a. Purchases from trading houses as % of total purchases	21.37	44.01
		b. Number of trading houses where purchases are made from	4	8
		c. Purchases from top 10 trading houses as % of total purchases from trading houses	21.37	44.01
	Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	1.30	1.55
		b. Number of dealers / distributors to whom sales are made	14	16
		c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	1.22	1.46
	Shares of RPTs in	a. Purchases (Purchases with related parties/ total purchases)	1.66	0.34
		b. Sales (Sales to related parties/ total sales)	0.39	0.60
		c. Loans & advances (Loans & advances given to related parties / total loans and advances)	99.82	99.91
		d. Investments (Investments in related parties / total investments made)	74.19	91.58*
	Note: ** Has been restated to align with the revised calculation methodology adopted in the current reporting year.* *# FY 2024–25 figures have been calculated using the adopted calculation method in the current reporting year, and presented to facilitate year-on-year comparability.*			

Business Responsibility and Sustainability Reporting (BRSR)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

<table>
<tr><td rowspan="4">1</td><td colspan="5">Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively</td></tr>
<tr><td colspan="2"></td><td>Current Financial Year</td><td>Previous Financial Year</td><td>Details of improvements in environmental and social impacts</td></tr>
<tr><td colspan="2">R&D Expenditure (in %)</td><td colspan="3" rowspan="2">Nil</td></tr>
<tr><td colspan="2">Capital Expenditure (Capex) Investment (in %)</td></tr>
<tr><td rowspan="2">2</td><td>a.</td><td colspan="2">Does the entity have procedures in place for sustainable sourcing? (Yes/No)</td><td colspan="2">No*</td></tr>
<tr><td>b.</td><td colspan="2">If yes, what percentage of inputs were sourced sustainably?</td><td colspan="2">Nil*</td></tr>
<tr><td></td><td colspan="5">*Note: The disclosure has been updated based on an enhanced assessment of the applicable reporting requirements.</td></tr>
</table>

<table>
<tr><td rowspan="5">3</td><td colspan="3">Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for</td></tr>
<tr><td>a.</td><td>Plastics (including packaging)</td><td rowspan="4">Plastic packaging materials such as HDPE sheets, plastic straps and plastic bags are segregated at source. Reusable materials are reused wherever feasible, and the remaining plastic waste is channeled to authorized recyclers for recycling in accordance with applicable waste management regulations.</td></tr>
<tr><td>b.</td><td>E-waste</td></tr>
<tr><td>c.</td><td>Hazardous waste</td></tr>
<tr><td>d.</td><td>Other waste</td></tr>
<tr><td>4</td><td colspan="2">Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.</td><td>Extended Producer Responsibility (EPR) is not applicable to the Company's products and services in accordance with the applicable regulatory requirements.</td></tr>
</table>

Business Responsibility and Sustainability Reporting (BRSR)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	488	467	95.70%	320	65.57%	NA	NA	0	0.00%	0	0.00%
Female	13	13	100.00%	1	7.69%	12	92.31%	NA	NA	0	0.00%
Total	501	480	95.81%	321	64.07%	12	2.40%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	131	130	99.24%	130	99.24%	NA	NA	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	NA	NA	0	0.00%
Total	131	130	99.24%	130	99.24%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	320	320	100.00%	320	100.00%	NA	NA	0	0.00%	0	0.00%
Female	4	4	100.00%	4	100.00%	0	0.00%	NA	NA	0	0.00%
Total	324	324	100.00%	324	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	1524	0	0.00%	1142	74.93%	NA	NA	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0%	0	0.00%	NA	NA	0	0.00%
Total	1524	0	0.00%	1142	74.93%	0	0.00%	0	0.00%	0	0.00%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.012%	0.018%

2	**Details of retirement benefits, for Current FY and Previous Financial Year.**						
	Benefits	**FY 2025-26**			**FY 2024-25**		
		No. of employees covered as a % of total employees	**No. of workers covered as a % of total workers**	**Deducted and deposited with the authority(Y/ N/N.A.)**	**No. of employees covered as a % of total employees**	**No. of workers covered as a % of total workers**	**Deducted and deposited with the authority(Y/ N/N.A.)**
	PF	100.00%	100.00%	Y	100.00%	100.00%	Y
	Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
	ESI	-	100%	Y	-	100%	Y
	Others - NPS	-	-	-	-	-	-

3	**Accessibility of workplaces**	
	Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard	The Company strives to provide an accessible and inclusive workplace. Based on the current workforce profile and workplace assessment, no additional accessibility measures have been identified as necessary. The Company remains committed to providing reasonable and appropriate accessibility measures, wherever required.
4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	The Company is committed to fostering an inclusive, respectful, and discrimination-free workplace. It promotes equal opportunity for all employees and maintains a work environment free from bias, harassment, and unfair treatment. The Company also ensures that employees are not disadvantaged on account of disability and strives to provide a safe and supportive workplace for all. The policy is available at: https://mangroup.com/codes-and-policies/

5	**Return to work and Retention rates of permanent employees and workers that took parental leave.**				
	Gender	**Permanent employees**		**Permanent workers**	
		Return to work rate	**Retention rate**	**Return to work rate**	**Retention rate**
	Male	-			
	Female				
	Total				

6	**Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**	
		Yes/No (If Yes, then give details of the mechanism in brief)
	Permanent Workers	Yes, as mentioned in the Company's Grievance Redressal mechanism
	Other than Permanent Workers	
	Permanent Employees	
	Other than Permanent Employees	

MAN Industries (India) Ltd
the line pipe people

7	**Membership of employees and worker in association(s) or Unions recognised by the listed entity:**						
	Category	FY 2025-26			FY 2024-25		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
	Total Permanent Employees	501	0	0.00%	480	0	0.00%
	Male	488	0	0.00%	465	0	0.00%
	Female	13	0	0.00%	15	0	0.00%
	Total Permanent Workers	324	0	0.00%	353	0	0.00%
	Male	320	0	0.00%	349	0	0.00%
	Female	4	0	0.00%	4	0	0.00%

8	**Details of training given to employees and workers:**										
	Category	**FY 2025-26**					**FY 2024-25**				
		Total (A)	**On Health and safety measures**		**On Skill upgradation**		**Total (D)**	**On Health and safety measures**		**On Skill upgradation**	
			No. (B)	**% (B/A)**	**No. (C)**	**% (C/A)**		**No. (E)**	**% (E/D)**	**No. (F)**	**% (F/D)**
	Employees										
	Male	619	556	89.82%	326	52.67%	561	259	46.17%	333	59.36%
	Female	13	1	7.69%	1	7.69%	15	1	6.67%	7	46.67%
	Total	632	557	88.13%	327	51.74%	576	260	45.14%	340	59.03%
	Workers										
	Male	1844	570	30.91%	900	48.81%	1490	687	46.11%	1055	70.81%
	Female	4	4	100.00%	4	100.00%	4	4	100.00%	4	100.00%
	Total	1848	574	31.06%	904	48.92%	1494	691	46.25%	1059	70.88%

9	**Details of performance and career development reviews of employees and worker:**						
	Category	**FY 2025-26**			**FY 2024-25**		
		Total (A)	**No.(B)**	**% (B/A)**	**Total (C)**	**No.(D)**	**% (D/C)**
	Employees						
	Male	619	327	52.83%	561	338	60.25%
	Female	13	13	100.00%	15	7	46.67%
	Total	632	340	53.80%	576	345	59.90%
	Workers						
	Male	1844	0	0.00%	1490	439	29.46%
	Female	4	0	0.00%	4	4	100%
	Total	1848	0	0.00%	1494	443	29.65%

10	**Health and safety management system:**		
	a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes. The Company has implemented an Occupational Health and Safety Management System covering all employees, contract workers, visitors, and manufacturing operations. The Company is committed to fostering a safe and healthy workplace as a fundamental aspect of operational excellence. All manufacturing facilities are certified to ISO 45001 (Occupational Health and Safety Management System) and comply with applicable statutory and regulatory requirements, ensuring the health, safety, and well-being of employees, contractors, visitors, and other relevant stakeholders.
	b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has established a structured risk management process to proactively identify, assess, and mitigate workplace hazards, thereby preventing occupational injuries and diseases. Hazard Identification and Risk Assessment (HIRA) is undertaken for all routine and non-routine activities to evaluate potential risks and implement appropriate control measures. The Company further strengthens its safety management through Job Safety Analysis (JSA), Daily Safety Inspections, Workplace Audits, a Permit to Work (PTW) system for high-risk activities, Incident and Near-Miss Reporting, regular Toolbox Talks, employee feedback mechanisms, and periodic internal and external safety audits. The findings from these assessments are systematically reviewed, and suitable corrective and preventive measures are implemented to eliminate or minimize identified risks, ensuring a safe and healthy work environment for all employees, contractors, visitors, and other relevant stakeholders.
	c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes. The Company has established mechanisms that enable employees and workers to report workplace hazards, unsafe conditions, and near-miss incidents through designated channels, including supervisors, safety officers, the EHS department, safety observation reports, toolbox talks, and safety suggestion boxes. Employees and workers are empowered to remove themselves from work that poses an imminent risk to their health or safety without fear of retaliation. All reported concerns are promptly reviewed, investigated, and addressed through appropriate corrective and preventive actions.
	d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes. Employees and workers have access to non-occupational medical and healthcare services as part of the Company's employee well-being framework. The Company provides on-site medical and first-aid facilities, periodic health check-ups, tie-ups with external hospitals/healthcare providers, and access to medical assistance for general health concerns beyond work-related injuries or illnesses, supporting holistic health and well-being.

11	**Details of safety related incidents, in the following format:**			
	Safety Incident/Number	**Category**	**FY 2025-26**	**FY 2024-25**
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0.20	0.18
	Total recordable work-related injuries	Employees	1	4
		Workers	43	41
	No. of fatalities	Employees	0	0
		Workers	2	0
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

12	Describe the measures taken by the entity to ensure a safe and healthy workplace	The Company is committed to providing a safe and healthy workplace through the proactive identification, assessment, and management of occupational health and safety risks. It complies with applicable health and safety laws and regulations and has established systems and processes to prevent workplace injuries, occupational illnesses, and health hazards. Key measures include Safety Induction Training, Hazard Identification and Risk Assessment (HIRA), a Permit to Work (PTW) system, regular safety inspections, audits and management reviews, emergency response drills, fire safety management, periodic health check-ups, and continuous safety awareness programmes, including Toolbox Talks. Risk mitigation measures are implemented in accordance with the hierarchy of controls, supported using appropriate personal protective equipment (PPE), employee training, and active participation, fostering a strong safety culture, employee well-being, and continual improvement in safety performance.

13	**Number of Complaints on the following made by employees and workers:**						
		FY 2025-26			**FY 2024-25**		
		Filed during the year	**Pending resolution at the end of the year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
	Working Conditions	Nil					
	Health & Safety						

14	**Assessments for the year:**	
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Health and safety practices	100%
	Working Conditions	100%

15	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	All safety-related incidents are thoroughly investigated to identify root causes, and the findings are communicated across the organisation to facilitate effective implementation of corrective and preventive actions and prevent recurrence. During FY 2025–26, two fatalities were reported. A detailed incident investigation was conducted to identify the root causes, following which appropriate corrective and preventive actions were implemented. These included strengthening safety procedures, enhancing supervision, mandating the use of Personal Protective Equipment (PPE), conducting refresher safety training, reinforcing compliance with the Permit to Work (PTW) system, undertaking regular safety audits and inspections, and increasing monitoring of high-risk activities to prevent recurrence of similar incidents.

Business Responsibility and Sustainability Reporting (BRSR)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1	Describe the processes for identifying key stakeholder groups of the entity:	The Company's primary stakeholders include Buyers, Workers, Suppliers, Vendors, Local Communities, Investors, Government Entities, Industry Groups, and Non-Governmental Organisations (NGOs). The Company adopts a structured approach towards responsible and sustainable business practices through regular engagement with both internal and external stakeholders. Such engagements enable the Company to identify and assess key sustainability issues based on their significance to the business and its stakeholders, including customers, communities, and other relevant stakeholder groups.

<table>
<tr><td rowspan="8">2</td><td colspan="6">List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group</td></tr>
<tr><th></th><th>Stakeholder Group</th><th>Whether identified as Vulnerable & Marginalized Group (Yes/No)</th><th>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</th><th>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</th><th>Purpose and scope of engagement including key topics and concerns raised during such engagement</th></tr>
<tr><td>1</td><td>Shareholder</td><td>No</td><td>Emails, Meetings, Seminars, Websites, Business Meets</td><td rowspan="5">Regularly/ as and when required</td><td rowspan="5">The Company remains attentive to the needs and expectations of its stakeholders and endeavours to create long-term value through continuous and meaningful engagement. Regular interactions enable the Company to better understand stakeholder perspectives and address their evolving concerns and expectations. Such engagements also strengthen the Company's ability to identify, anticipate, and manage risks that are material to its business operations, while enhancing organisational resilience and responsiveness to an evolving business environment.</td></tr>
<tr><td>2</td><td>Employees</td><td>No</td><td rowspan="2">Emails and Meetings, Trainings, Awareness Programs, Notice Boards</td></tr>
<tr><td>3</td><td>Customers</td><td>No</td></tr>
<tr><td>4</td><td>Suppliers & Value Chain Partners</td><td>No</td><td>Official Communication Channels, Advertisements, Website and Social Media, Phone Calls, Emails, and Meetings</td></tr>
<tr><td>5</td><td>NGOs & Communities</td><td>Yes</td><td>Need Assessment, Meetings and Briefings, Partnerships in Community Development Projects, Training and Workshops, Complaints and Grievance Mechanism</td></tr>
<tr><td>6</td><td>Government/ Regulators</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
</table>

Business Responsibility and Sustainability Reporting (BRSR)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	Nil			Nil		
Other than permanent						
Total Employees						
Workers						
Permanent	Nil			Nil		
Other than permanent						
Total Workers						

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Permanent	501	0	0.00%	500	99.80%	480	0	0.00%	480	100.00%
Male	488	0	0.00%	488	100.00%	465	0	0.00%	465	100.00%
Female	13	0	0.00%	12	92.31%	15	0	0.00%	15	100.00%
Other than permanent	131	0	0.00%	131	100.00%	96	0	0.00%	96	100.00%
Male	131	0	0.00%	131	100.00%	96	0	0.00%	96	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	324	12	3.70%	312	96.30%	353	19	5.38%	334	94.62%
Male	320	12	3.75%	308	96.25%	349	15	4.30%	334	95.70%
Female	4	0	0.00%	4	100.00%	4	4	100.00%	0	0.00%
Other than permanent	1524	546	35.83%	551	36.15%	1141	499	43.73%	642	56.27%
Male	1524	546	35.83%	551	36.15%	1141	499	43.73%	642	56.27%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

3	Details of remuneration/salary/wages, in the following format:				
	a. Median remuneration / wages:				
		Male		**Female**	
		Number	**Median remuneration/ salary/ wages of respective category (in INR)**	**Number**	**Median remuneration/ salary/ wages of respective category (in INR)**
	Board of Directors (BoD)	2	5,83,24,523	-	-
	Key Managerial Personnel	2	93,43,650	0	-
	Employees other than BoD and KMP	494	5,68,968	13	8,09,484
	Workers	324	3,42,876	4	1,97,016
	b. Gross wages paid to females as % of total wages paid by the entity, in the following format:				
		FY 2025-26		**FY 2024-25**	
	Gross wages paid to females as % of total wages	2.23%		2.74%	
	* FY2024-25 gross wages have been restated basis an updated calculation method adopted.				

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

5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	The Company is committed to protecting and promoting the human rights of its employees through established grievance redressal mechanisms, including its Whistle-blower Policy. It also maintains a dedicated framework for addressing complaints of sexual harassment in accordance with the POSH Act, while ensuring confidentiality throughout the process. These mechanisms support a workplace culture founded on dignity, respect, fairness, and equal opportunity.

6	Number of Complaints on the following made by employees and workers:						
		FY 2025-26			**FY 2024-25**		
		Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
	Sexual Harassment	Nil					
	Discrimination at workplace						
	Child Labour						
	Forced Labour/ Involuntary Labour						
	Wages						
	Other Human rights related issues						
	Others						

7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:		
		FY 25-26	**FY 24-25**
	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
	Complaints on POSH as a % of female employees / workers	Nil	Nil
	Complaints on POSH upheld	Nil	Nil

8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	The Company has established mechanisms to ensure that individuals raising concerns relating to discrimination, harassment, or other workplace grievances are protected from retaliation and adverse consequences. Confidentiality and privacy are maintained throughout the grievance resolution process. The Company follows a zero-tolerance approach towards sexual harassment and has constituted an Internal Complaints Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to address complaints in a fair, impartial, and timely manner.

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

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

11	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above	Not Applicable

Business Responsibility and Sustainability Reporting (BRSR)			
SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE			
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment			
Essential Indicators			
1	**Details of total energy consumption (in GJ) and energy intensity, in the following format:**		
	Parameter	**FY 2025-26**	**FY 2024-25***
	From renewable sources		
	Total electricity consumption (A)	20,728.99	19,181.07
	Total fuel consumption (B)	-	-
	Energy consumption through other sources (C)	-	-
	Total energy consumed from renewable sources (A+B+C)	**20,728.99**	**19,181.07**
	From non-renewable sources		
	Total electricity consumption (D)	1,11,622.77	1,09,280.92
	Total fuel consumption (E)	12,563.44	9,156.74
	Energy consumption through other sources (F)	0	0
	Total energy consumed from non-renewable sources (D+E+F)	**1,24,186.21**	**1,18,437.66**
	Total energy consumed (A+B+C+D+E+F)	**1,44,915.20**	**1,37,618.73**
	Energy intensity per rupee of turnover (Total energy consumed/turnover in Rs.)	0.00000419	0.00000441
	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP in USD($))	0.00008530	0.00008862
	Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note: ** FY 2024–25 data has been restated in accordance with the enhanced calculation methodology adopted in the current reporting year*		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No	

2	Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.	No

3	Provide details of the following disclosures related to water, in the following format:		
	Parameter	**FY 2025-26**	**FY 2024-25***
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	-	-
	(ii) Groundwater	13,090.00	11,771.00
	(iii) Third party water	1,985.93	1,700.00
	(iv) Seawater / desalinated water	-	-
	(v) Others	66,366.66	62,266.28
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**81,442.59#**	**75,737.28**

	Total volume of water consumption (in kilolitres)	**67,382.85**	**53,056.28**
	Water intensity per rupee of turnover (Total water consumption / turnover in Rs.)	**0.00000195**	**0.00000170**
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP in USD($))	**0.00003967**	**0.00003417**
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	Note: ** FY 2024–25 data has been restated in accordance with the enhanced calculation methodology adopted in the current reporting year.* *# The increase in water withdrawal during FY 2025–26 is attributable to expansion in the existing operational sites and increase in employee base, along with the inclusion of Head Office's water withdrawal data. Consequently, the water consumption and discharge have also increased in accordance with the water withdrawal increase.*		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No	

4	Provide the following details related to water discharged:		
	Parameter	**FY 2025-26**	**FY 2024-25***
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) To Surface water	-	-
	--- No treatment	-	-
	--- With treatment – Secondary Treatment	-	-
	(ii) To Groundwater	-	-
	--- No treatment	-	-
	--- With treatment – please specify level of treatment	-	-
	(iii) To Seawater	-	-
	--- No treatment	-	-
	--- With treatment – please specify level of treatment	-	-
	(iv) Sent to third-parties	-	-
	--- No treatment	1,588.74	1,360.00
	--- With treatment – Primary Treatment	-	-
	(v) Others	-	-
	--- No treatment	-	-
	--- With treatment – please specify level of treatment (STP treated water reused for gardening)	12,471.00	21,321.00
	Total water discharged (in kilolitres)	**14,059.74**	**22,681.00**
	Note: ** FY 2024–25 data has been restated in accordance with the enhanced calculation methodology adopted in the current reporting year.*		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No	

5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	The Company has implemented measures for minimizing wastewater discharge. Treated wastewater from the STP is reused for gardening, green belt development and other non-potable purposes within the plant premises. Continuous monitoring is carried out to ensure compliance with applicable environmental norms.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/Nm3	62.26265	-
SOx	mg/Nm3	58.33009	-
Particulate matter (PM)	mg/Nm3	36.00413	-
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify	Nil	Nil	Nil
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		Yes, by Royal Environment Auditing & Consultancy Service (Rajkot) at Anjar Plant and by Pithampur Industrial Waste Management Pvt. Ltd at Pithampur Plant	

7

Parameter	Unit	FY 2025-26	FY 2024-25*
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	925.25	675.02
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	22,014.49	22,068.67
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / turnover in Rs.)	tCO2e/Rs.	0.0000006639	0.0000007294
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP in USD($))	tCO2e/$ USD	0.0000135039	0.0000146460
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Note: ** FY 2024–25 data has been restated in accordance with the enhanced calculation methodology adopted in the current reporting year.*			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No		

8	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Yes. The Company has undertaken various initiatives to reduce its greenhouse gas (GHG) emissions and improve energy efficiency, including: • Installation of energy-efficient motors and equipment. • Preventive maintenance of machinery to optimize energy consumption. • Replacement of conventional lighting with LED lighting across the manufacturing facilities. • Development and maintenance of green belt areas within the plant premises. • Continuous monitoring and optimization of diesel and electricity consumption.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	628.51	328.29
E-waste (B)	0.00	0.07
Bio-medical waste (C)	0.005	0.06
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G) (Chemical Sludge from Spent Acid liquor, used/spent oil)	690.95	36.61
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	966.08
Total (A+B + C + D + E + F + G + H)	**1319.47**	**1331.11**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in Rs.)	0.000000038	0.000000043
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP in USD ($))	0.000000777	0.000000857*
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: ** The FY 2024–25 waste intensity adjusted for Purchasing Power Parity (PPP) has been added using the enhanced calculation methodology adopted in the current reporting year, to facilitate year-on-year comparability.*		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	628.51	27.94
(ii) Re-used	0	0.18
(iii) Other recovery operations	0	0
Total	**628.51**	**28.12**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	690.95	1303.14
Total	**690.95**	**1303.14**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency	No	

10	Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes	The Company follows established waste management practices, including segregation, recycling, and environmentally sound disposal of waste. Recyclable waste, such as metal scrap and plastic waste, is channelled to authorized recyclers, while hazardous waste, including used oil, chemical containers, and coating residues, is stored, handled, and disposed through authorized agencies in compliance with applicable regulatory requirements. The Company also strives to minimize the use and generation of hazardous chemicals through process optimization, appropriate handling practices, and regular monitoring.

11	**If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**			
	Sl. No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
	Not Applicable			

12	**Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**					
	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	Not Applicable					

13	**Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**				
	Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Man Industries maintains rigorous internal controls to ensure compliance with guidelines and standards set by CPCB/ SPCBs.				

Business Responsibility and Sustainability Reporting (BRSR)				
SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE				
PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent				
Essential Indicators				
1	a.	Number of affiliations with trade and industry chambers/ associations		6
	b.	List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.		
		Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
		1	Federation Of Kutch Industries Association (FOKIA)	State
		2	Federation Of Indian Export Organisation (FIEO)	National
		3	Confederation Of Indian Industry (CII)	National
		4	All India Association Of Indstry (AIAI)	National
		5	Engineer Export Promotion Council (EEPC)	National
		6	Federation Of Indian Chambers Of Commerce & Industry (FICCI)	National

2	Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.		
	Name of authority	Brief of the case	Corrective action taken
	Not Applicable		

Business Responsibility and Sustainability Reporting (BRSR)
SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE
PRINCIPLE 8: Businesses should promote inclusive growth and equitable development
Essential Indicators

1	Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.					
	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	Not Applicable					

2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:						
	Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	Not Applicable						

3	Describe the mechanisms to receive and redress grievances of the community.	The Company has established a grievance redressal mechanism for community stakeholders to raise concerns and provide feedback. The mechanism enables grievances to be addressed in a transparent, timely, and effective manner.

4	Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
	Parameter	**FY 2025-26**	**FY 2024-25**
	Directly sourced from MSMEs/ small producers	2.64%	0.48%
	Directly sourced within India	13.95%	63.68%

5	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost		
	Location	**FY 2025-26**	**FY 2024-25**
	Rural	42.29%	33.44%
	Semi-urban	24.53%	26.03%
	Urban	38.61%	44.11%
	Metropolitan	52.37%	45.53%
** FY2024-25 values have been restated basis an updated calculation methodology adopted.*			

Business Responsibility and Sustainability Reporting (BRSR)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	The Company has established a structured mechanism to receive, address, and resolve customer complaints and feedback. Customer complaints received by the Marketing Department are recorded using a unique identification number and forwarded to the Plant Quality Department for investigation. A Non-Conformance Report (NCR) is prepared, followed by a detailed Root Cause Analysis (RCA) to identify corrective and preventive actions. Upon management approval, the RCA findings are communicated to the customer, and appropriate corrective measures are implemented. The NCR is closed only after confirmation of satisfactory resolution from the customer. In addition, the Company conducts Customer Feedback Surveys to assess customer satisfaction and identify opportunities for continual improvement in its products and services.

<table>
<tr><td rowspan="5">2</td><td colspan="2">Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:</td></tr>
<tr><td></td><td>As a percentage to total turnover</td></tr>
<tr><td>Environmental and social parameters relevant to the product</td><td>100%</td></tr>
<tr><td>Safe and responsible usage</td><td>100%</td></tr>
<tr><td>Recycling and/or safe disposal</td><td>100%</td></tr>
</table>

<table>
<tr><td rowspan="13">3</td><td colspan="7">Number of consumer complaints in respect of the following:</td></tr>
<tr><td rowspan="2"></td><td colspan="2">FY 2025-26</td><td rowspan="2">Remarks</td><td colspan="2">FY 2024-25</td><td rowspan="2">Remarks</td></tr>
<tr><td>Received during the year</td><td>Pending resolution at end of year</td><td>Received during the year</td><td>Pending resolution at end of year</td></tr>
<tr><td>Data privacy</td><td colspan="3" rowspan="3">Nil</td><td colspan="3" rowspan="2">Nil</td></tr>
<tr><td>Advertising</td></tr>
<tr><td>Cyber-security</td><td>1</td><td>0</td><td>Unauthorized access to a third-party vendor invoicing portal involving the submission of forged banking documents.</td></tr>
<tr><td>Delivery of Products</td><td colspan="3" rowspan="5">Nil</td><td colspan="3" rowspan="5">Nil</td></tr>
<tr><td>Quality of Products</td></tr>
<tr><td>Restrictive Trade Practices</td></tr>
<tr><td>Unfair Trade Practices</td></tr>
<tr><td>Others</td></tr>
</table>

4	**Details of instances of product recalls on account of safety issues:**		
		Number	Reasons for recall
	Voluntary recalls	Nil	
	Forced recalls		

5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Yes, the Company has a Cyber Security Policy in place. The policy is available at: https://mangroup.com/codes-and policies/

6	Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services	In February 2026, the Company experienced a Business Email Compromise (BEC) incident involving the fraudulent modification of a vendor's bank account details, resulting in an unauthorized SWIFT payment. The incident was promptly reported to the Company's banker for transaction recall and to the Cyber Crime Cell, Mumbai Police. A detailed investigation, undertaken in coordination with the Email Service Provider, confirmed that there was no evidence of any security breach or unauthorized access to the Company's Microsoft 365 email environment. The Company implemented appropriate corrective measures, including resetting the affected user's credentials, verifying Multi-Factor Authentication (MFA), reinforcing employee awareness on phishing and email fraud, and strengthening payment verification controls by mandating independent verification of vendor bank account changes through an alternate communication channel prior to processing payments.

7	**Provide the following information relating to data breaches:**	
	a. Number of instances of data breaches	Nil
	b. Percentage of data breaches involving personally identifiable information of customers	Nil
	c. Impact, if any, of the data breaches	Not Applicable