



SUSTAINABILITY REPORT

2024-25



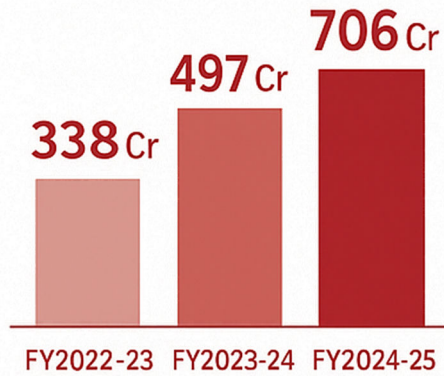
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TURNOVER TREND



EMISSIONS



Total:
1,589 tCO₂e

Scope 1: 181 tCO₂e

Scope 2: 1,408 tCO₂e

ELECTRICITY & ENERGY USE



Total Energy Consumption:
13,541 GJ



Rooftop Solar Capacity:
1.4 MW



317.74 MWh surplus solar power

CSR HIGHLIGHTS



CSR Spend: ₹153 lakh

Health & Safety ₹95 lakh

Education ₹11 lakh

Environment ₹11 lakh

Rural Development ₹18 lakh

Women Empowerment 18lakh

Flagship projects

Mammography machine donation
(Indrayani Hospital)

Introduction

Since its founding, Enpro Industries has focused on integrating evolving technologies into our processes to deliver high-quality mechanical fluid and process equipment. At the same time, we have remained deeply conscious of our responsibilities toward the environment and society, ensuring that our growth as a company aligns with broader goals of societal and environmental advancement.

This report reflects our commitment to ESG principles, not as mere statements, but as a transparent representation of our sustainable growth journey. It encompasses the **Environmental, Social, and Governance** dimensions of our organisation, highlighting our initiatives for the betterment of stakeholders and the planet.

We recognise the urgency of the climate crisis and are committed to staying aligned with global sustainability efforts. Our reporting approach extends beyond conventional corporate responsibility, instead it is a strategic framework to measure, disclose, and manage climate-related risks, impacts, and opportunities. This includes comprehensive coverage of carbon emissions, energy use, water stewardship, and waste management. By identifying key material topics through this report, we enable stakeholders to make informed decisions regarding both financial risks and opportunities, while also considering the social and environmental impacts of our operations.

This report invites readers to explore our sustainability journey and inspires them to join us on this path by making their own environmental commitments.

Boundary and Period of Reporting

Since our last sustainability disclosure, we have made substantial progress in advancing our sustainability initiatives, which are detailed in this report. The reporting period covers 1 April 2024 to 31 March 2025 and includes all facilities under Enpro's full operational control, as listed below:

- Corporate Office, Pune
- Manufacturing Plant, Markal
- Manufacturing Plant, Solu



Message from Leadership

Dear Stakeholders,

As we celebrate the 11'th anniversary of our Sustainability Report, I am filled with pride reflecting on Enpro's journey, which is a journey defined by purpose, resilience, and a relentless pursuit of positive impact.

At Enpro Industries, sustainability has never been a mere business metric; it is embedded at the core of our values and our operations. Over the past decade, we have taken deliberate, passion-driven steps to ensure that our existence benefits not only our customers but the wider world, pushing boundaries in engineering while holding ourselves accountable as responsible stewards of our planet.

We recognize our influence in industries that are both transformative and emission-intensive, and this brings a special responsibility to drive the energy transition. Our mission remains clear, viz., to create solutions that enable sustainable progress for our clients and communities in more than 50 countries around the globe. This year, we achieved major milestones in line with our unwavering commitment to environmental stewardship:

- *Net-Zero Commitment:* Our promise to achieve net-zero Scope 1 and Scope 2 emissions by the end of **2027** is on track, supported by rigorous measurement, ambitious solar energy adoption on our rooftops, and afforestation projects to capture carbon dioxide.
- *Broadening Impact:* We have undertaken afforestation projects, expanded solar PV installations, and put robust systems in place for transparent, real-time environmental performance monitoring using IoT and online dashboards.
- *Comprehensive Emission Management:* While we have established strong baselines and reduction plans for our direct emissions, we have initiated a long-term roadmap to understand and address Scope 3 emissions across our value chain.

- *Resource Stewardship*: Focused efforts in water conservation, waste reduction, and rainwater harvesting ensure that our growth is resource-efficient and responsible.

Beyond business, our dedication to empowering local communities continues through impactful programs in education, women’s empowerment, water conservation, and electrification, executed in partnership with organizations like the Rotary Club of Nigdi. Our people bring this vision to life by volunteering and sharing their expertise to multiply our social impact. Our culture is one shaped by innovation, customer-centricity, and integrity. In a fast-evolving world, we will continue to invest in new-age technologies, diversify into cleaner energy sectors, and foster a workplace where every individual is encouraged to grow, contribute, and thrive.

As I look to the future, I am confident that Enpro will remain a catalyst for positive change—delivering sustainable value to our stakeholders, caring for our communities, and helping build a cleaner, brighter world.

Thank you for your continued trust and partnership in our journey.

With gratitude and optimism,



Srikrishna Karkare
Chairman and Managing Director

Enpro Industries – Driving Sustainable Growth

Enpro Industries, headquartered in Pune, India, is a family-owned private limited company specializing in the design and manufacture of mechanical fluid systems and process equipment. With over three decades of global experience, Enpro serves a diverse range of industries including Hydrogen, Energy, Oil & Gas, Power, Water, Petrochemicals, Fertilizers, Defence, and Food. Renowned for its custom-engineered, built-to-spec solutions and technical expertise, Enpro delivers high-quality products to clients in more than 50 countries, upholding the highest international standards through its advanced manufacturing facilities.

Vision

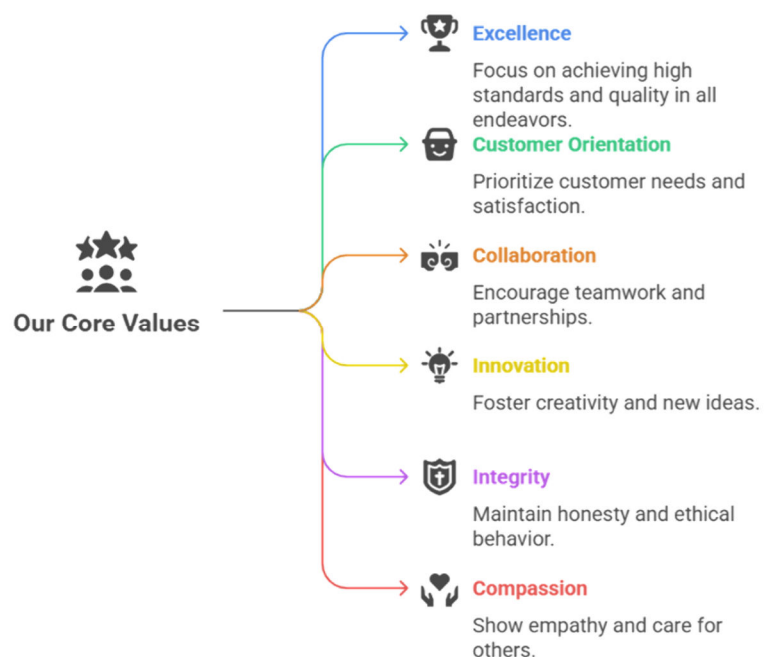
We envision ENPRO to be a highly profitable, customer-focused company with a global footprint based on high ethical standards, with a strong commitment to quality and a bias towards growth and continual improvement. While achieving this ENPRO lays utmost emphasis on safety, dignity of the individual, integrity in all transactions and responsibility towards our community and environment.

Mission

ENPRO’s mission is “To be a world leader in energy & process equipment with a focus on realising the transition to clean energy.” We are dedicated to being the best manufacturer in the eyes of all our stakeholders, including customers, employees, shareholders, suppliers, the community, government, and the environment, by upholding the highest standards of quality, integrity, safety, and responsibility in everything we do.

Values

At Enpro Industries, our values serve as the foundation of our organizational culture and guide every aspect of our operations. They inspire how we interact with each other, make decisions, and contribute to the wider community, ensuring we deliver on our commitments consistently and responsibly.



Products and Services

Enpro Industries is committed to delivering high-quality, custom-engineered solutions across three primary verticals, each designed to meet the diverse needs of our global clientele.

Engineered Skids

Enpro specializes in the design, fabrication, and installation of engineered skids tailored for optimal performance, reliability, and efficiency. Our multidisciplinary engineering team collaborates closely with customers to develop skid-mounted systems that address unique operational challenges. Key products include:

- *Lube Oil Consoles*: Custom systems managing lubrication to enhance mechanical equipment life.
- *Seal Gas Panels*: Advanced control panels for efficient seal gas system operation on rotating equipment.
- *Mechanical Fluid Systems*: Tailored solutions for handling and processing mechanical fluids.
- *Process Skids*: Modular, pre-assembled systems designed for diverse industrial processes and ease of integration.

Process Equipment

Complementing our skid solutions, Enpro provides an extensive range of process equipment engineered for high performance and quality:

- *Heat Exchangers*: Efficient heat transfer equipment optimized for industrial applications and energy savings.
- *Pressure Vessels*: Robust vessels engineered to withstand high pressures and temperatures for fluid and gas storage and processing.
- *Condensers*: Devices for efficient cooling and condensation of vapours in thermal and chemical processes.
- *Volume Bottles*: Precision containers for fluid volume measurement and quality control.

Renewables

Reflecting our commitment to sustainability and the energy transition, Enpro offers innovative renewable energy products and services:

- *Gasification Modules*: Systems converting organic materials to syngas for cleaner energy production.
- *Pyrolysis Packages*: Units facilitating thermal decomposition to generate bio-oil, char, and other valuable by-products.
- *Electromechanical Hydrogen Compressors*: Equipment supporting the hydrogen economy by efficiently compressing hydrogen.
- *Hydrogen Electrolysers*: Equipment to produce hydrogen from renewable energy sources.

With over 37+ years of global experience, Enpro adheres to stringent international standards, including API, ASME, and ANSI, ensuring the highest quality and reliability. Our advanced manufacturing facilities in Pune, India, coupled with a global network of clients and partners spanning more than 50 countries across multiple continents, enable us to deliver innovative, build-to-spec solutions that exceed customer expectations.

Enpro's Modularized Gasification Systems, recently deployed for Wegscheid Entrenco in Japan, represent a breakthrough in sustainable energy production. Powered by renewable wood pellets, these systems deliver 50 kW of electrical power and 120 kW of thermal heat through efficient, automated 24/7 operation. By balancing CO₂ emissions with the carbon absorbed during tree growth, this technology provides a carbon-neutral energy solution, empowering industries to reduce their environmental footprint while meeting energy needs reliably and responsibly.

Global Presence

Enpro Industries operates as a truly global company with a significant footprint across multiple continents. Headquartered in Pune, India, the company serves a diverse international client base spanning over 50 countries. Enpro exports approximately 80% of its products worldwide, underscoring its strong global reach.

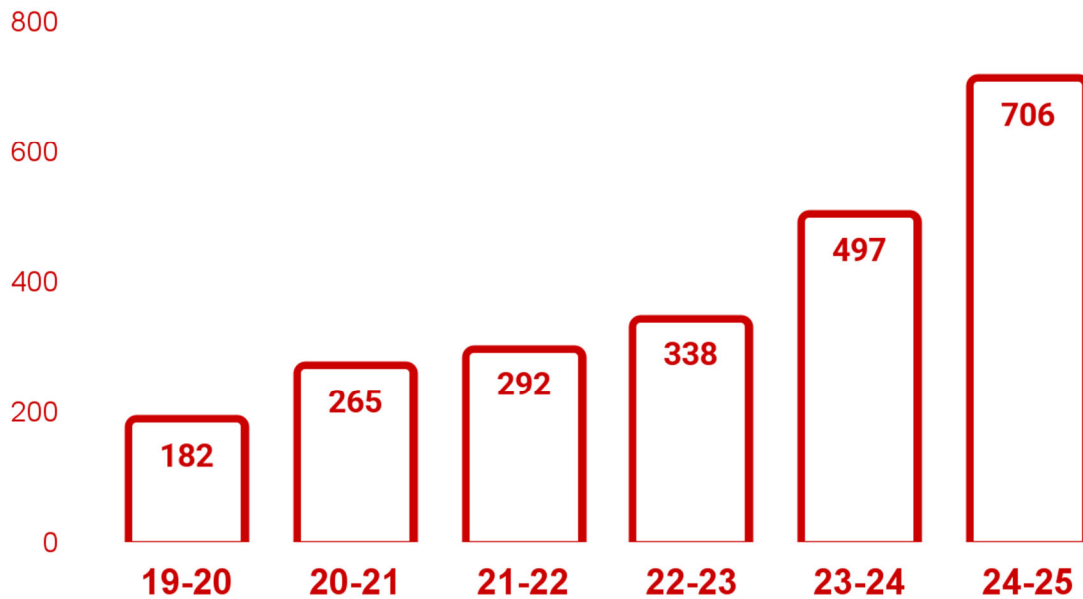
The company maintains advanced manufacturing facilities in India, including its main production hub in Pune and an extensive manufacturing plant in Markal. To better serve regional customers and support local markets, Enpro has established a joint venture manufacturing facility in Dammam, Saudi Arabia, which operates under the Kingdom's IKTVA initiative.

In addition to its Indian and Saudi operations, Enpro has a broad network of offices and subsidiaries, including locations in the United States, France, Taiwan, Singapore, China, and Brazil. This widespread presence allows Enpro to deliver customized, built-to-spec solutions with agility and proximity to clients across key industrial regions globally.

Economic Performance

Enpro maintained its strong growth trajectory in the fiscal year 2024-25, building upon the remarkable progress achieved in the previous year. The company's turnover — a key measure of operational success and financial resilience, reaching **₹706** crore in FY2024-25, reflecting a growth of approximately **42%** over FY2023-24's performance. This builds on the exceptional 47% surge recorded in FY2023-24, when turnover rose to ₹497 crore from ₹338 crore in FY2022-23. The consistent results reaffirm Enpro's operational excellence, strategic clarity, and ability to deliver high-value, comprehensive engineering solutions to clients across diverse process industries.

Turnover in INR Crores



This steady growth trajectory underscores Enpro's commitment to responsible and sustainable business practices, aligned with GRI guidelines, and solidifies its place as a dependable partner in India's economic and industrial landscape.

Strategic Focus Areas

- Serving as an engineering and manufacturing partner for small-to-mid-sized, modular, skid-mounted, or containerized pilot plants.
- Co-developing pilot plants across a range of novel applications.
- Providing comprehensive solutions through detailed engineering, procurement, and manufacturing — all under one roof.

Looking ahead, the company anticipates that FY2025-26 will continue this upward trend, supported by a growing order book, expanding export volumes, and ongoing investment in technologically advanced process and equipment engineering solutions.

Commitment to Standards & Certifications

Enpro is proud to be recognized with globally respected certifications that reflect our commitment to quality, safety, and sustainability. These include **ISO 9001:2015** (Quality Management), **ISO 14001:2015** (Environmental Management), **ISO 45001:2018** (Occupational Health & Safety), along with **ASME U, U2, R** and **NB** certifications for pressure vessel design, manufacturing, and repair. Together, these accreditations reinforce Enpro's adherence to international standards and industry excellence.

Certifications and Approvals



Design Standards



Commitment to Responsible Growth

At Enpro Industries, sustainability is integral to how we operate, innovate, and grow. We view it not only as a compliance requirement but as a core value that drives long-term resilience and value creation for all our stakeholders. Our sustainability efforts focus on reducing our environmental footprint, fostering a safe and inclusive workplace, and engaging meaningfully with our communities and partners.

We implement robust environmental management practices, including ISO 14001:2015 certification at our manufacturing facility and a rigorous Integrated Management System (IMS). Energy efficiency and carbon reduction are priorities, supported by a 1.4 MW solar rooftop installation supplying around 37.3% of our electricity consumption, and investments in energy-efficient machinery across operations. Our corporate headquarters is a LEED-certified (Platinum) green building, designed for sustainability and employee wellbeing.

Enpro's sustainability approach continues to drive impactful innovation, as demonstrated by our recent achievement at the QCFI Pune Chapter, where we secured the Gold Award in the Energy Conservation Case Study Competition. Our case study, titled Energize & Empower, showcased innovative solar solutions for a sustainable workplace, demonstrating our dedication to reducing energy consumption and promoting environmental stewardship.

Enpro continuously promotes waste minimization, water stewardship, and a 'Zero Accident Vision' backed by ISO 45001 health and safety standards. Fostering diversity, equal opportunity, and talent development across the company is a vital pillar of our social responsibility. Ethical conduct and risk management form the governance foundation, overseen by our Board of Directors, ensuring transparency and accountability.

ESG Strategy

Our ESG strategy is comprehensive and integrated into our business operations, guided by continuous stakeholder engagement and materiality assessments:

- *Environmental Responsibility:* Accelerate decarbonization via energy efficiency, renewable energy adoption, and improved greenhouse gas emissions tracking compliant with international standards such as GHG Protocol and ISO 14064. We are on track to achieve substantial carbon emissions intensity reductions by **2027** and beyond.
- *Social Commitment:* Promote a diverse, inclusive, and safe workplace through ongoing training, health and safety initiatives, and robust talent development programs. Our CSR projects support community health, education, women's empowerment, and environmental hygiene.
- *Governance Excellence:* Maintain strong governance through dedicated sustainability oversight committees consisting of cross-functional leadership. We uphold ethical business practices, compliance with evolving regulations, and transparent reporting aligned with GRI, SASB, and BRSR frameworks.

ESG Goals

● Environmental:

- Reduce greenhouse gas (GHG) emissions intensity by at least 50% per million dollars of revenue annually through **2030** compared to a 2022 baseline.
- Achieve 75% renewable electricity consumption via solar rooftop installations and expand energy efficiency measures.
- Maintain zero water discharge in manufacturing processes and continue water recycling initiatives.
- Promote waste reduction and recycling programs to minimize landfill impact.

● Social:

- Ensure all employees receive ongoing health, safety, and sustainability training, including mental health awareness.
- Foster equal opportunity and diversity in recruitment, retention, and leadership development.
- Expand community engagement and CSR initiatives impacting education, women's empowerment, and environmental projects.

● Governance:

- Pursue external assurance and transparent reporting for Scope 1, 2, and advancing Scope 3 GHG emissions.
- Integrate climate risk management aligned with IFRS S2, which incorporates the TCFD framework.
- Embed ESG KPIs into leadership evaluation, reinforcing accountability for sustainability outcomes.

Reporting and Transparency

Enpro is committed to transparent, accurate, and timely sustainability disclosure. Our 2025 Sustainability Report integrates third-party verification for emissions data, aligns with global frameworks such as GRI Standards, SASB, TCFD, and India's BRSR, and includes regular stakeholder engagement to ensure accountability and continual improvement. Enpro has made remarkable strides in sustainability, securing a 'B' score from the Carbon Disclosure Project (CDP) in FY2024-25, a notable improvement from the previous year's 'D' score. Additionally, Enpro was awarded the EcoVadis: Committed Badge, recognizing its steadfast dedication to sustainable practices and responsible business operations. These accomplishments underscore Enpro's leadership in promoting environmental stewardship and advancing a low-carbon future.

Materiality Assessment

Enpro Industries conducts regular materiality assessments to identify and prioritize critical Environmental, Social, and Governance (ESG) issues that impact our business and stakeholders. These assessments, first established in FY2020-21, guide our corporate responsibility roadmap and target-setting process. We continuously review and update our material topics to align with

evolving business priorities and stakeholder expectations. For FY2024-25, we conducted materiality assessment in April 2024.

This Materiality Assessment was conducted to identify and prioritize Environmental, Social, and Governance (ESG) issues that are most significant for both our business success and our stakeholders. The process was guided by **GRI Standards, SEBI-BRSR requirements, and ISO guidelines**, ensuring a globally aligned and transparent approach.

Environmental Priorities

- **GHG Emissions & Energy Efficiency:** Reducing greenhouse gas emissions and enhancing energy efficiency have been identified as top priorities. Enpro is committed to advancing carbon reduction initiatives across operations, with a focus on renewable energy integration, efficiency measures, and expanded Scope 3 accounting.
- **Waste and Water Management:** These remain medium-priority issues. We are improving waste segregation, recycling, and circular economy practices, alongside strengthening water stewardship through efficient usage and compliance with regulations.

Social Priorities

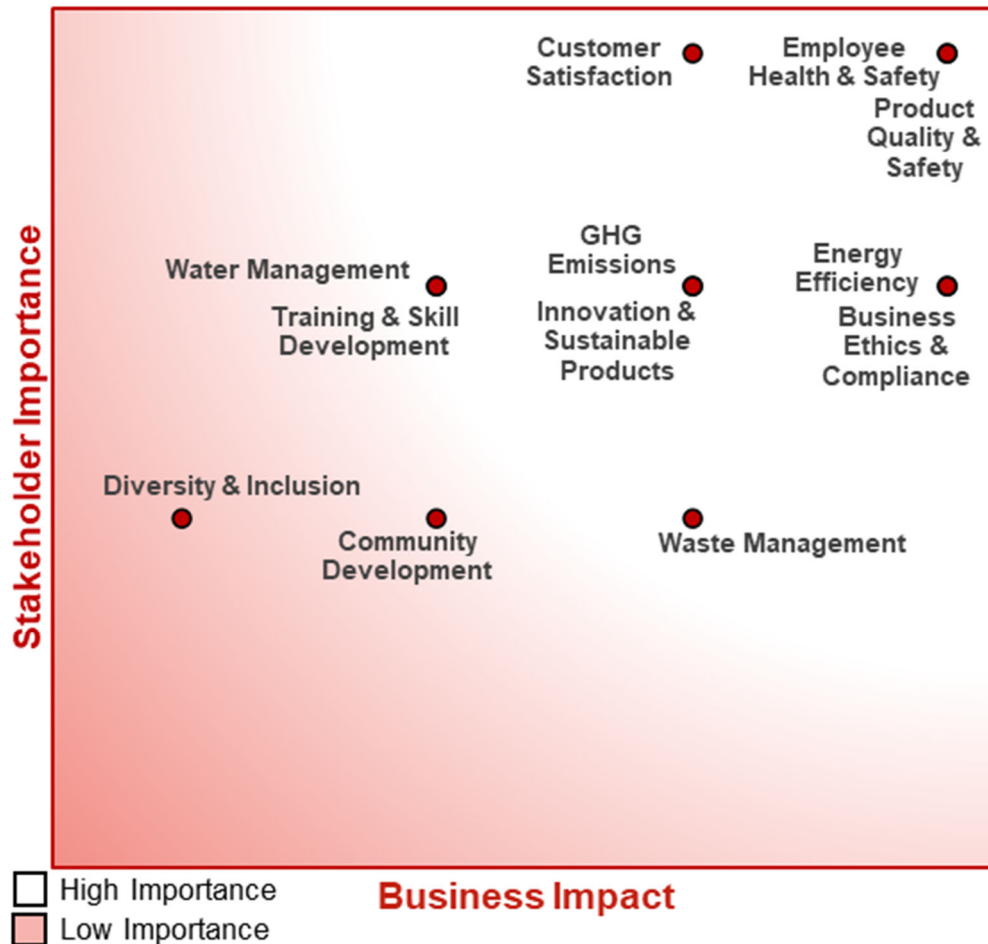
- **Employee Health & Safety:** Ranked highest by both stakeholders and business impact, health and safety is central to Enpro's operations. We maintain a **"zero fatality" goal**, supported by stringent audits, preventive maintenance, and continuous safety training.
- **Product Quality & Safety:** Product excellence and customer safety are critical for maintaining trust. Our systems emphasize rigorous quality controls and certifications to meet global standards.
- **Customer Satisfaction:** Recognized as a high-priority area, we focus on building long-term relationships through service quality, responsiveness, and continuous improvement.
- **Training & Skill Development & Community Development:** Both are medium-priority themes where we continue to invest in employee upskilling, leadership development, and community partnerships.
- **Diversity & Inclusion:** While currently rated as a lower priority, we remain committed to building an inclusive workplace and improving gender diversity over time.

Governance Priorities

- **Business Ethics & Compliance:** Rated high priority, this underpins all our governance practices. Enpro enforces strict compliance with laws, anti-bribery measures, and responsible business conduct.

- **Information Security:** While not highlighted in the assessment matrix, cybersecurity continues to be a key enabler for safeguarding customer and operational data, with ISMS certification planned.

Materiality Matrix



Importance of These Topics














By focusing on high-priority issues such as **Health & Safety, Product Quality, Energy Efficiency, Emissions Reduction, Business Ethics, and Customer Satisfaction**, Enpro strengthens both stakeholder trust and long-term resilience. Medium and low-priority topics remain important as they support sustainable growth, workforce development, and community well-being. This balanced approach ensures that Enpro contributes meaningfully to global sustainability goals while maintaining operational excellence.

UN SDGs Alignment

Enpro Industries aligns its sustainability initiatives with key UN SDGs where we can create the greatest impact. We support Affordable and Clean Energy through renewable solutions like

gasification modules and hydrogen compressors, and advance Climate Action by reducing emissions via solar power and energy efficiency.

Our water conservation and waste reduction programs promote Responsible Consumption and Production, while our focus on safe, inclusive workplaces contributes to Decent Work, Economic Growth and Gender Equality. Through community projects in education and empowerment, we further goals on Quality Education and sustainable livelihoods, demonstrating our commitment to a cleaner, fairer future.

Topic	SDGs	Location
GHG Emissions		Climate & Environment; Greenhouse Gas Emissions
Energy Efficiency	 	Climate & Environment; Energy Use and Efficiency
Water Management	 	Climate & Environment; Water Management
Waste Management		Climate & Environment; Waste Management
Innovation & Sustainable Products	 	Climate & Environment; Energy Use and Efficiency, Sustainability Initiatives
Community Development	  	Communities; Corporate Social Responsibility (CSR) Vision
Training & Skill Development	 	Workforce & Society; Capacity Building

DEI	 	Workforce & Society; Diversity, Equity and Inclusion (DEI)
Employee Health & Safety	 	Workforce & Society; Employee Welfare; Wellness & Safety
Business Ethics & Compliance		Responsible Business; Governance Policies and Corporate Integrity
Product Quality & Safety	  	Responsible Business; Product Quality and Safety
Customer Satisfaction	 	Responsible Business; Customer Satisfaction

ESG Highlights

Environmental Stewardship

Enpro Industries continues to lead in environmental responsibility, with significant advancements in FY2024-25:

- *Renewable Energy Expansion:* Rooftop solar PV installations reached a combined capacity of 1,470.74 MWh, contributing to 35.4% of total electricity consumption, with utilisation rates of 36.42% at the Markal plant and 38.35% at headquarters (Corporate Office).
- *Emissions Reduction:* Achieved 840 tCO₂e in avoided emissions through solar energy initiatives, advancing our carbon neutrality goals.
- *Fuel Cell Development:* Exploring in-house R&D and partnerships to advance clean, efficient fuel cell technology that cuts emissions and supports renewable integration.
- *ZLD with MVR:* Designing advanced Zero Liquid Discharge systems with Mechanical Vapor Recompression to conserve water, boost efficiency, and eliminate wastewater.
- *Sustainable Mobility:* Transitioned to an all-electric two-wheeler fleet, added EV mopeds, and installed solar-powered EV chargers to promote clean commuting.

- *AEM Electrolyzers*: Partnered with BARC to scale up green hydrogen production via innovative Anion Exchange Membrane electrolyzers, enabling a low-carbon future.
- *Water Management*: Enhanced water recycling through STP systems at Corporate Office and ETP systems at Solu and Markal, achieving zero-discharge at Markal and reducing freshwater demand via wastewater reuse for non-potable applications.
- *Waste Management*: Implemented strict source segregation and disposal through authorised channels, ensuring compliance with environmental regulations.
- *Air Quality*: Maintained all air quality parameters well below NAAQ standards through advanced pollution control measures like scrubber units and high-efficiency paint booth filters.
- *Global Sustainability Ratings*: Enpro achieved a CDP 'B' score (up from 'D') and earned the EcoVadis' **Committed** Badge in FY2024-25, showcasing significant progress in environmental sustainability.

Social Responsibility

Enpro's commitment to social impact and employee welfare saw significant updates in FY2024-25:

- *Diversity and Inclusion*: Increased onboarding of female candidates to **23.2%** new joiners, up from 16.1% last year, and hosted a Women's Day session on work-life balance led by **Ms. Meeta Kanhare**.
- *Employee Welfare*: Continued the 5-day workweek, hosted Sports **4.0** inter-departmental competitions, and participated in the 13th edition of "Runathon of Hope" with employees completing the 5 km corporate run.
- *Community Engagement*: Invested Rs. 153 lakh in CSR initiatives across education (Rs. 11 lakh), health and safety (Rs. 95 lakh), environment (Rs. 11 lakh), rural development (Rs. 18 lakh), and women empowerment (Rs. 18 lakh), collaborating with Rotary Nigdi Club, Pune.
- *Capacity Building*: Delivered over **10,755** training hours, averaging 16 man-hours per employee, and expanded the Enpro Launchpad internship program with **25** interns.
- *Safety Performance*: Achieved zero fatalities, with competitive LTIR and TRIR, supported by 12 HSE drills and ISO 45001 certification at three major manufacturing locations.

Governance and Integrity

Enpro strengthened its governance framework to ensure transparency and accountability in FY2024-25:

- *Cybersecurity Enhancements*: October month was celebrated as cyber security month. A quiz competition was conducted on cyber security topic. Ongoing trainings are being conducted thorough Knowb4 portal.
- *Risk Management*: Conducted annual risk assessments and semi-annual internal audits, with a focus on sustainability-linked opportunities like local sourcing to counter 50% US import tariffs.

- *POSH Compliance*: Updated the Internal Complaints Committee processes to align with July 2025 regulatory requirements, ensuring transparent reporting in the annual Board Report.
- *Supply Chain Stewardship*: Enhanced supplier evaluations with ISO-aligned frameworks, ensuring zero negative environmental impacts and strict adherence to ethical standards.
- *Strategic Review*: Conducted a dedicated Board meeting to align ESG priorities with the strategic roadmap, focusing on net-zero paper consumption by 2025 and 30% carbon neutrality by 2030.

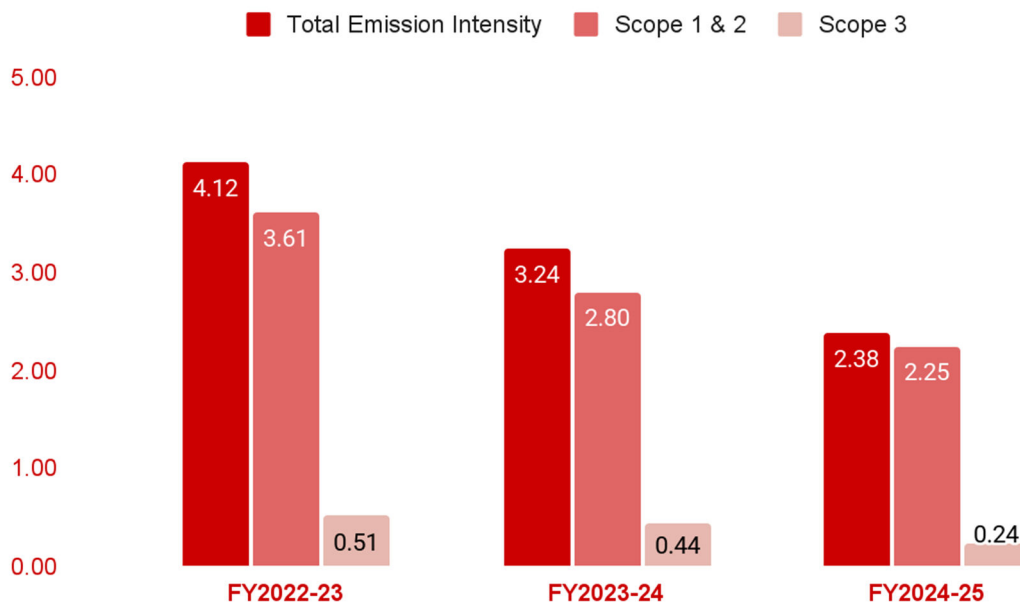
CLIMATE & ENVIRONMENT



Greenhouse Gas Emissions

In line with our commitment to environmental stewardship, Enpro continues to measure, monitor, and manage greenhouse gas (GHG) emissions across our operations. Our assessment covers both Scope 1 direct emissions from fuel consumption and Scope 2 indirect emissions from purchased electricity, including offsets from excess solar energy exported to the grid. Additionally, Enpro was honored with the Net Zero Energy Accelerator Award by the ISHRAE Pune Chapter at the Green Conclave 2025, recognizing its innovative energy-efficient solutions like Modularized Gasification Systems and ZLD with MVR. This accolade underscores Enpro's leadership in driving sustainable practices, setting a benchmark for industries to achieve net-zero goals, reduce costs, and comply with global environmental standards.

Emission Intensity (tonne CO₂e/INR Crore turnover)



In FY2024-25, our total Scope 1 and Scope 2 emissions stood at **1,589 tCO₂e** (Scope 1: **181 tCO₂e**, Scope 2: **1,408 tCO₂e**). Through our renewable energy initiatives, particularly rooftop solar generation, we achieved **842 tCO₂e** in avoided emissions, further advancing our carbon reduction goals and progress toward long-term neutrality targets. Enpro has effectively reduced

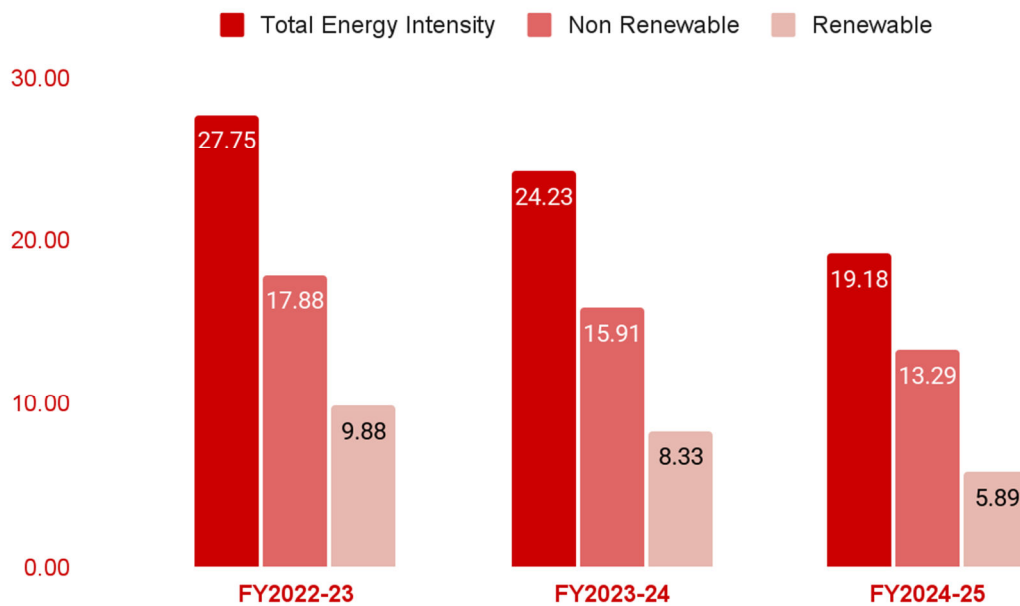
its emission intensities, achieving **2.25 tCO₂e/INR Crore turnover** for Scope 1 & 2 and **0.24 tCO₂e/INR Crore turnover** for Scope 3.

Energy Use and Efficiency

By embracing renewable energy and implementing measures to cut consumption, we reduce our carbon footprint and further our mission to protect the environment. Enpro Industries continues to focus on improving energy efficiency and expanding renewable energy use. Our rooftop solar PV installations, with a combined capacity of **1,470 MWh**, supply a significant share of our total electricity needs. In the reporting year, solar energy accounted for around **37.3%** of total consumption, with utilisation rates of **39.2%** at our Corporate Office and **38.6%** at the Markal plant. Energy consumption for FY2024-25 reached around **13,541 GJ** combined for the reported facilities.

We also exported **317.74 MWh** of surplus solar power to the grid, supporting the clean energy transition beyond our operations. Alongside this, we implement efficiency measures such as energy-saving equipment, production optimisation, and continuous performance monitoring to steadily reduce non-renewable energy use and move toward our carbon neutrality goals.

Energy Intensity (GJ/INR Crore turnover)



Enpro's energy intensity has shown a consistent downward trend, reducing from **27.75 GJ/INR Crore** in FY2022-23 to **19.18 GJ/INR Crore** in FY2024-25. This notable reduction, driven by efficiency improvements and optimized energy use, reflects our continued progress in lowering both non-renewable and renewable energy intensities across operations.

Water Management

Water is a vital and limited resource, and Enpro is committed to its responsible use amid growing global scarcity challenges. Our strategy prioritizes sustainable sourcing, efficient consumption, and effective treatment to reduce our water footprint. We manage withdrawals to avoid impacting local sources, use water-saving fixtures, monitor usage to detect leaks early, and recycle treated wastewater for landscaping, cooling, and flushing, thus significantly cutting freshwater demand. Wastewater is treated through STP systems at our Corporate Office and through ETP systems at Solu and Markal for reuse in non-potable applications, achieving zero-liquid discharge (ZLD) at the Markal plant.

Parameter	Volume (kL)
Total Withdrawn	10,904
Total Reused	10,284
Total Recharged	15,895

Waste Management

Enpro manages waste through strict source segregation with clearly labelled bins for recyclables, organic waste, and non-recyclables. All disposal is done via authorised channels in compliance with environmental regulations.

Waste Generated

Waste Type	Quantity Generated (tonnes)
Metal Waste	435
Other Non-Hazardous Waste	155
Paper & Cardboard	108
Other Hazardous Waste	27.22
Plastic Waste	0.017
Battery Waste	0.002

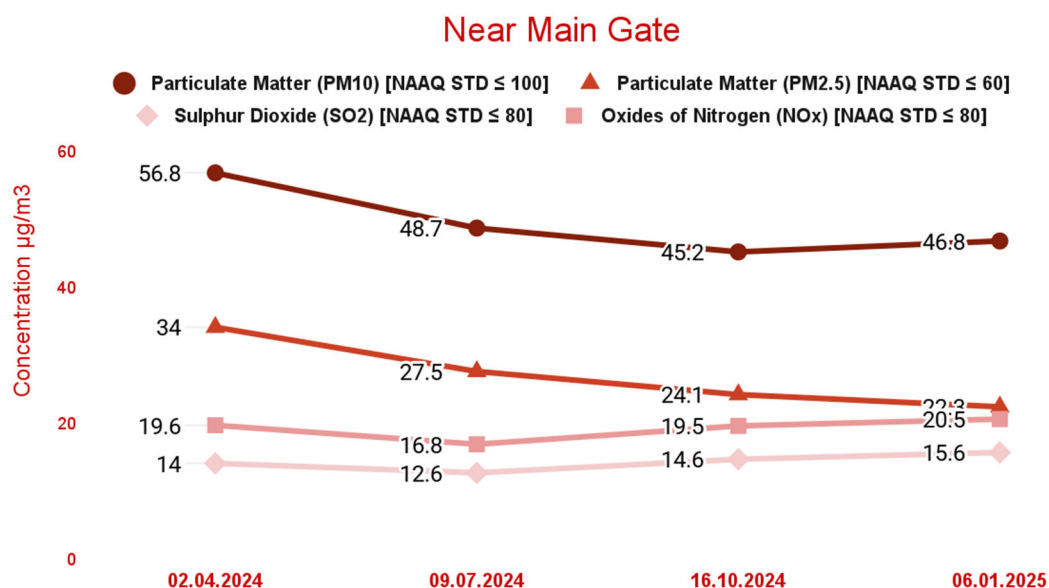
Waste Disposed

Treatment Method	Quantity Treated (tonnes)	% of Total
Recycling	478	65.9%
Reuse	221	30.4%
Landfill	17.92	2.5%
Co-processing	5.37	0.7%
Incineration	3.93	0.5%

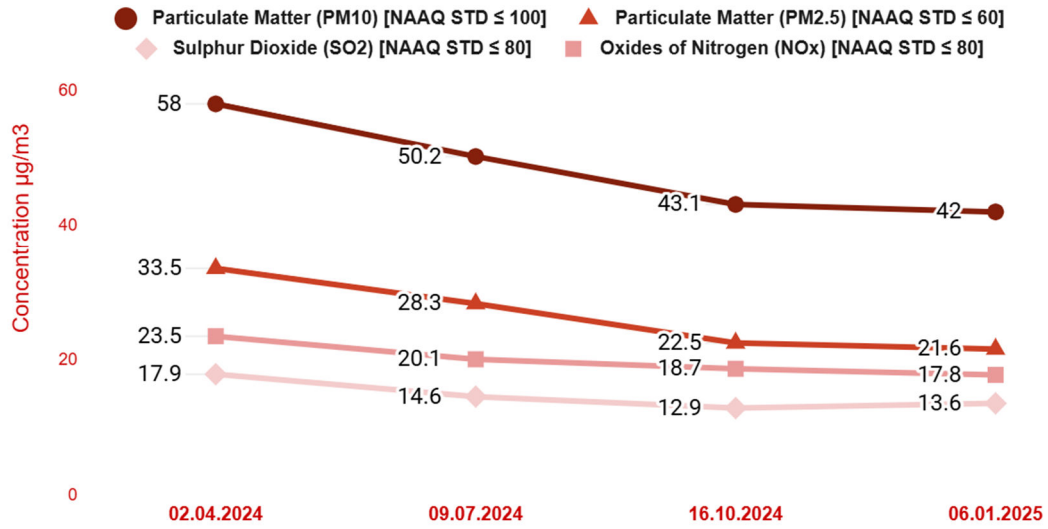
Air Quality

We conduct regular air quality monitoring at key locations within our premises to ensure compliance with National Ambient Air Quality (NAAQ) standards and to maintain a healthy working environment. This year we conducted air quality assessment every three months of FY2024-25 for four locations within our facilities; Near Main Gate, Near Rain Harvesting Tank, Near Canteen and Security Cabin Scrap Yard. The results for FY2024-25 confirm that all monitored parameters remain well below the permissible limits and the air quality improved with time for all the four locations, reflecting the effectiveness of our pollution control measures such as scrubber units in the acid pickling plant, high-efficiency paint booth filters, regular maintenance, stack monitoring, and vehicle emission checks.

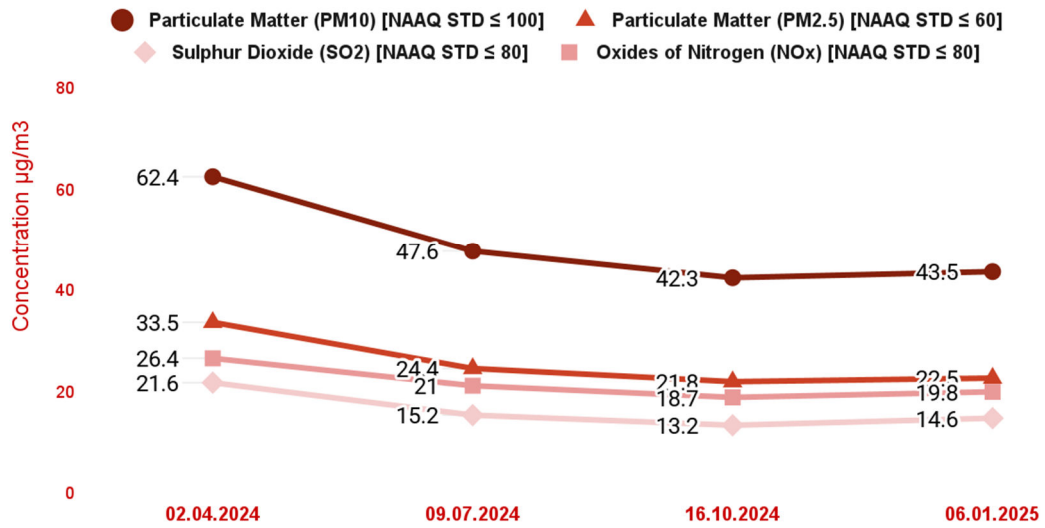
Air Quality Monitoring Results



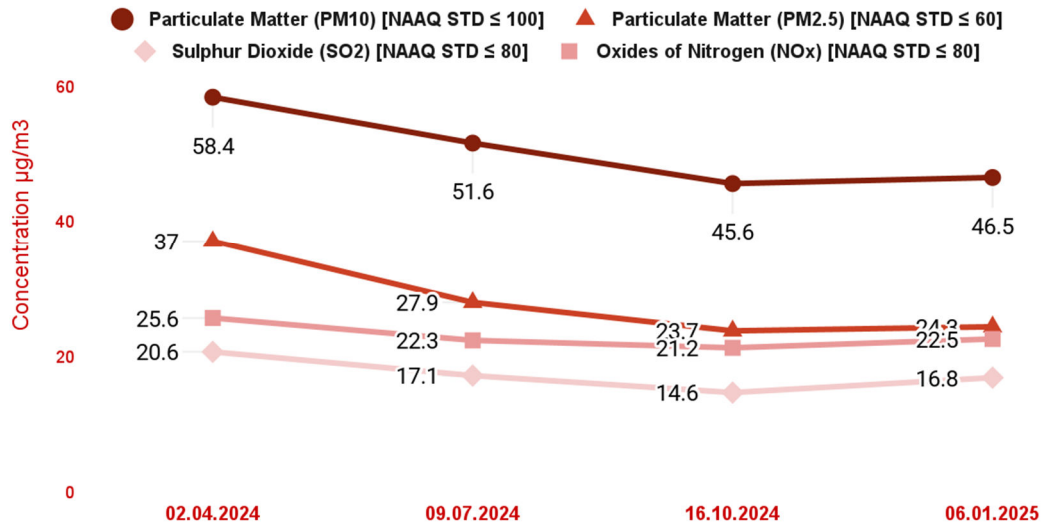
Near Rain Harvesting Tank



Near Canteen



Security Cabin Scrap Yard



Sustainability Initiatives

In FY2024-25, Enpro Industries advanced its sustainability agenda with a clear focus on energy efficiency, emissions reduction, and embedding sustainability into corporate culture and operations.

- **Fuel cell:** Enpro is actively developing fuel cell technology or seeking a partner to advance this innovative solution. Fuel cells represent a transformative technology with the potential to significantly reduce the environmental impact of energy production and consumption. By generating electricity without combustion, they offer a clean, efficient, and versatile alternative to traditional power generation methods. Their ability to lower greenhouse gas emissions, improve air quality, conserve water, and support renewable energy integration makes them a critical component in the transition to a sustainable energy system. As the world addresses the urgent challenges of climate change and environmental degradation, fuel cells will play an increasingly vital role in advancing a low-carbon economy and achieving global sustainability goals.
- **ZLD with MVR:** Enpro is developing a Zero Liquid Discharge (ZLD) system integrated with Mechanical Vapor Recompression (MVR) to enhance the efficiency of Effluent Treatment Plant (ETP) processes. By eliminating wastewater discharge, conserving water resources, improving energy efficiency, and minimizing solid waste, the ZLD system with MVR provides a comprehensive solution to the environmental challenges faced by industries today. As the world grapples with water scarcity and environmental degradation, adopting ZLD systems will be crucial in ensuring a sustainable and environmentally responsible future for industrial operations.:-
- **Advancing Sustainable Transportation:** Enpro has transitioned its two-wheeler fleet to all-electric and added four electric mopeds for city commutes. To enable this shift, we installed 10 Bolt EV chargers at our Corporate Office, powered by our rooftop solar PV

system which employees can access via a dedicated tracking app. Free charging was available through December 2023, further promoting clean, emission-free mobility.

- **AEM Electrolyser:** Enpro has entered into a technical partnership with BARC to advance the development and scale up the manufacturing of Anion Exchange Membrane (AEM) electrolysers. This transformative technology offers significant environmental benefits by enabling the production of green hydrogen with zero direct emissions, supporting renewable energy integration, conserving water resources, and reducing reliance on precious metals. AEM electrolysers contribute to a cleaner, more sustainable energy future. As the world addresses the urgent challenges of climate change and environmental degradation, AEM electrolysers will play a pivotal role in advancing the transition to a low-carbon economy and achieving global sustainability goals.
- **Employee and Community Engagement:** Enpro encourages employee participation through initiatives like clothing collection drives, and tree plantations. It also promotes electric vehicle use within its premises to lower indirect emissions.
- **Cycle-to-Work:** Enpro's flagship Cycle-to-Work Initiative, launched in 2016, continued to grow in FY2024-25, promoting employee health, cost savings, and reduced emissions. Key measures such as the "No Helmet = No Parking" policy, daily allowances, dedicated parking, shower facilities, free servicing, and monthly group rides sustained high engagement. This year we travelled **47,301 Passenger-km**, avoiding about **2.1 tCO₂e**, reinforcing our commitment to safe, sustainable commuting and a greener workplace.
- **LEED Certification:** Enpro's Corporate Office in Pune is a LEED-certified Platinum building, demonstrating its commitment to sustainable design and construction.
- **Tree Plantation:** Enpro employees participated in tree plantation activity planting **2463 saplings** in Dev Torane Gayran, near our Markal plant, covering an area of 7.03 Acres.
- **Future Orientation:** The company is investing in an integrated ESG data platform to enhance decision-making on emissions, energy use, and waste. Enpro is also engaging suppliers to build sustainability into its value chain and aims for 100% of suppliers to have sustainable practices by 2050.

These initiatives position Enpro as a climate leader in the manufacturing sector and demonstrate a firm commitment to advancing sustainability across all facets of the business.

Partnership Continuation with Sprih

Building on the success of our collaboration, Enpro continues its partnership with Sprih to leverage their AI-driven platform for precise measurement, tracking, and visualization of our Scope 1, 2, and 3 carbon emissions. This ongoing alliance strengthens our ability to gain actionable insights, enhance transparency, and advance our sustainability goals effectively. Together with Sprih, we remain committed to continuously improving our environmental performance and driving meaningful progress toward reducing our carbon footprint.



CORPORATE SOCIAL RESPONSIBILITY

Communities

Enpro Industries remains steadfast in its commitment to creating a positive social impact through focused CSR initiatives. In the fiscal year 2024-25, we engaged in several community development projects across Maharashtra, partnering with local organizations and stakeholders to address key social needs.

Our efforts centred around enhancing education infrastructure, supporting differently-abled individuals, and improving access to clean water and health facilities. Key activities included donations of essential equipment such as mattresses, cupboards, dustbins, and water storage tanks to schools and community centres. We also facilitated projects aimed at improving community hygiene and environmental sustainability.

Collaboration with groups like Rotary Nigdi Club, Pune, helped amplify the reach and effectiveness of our programs, reinforcing our shared vision of social welfare and sustainable development. Through these initiatives, Enpro strives not only to contribute materially but also to foster enduring relationships that empower communities and promote inclusive growth.

Flagship CSR Projects

Enpro's Corporate Social Responsibility (CSR) initiatives in FY2024-25 reflect our commitment to environmental sustainability, community well-being, and social equity. Below is a summary of our impactful projects:

- *Indrayani Hospital Mammography Machine (CSR Grant No. CS2400363)*: Enpro funded a mammography machine for Indrayani Hospital, enhancing early breast cancer detection and supporting community healthcare.
- *Bhoomi Water Survey and Nirmalwadi (Sakurdi) Well Construction*: Enpro supported water survey charges and well construction in Nirmalwadi, Sakurdi, to improve access to clean water and promote sustainable water management.
- *44x34 Patra Shed at Alandi Police Station*: Enpro facilitated the construction of a 44x34 Patra shed at Alandi Police Station, strengthening community safety infrastructure.
- *Borewell Recharge and Revival in Khed Taluka*: In partnership with RC Nigdi and Udhvam Environmental Technologies, Enpro invested USD 21,814 (INR 1,810,562 at USD 1 = INR

83) to revive borewells across 20 villages in Khed Taluka, ensuring sustainable water access.

- *Giripremi Donation for Environment, Sports, and Education*: Enpro supported Giripremi's initiatives in environmental conservation, sports, and education, fostering holistic community development.
- *Bharatiya Stree Shakti Women's Empowerment Donation*: Enpro contributed to Bharatiya Stree Shakti's programs in Santacruz, Vile Parle, Dadar, and Matunga, empowering women and girls through education, health, and self-reliance.
- *Ashwin Medical Foundation's Moraya Multispeciality Charitable Hospital*: Enpro provided funding for cochlear implant and rehabilitation surgeries, improving quality of life for patients with hearing impairments.
- *Sponsorship for PCCOE Solar Electric Vehicle Project, Akurdi*: Enpro sponsored a solar electric vehicle project at PCCOE, Akurdi, promoting innovation in sustainable transportation.
- *Runathon Contribution*: Enpro supported a community runathon, encouraging health, fitness, and social engagement.
- *Infrastructure Support*: Enpro funded a grill and collapsible door (INR 2,85,000), CCTV camera system (INR 75,000), fire extinguishers (INR 30,000), and 150 benches (INR 4,72,000) to enhance safety and infrastructure in community facilities.
- *Family Planning Association of India – Cancer Screening*: Enpro collaborated with the Family Planning Association of India to provide cervical, breast, and oral cancer screening for female sex workers, advancing women's health equity.
- *Shree Maulikrupa Dnayandan Annadan Sanstha – Orphanage Support*: Enpro donated a computer, printer, and refrigerator to Shree Maulikrupa Dnayandan Annadan Sanstha in Alandi, supporting orphaned children's needs.
- *Hari Uddhav Dhotre School, Phulgaon – Furniture Donation*: Enpro provided tables, benches, and cupboards to Hari Uddhav Dhotre School in Phulgaon, enhancing the learning environment.
- *Seva Vardhini – Education Promotion through COEP*: Enpro supported Seva Vardhini's educational initiatives through the College of Engineering Pune (COEP), fostering academic excellence.

Funds allocation for CSR Project Groups

Focus Area	Proposed Amount (Rs. Lakh)
Education	11
Health and Safety	95
Environment	11
Rural Development	18
Women Empowerment	18
Total	153

Stakeholder Engagement

Stakeholder	Key Topics	Communication Mode
Employees	Vision, strategy, direction; innovation; productivity; collaboration; people development	Employee Satisfaction Surveys; Training Programs
Customers	Product and service quality; Health, Safety & Environment (HSE) excellence	Meetings; Feedback channels (email, phone calls, teleconferences); Customer Surveys
Suppliers	Compliance; HSE excellence	Regular meetings with key subcontractors and suppliers; Site visits
Local Communities	Community investments; CSR programs	Meetings; Donations; Community Outreach Initiatives
Government Bodies	Business collaboration opportunities; sharing industry best practices; setting industry benchmarks	Official visits and meetings; Industry forums
Insurers	Payments; Safe working environment; Risk management	Minutes of meetings; Proposals from insurers; Web/online channels
Engineering Colleges	Recruitment	Communication with engineering colleges

Enpro Industries maintains active engagement with key stakeholders through tailored communication channels. We regularly interact with employees via surveys and training, engage customers and suppliers through meetings and feedback mechanisms, and collaborate with local communities and government bodies via outreach initiatives and official forums.

Workforce & Society

Capacity Building

At Enpro, we continue to invest deeply in our greatest asset—our people—by providing ongoing learning and development opportunities across technical, business, and personal growth areas. Our commitment to employee development is reflected in maintaining a workplace culture recognised as a certified Great Place to Work.

Key highlights of our training efforts this year include:

- Organized targeted training sessions covering critical areas such as Information Security, Technical Job-Specific Skills, Environment, Climate Change, and Health & Safety.
- Significant training hours were delivered, with over **10,755** total hours imparted across male and female employees.
- Average training of nearly **16** man-hours per employee annually, empowering teams with knowledge and skills to drive performance and innovation.
- Continued engagement through flagship programs like the Enpro Launchpad internship initiative, nurturing future talent.

By investing in capacity building and fostering a culture of continuous learning, Enpro ensures its workforce remains motivated, skilled, and future-ready, supporting the company’s sustainable growth ambitions.

Diversity, Equity and Inclusion (DEI)

Enpro Industries is committed to fostering a diverse and inclusive workforce that values the unique perspectives and contributions of all employees. In FY2024-25, we made significant strides in gender diversity by successfully increasing the onboarding of female candidates to 23.2% of the new joiners (57 female out of 246 new joiners), up from 16.1% last year and 15% two years ago. The total workforce during FY2024-25 was 689, among which 121 were women. This reflects our ongoing commitment to creating equal opportunities and promoting gender balance across the organization.

Employee	Number	Percentage (%)
Male	568	82.4
Female	121	17.6
Total	689	100

In addition to increasing female representation, we support empowerment initiatives such as educational and awareness sessions. Last year, we hosted a Women’s Day session led by Dr. Neha Kulkarni, focusing on Women’s health, which provided our employees with valuable strategies to manage their health as per their age.

Regarding inclusion of specially-abled individuals, while current representation remains a challenge, Enpro continues to explore opportunities to enhance participation and create a supportive environment for differently-abled employees.

Through these efforts, Enpro aims to build a workplace culture where diversity thrives, innovation flourishes, and all employees have the opportunity to succeed.

Recruitment

Enpro Industries continues to build a diverse and skilled workforce aligned with its growth ambitions. The company regularly opens opportunities across technical, engineering, and business functions. Recruitment efforts focus on merit-based, inclusive hiring practices to attract talent capable of driving innovation and operational excellence.

The 'Enpro Launchpad' internship program, launched recently, remains a key initiative to nurture young professionals by providing hands-on industry exposure and development opportunities. This year, we recruited **25** graduates with Bachelors in Engineering (B.E.) for a six months internship as part of the third year of Enpro Launchpad.

By maintaining transparent, fair recruitment processes and expanding talent pipelines, Enpro strengthens its human capital foundation for sustainable growth.

Employee Welfare

At Enpro, we remain committed to fostering a workplace culture that prioritises employee wellbeing, inclusivity, and engagement. We continue to ensure fairness, respect, and dignity for every team member, providing an environment where all employees can thrive professionally and personally. Our policies and initiatives are designed to promote a healthy balance between work and life, encourage team spirit, and support physical, mental, and emotional wellbeing.

Work-Life Balance

Building on the success of our transition to a 5-day workweek initiated in FY2022-23, we have continued to enable employees to use their weekends for rest, pursuing personal passions, and spending time with family. This initiative has contributed to improved employee morale, productivity, and retention.

Sports & Recreational Activities

We believe that physical activity and recreation are key to overall wellbeing. Our state-of-the-art sports facilities, including badminton courts, a bouldering and rock-climbing wall, table tennis, carrom, and a fully equipped gym, cater to varied interests and fitness levels.

This year, we hosted Sports 4.0, featuring inter-departmental competitions in badminton, box cricket, carrom, and a runathon, fostering friendly rivalry, teamwork, and regular participation in

fitness activities. Badminton included singles (46 male, 11 female participants) from August 3 to September 27, 2024, and doubles (45 male, 12 female participants) from September 8 to October 21, 2024. Box Cricket, held from November 11 to November 28, 2024, involved 24 teams (161 male, 61 female participants). Carrom competitions, scheduled for February 2025, will feature 43 singles and 20 doubles matches.

This year, Enpro also organized yoga sessions for employees, led by certified instructor Mr. Sant Anurag Deo from Vihangam Yoga, Pune, to raise awareness and encourage the adoption of yoga as a lifestyle, on the occasion of International Yoga Day (21st June 2024).

Runathon of Hope

Continuing a proud tradition, Enpro participated in the 13th edition of “Runathon of Hope”, held on September 29, saw 120 male and 12 female participants. Runathon of Hope – 2024, was organised by the Rotary Club of Nigdi, Pune, with employees completing the 5 km corporate run. The event not only promoted fitness but also reinforced our commitment to community causes.

Treks & Outdoor Engagement

Quarterly treks remain a favourite among employees, offering a refreshing break from routine work. Organised in partnership with the Giripremi Adventure Foundation, these treks ensure safety and inclusivity for participants. In FY2025, treks were conducted at Raigad Fort, offering scenic experiences and fostering team bonding. The overnight trek to Raigad also added an adventurous element to the fitness initiatives.

Women’s Day & Empowerment Initiatives

In March 2025, we celebrated Women’s Day with an interactive session led by **Ms. Meeta Kanhare**, focusing on work-life balance and women’s leadership in the workplace. These programs form part of our continued commitment to gender diversity, awareness, and empowerment.

POSH

Enpro Industries maintains a robust Prevention of Sexual Harassment (POSH) policy, complying with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. All employees receive induction and annual training on POSH guidelines, with clear definitions of unacceptable behaviour and accessible, confidential reporting mechanisms.

In line with new regulatory requirements effective July 2025, the Internal Complaints Committee (ICC) ensures prompt and impartial investigation of complaints, and the company provides transparent disclosures in its annual Board Report, including statistics of complaints received, resolved, and pending, as well as workforce gender composition. We reaffirm a zero-tolerance stance on harassment and conduct regular awareness sessions to reinforce our commitment to a safe, inclusive work environment.

Cultural & Organizational Engagements

At Enpro, we foster an environment that values cultural diversity, professional growth, and employee well-being. This is reflected through our vibrant celebrations and active participation in industry events.

- **Khandenavami & Dussehra:** The festive spirit was embraced with decorations and team-wide participation, bringing employees together to celebrate tradition and unity.
- **ADIPEC Exhibition & India Energy Week 2025:** Our participation in these prestigious global platforms demonstrates Enpro's commitment to innovation, industry collaboration, and showcasing engineering excellence.
- **Christmas Celebration:** Marked with festive cheer, decorations, and inclusive activities, creating a joyful workplace atmosphere.
- **Enpro Launch Pad – Third Edition:** Continued to serve as a platform for fostering innovation, employee ideas, and collaborative problem-solving.
- **Safety Week:** Reinforced our “Zero Fatality” goal with training sessions, awareness activities, and employee involvement in strengthening workplace safety practices

Human Rights and Ethics

Enpro Industries upholds the highest standards of ethics and human rights across its operations. Our Ethics & Integrity Policy applies to all employees and covers conduct in the workplace, anti-bribery and corruption, and conflict-of-interest provisions, with clear disciplinary actions for violations. We respect freedom of association and the right to collective bargaining, engaging constructively with the recognised employee union, which has **17** members this year. All major workplace policy changes are discussed and agreed upon collaboratively. Our Employee Code of Conduct is communicated to all the employees while joining and at frequent intervals.

Regular training and awareness sessions reinforce our commitment to a safe, fair, and dignified workplace, supported by confidential grievance mechanisms and strict adherence to national regulations and international human rights principles.

Wellness & Safety

Enpro Industries is firmly committed to maintaining the highest standards of health and safety, demonstrated by our ISO 45001:2018 certification across key operations and ongoing compliance with SA 8000:2014 requirements. In 2024, three of our major manufacturing locations achieved third-party ISO 45001 certification, strengthening our safety culture and processes to ensure consistency, repeatability, and continuous improvement. Our goal remains zero incidents through proactive risk management and employee engagement.

Our management system is anchored on a robust risk and hazard identification framework that addresses critical onsite and operational risks, such as:

- Fire hazards from hot work, solvents, explosives, electrical short circuits, transportation accidents, and grass burning

- Food poisoning and sewage treatment plant (STP) overflow risks
- Electrical hazards from exposed wiring
- Pandemics including COVID-19

Comprehensive health and safety training programs and regular drills (12 conducted in 2024) form a core part of our risk-based approach. All the persons working at Enpro are encouraged to report unsafe conditions promptly, reinforcing our vision of zero incidents.

Emergency preparedness plans with detailed prevention and mitigation strategies cover identified risk scenarios. To support employee wellbeing, permanent staff receive extensive benefits, including health coverage, disability liability, provident fund, gratuity, and maternity leave, while contractual employees benefit from statutory provisions such as Employee State Insurance.

Our safety culture is further enhanced through annual events like National Safety Week, featuring health check-ups, firefighting training, slogan and poster contests, and safety quizzes to raise awareness and instill a collective commitment. All employees and workers

Health & Safety Performance Indicators for FY2025:

Year	2022	2023	2024
Man-hours	1,187,020	1,647,159	1,556,652
Number of Fatality	0	0	0
Number of Lost Time Injuries (LTI)	3	2	2
Number of Restricted Work Cases (RWC)	0	0	0
Number of Medical Treatment Cases (MTC)	9	8	11
Lost Time Injury Frequency Rate (LTIFR)	2.52	1.21	1.28
Total Recordable Incident Rate (TRIR)	1.51	0.72	1.41

Our 2024 metrics reflected a strong safety performance with zero fatalities, competitive injury rates, and increased training hours driving safety awareness. In 2025, we continue to build on these foundations by integrating AI tools for ergonomic risk reduction and enhancing leadership safety walks and internal audits.

Enpro Launchpad

The Enpro Launchpad is our flagship six-month internship program designed to nurture the next generation of professionals by providing them with real-world business exposure, mentorship, and skill development opportunities. Now in its **3rd** year, the program offers students from engineering, business, and related disciplines a platform to apply their academic learning in a dynamic industrial environment.

In FY2025, **25** interns participated in projects spanning product development, manufacturing excellence, sustainability initiatives, and business process improvement. Each intern was paired with an experienced mentor, ensuring continuous guidance, constructive feedback, and professional growth.

Key features of the program include:

- **Hands-on Experience:** Interns work on live projects that address actual organisational challenges.
- **Professional Workshops:** Sessions on technical, business, and interpersonal skills to prepare participants for leadership roles.
- **Mentorship and Networking:** Opportunities to interact with senior leaders and cross-functional teams.

The program continues to strengthen our talent pipeline, with several Launchpad alumni transitioning into full-time roles at Enpro, reinforcing our commitment to developing skilled professionals for the future.

Payment and Promotion

Enpro Industries ensures that all employee payments are fair, timely, and compliant with statutory requirements. Our promotion processes are strictly merit-based, considering performance, skills, and potential, with equal opportunity for all. We remain committed to maintaining transparency and fairness in career advancement and reward practices. We conduct performance reviews for all the employees and provide them with the feedback for improvement.

Complaints and Resolution Mechanism

Enpro Industries maintains a clear, accessible, and confidential complaints and grievance resolution process to ensure all employees can raise concerns without fear of retaliation. The mechanism encourages early informal resolution through dialogue with immediate supervisors and provides a formal process for written complaints when necessary.

Key features include:

- Confidential reporting channels allowing employees to report issues safely, including via HR or designated grievance officers.

- A fair and impartial investigation conducted by trained personnel or a Grievance Redressal Committee, ensuring all parties are heard.
- Timely resolution within a defined timeframe, with documented outcomes communicated transparently to the complainant.
- Assurance of non-retaliation and protection of complainants throughout the process.
- Regular training and awareness programs to ensure all employees understand the complaint process, their rights, and responsibilities.

This robust mechanism supports a respectful and safe workplace, enabling prompt identification and resolution of concerns while fostering trust and transparency.

Supply Chain Stewardship

At Enpro Industries, we view our suppliers as strategic partners in driving sustainable growth. Our Supply Chain Management (SCM) framework is structured around *Commodity and Product Categories*, enabling a systematic and comprehensive approach to procurement, supplier engagement, and performance management.

We conduct regular risk assessments to identify and mitigate business risks across our supply chain. Emphasis is placed on safety, quality, compliance, and ethics at every stage. All contractors, subcontractors, and their personnel are required to meet the same rigorous safety standards as our employees, including participating in comprehensive safety training programs.

To ensure continuous improvement, our teams carry out regular supplier site visits and audits. Any gaps or non-conformities identified are addressed promptly through corrective action plans and preventive measures, developed collaboratively with our suppliers and contractors.

Supplier performance is evaluated using an exhaustive assessment framework aligned to ISO 9001, ISO 14001, and ISO 45001 standards. This process measures key criteria such as quality, delivery, responsiveness, and sustainability practices, ensuring that every supplier meets Enpro's high expectations.

Ethical responsibility remains at the forefront of our SCM practices. We strictly prohibit child labour, enforce adherence to all legal and regulatory requirements, and ensure compliance with minimum wage standards. In addition, we integrate environmental stewardship into our supplier evaluations, conducting detailed environmental assessments. We are pleased to report that no negative environmental impacts have been associated with our supply chain operations in FY 2025.

Through these measures, Enpro ensures that its supply chain remains resilient, responsible, and future-ready—supporting our mission to deliver excellence while upholding our commitment to sustainability, safety, and ethical practices.

Responsible Business

Corporate Code of Conduct

At Enpro Industries, we uphold a governance framework that reflects our unwavering commitment to transparency, ethical conduct, and accountability in all aspects of our business. Our decision-making processes are structured to align with internationally recognised governance principles and the expectations of our stakeholders.

Our highest governance body provides strategic direction while ensuring that corporate objectives are achieved in a responsible and sustainable manner. We have clearly defined roles and responsibilities at each leadership level and ensure that decisions are guided by fairness, integrity, and the long-term interests of the company and its stakeholders.

Our Code of Conduct applies to all employees, management, and representatives of Enpro Industries. It sets clear expectations regarding ethical behaviour, compliance with laws, respect for diversity, and responsibility in business dealings. Regular awareness sessions and training ensure that our people understand and uphold these values in their daily work.

Through these robust governance practices, Enpro Industries continues to build a culture of responsibility, trust, and sustainable growth, ensuring that our operations remain aligned with our core values and long-term organisational vision.

The Board

Enpro Industries is guided by a distinguished Board of Directors, comprising accomplished industry leaders with diverse expertise, proven leadership, and in-depth knowledge of our operating sectors. The Board brings together a balanced mix of strategic insight, operational experience, financial acumen, and a commitment to ethical business practices. Together, they provide the vision and oversight necessary to steer Enpro toward sustainable growth while safeguarding stakeholder interests.

Strategic Review

In FY 2024-25, the Board reaffirmed Enpro's vision, mission, and core values, providing strategic direction to position the company for the future. The updated strategic roadmap focuses on accelerating growth, strengthening market leadership, enhancing operational efficiency, and fully developing the potential of our people. ESG priorities remain a central consideration, ensuring that sustainability, social responsibility, and good governance are embedded into Enpro's long-term objectives.

Review Process

To maintain alignment with our strategic goals, Enpro follows a structured annual strategic review process. Each year, a dedicated one-day onsite Board meeting is convened for an in-depth discussion of strategic issues, market trends, opportunities, and potential risks. ESG-related considerations form an integral part of these deliberations.

Following this session, each functional department revises and aligns its individual strategic plans with the overall corporate roadmap. This ongoing alignment process ensures that all business units operate cohesively, enabling Enpro to effectively capture emerging opportunities, anticipate challenges, and deliver sustainable value to all stakeholders

Governance Policies and Corporate Integrity

At Enpro Industries, our governance framework is built on transparency, accountability, and corporate integrity, ensuring that every decision upholds the trust placed in us by our stakeholders. We maintain well-defined, documented policies and frameworks that guide ethical behaviour, ensure compliance, and strengthen organisational resilience. These are reviewed and updated periodically to reflect evolving regulations, industry best practices, and our own growth ambitions.

Core Governance Policies

Our governance system is supported by key policy instruments, including:

- *Board Charter* – Clearly defines the roles, responsibilities, and authority of the Board of Directors, enabling effective oversight and strategic guidance.
- *Anti-Corruption Policy* – Establishes a strict zero-tolerance approach to bribery and corruption, ensuring fair and transparent business practices throughout our value chain.
- *Whistleblower & Vigil Mechanism* – Provides confidential and secure channels for employees and stakeholders to raise concerns without fear of retaliation, supporting a safe and transparent reporting culture.
- *Stakeholder Engagement & Compliance Frameworks* – Ensure inclusive decision-making, proactive compliance management, and alignment with regulatory and ethical expectations.
- *Integrated Management System (IMS) Policy* – Aligns quality, environmental, health & safety standards into a unified framework to drive continuous improvement and operational excellence.
- *Social Accountability (SA) Policy* – Reinforces our commitment to ethical labor practices, human rights, and fair working conditions across our operations and supply chain.
- *POSH Policy (Prevention of Sexual Harassment)* – Promotes a safe, respectful, and inclusive workplace by preventing and addressing any form of harassment.
- *Code of Conduct* – Establishes the principles of ethical business conduct, integrity, and professionalism expected from all employees and stakeholders.

Corporate Integrity Commitment

Corporate integrity is at the heart of how we conduct business. Guided by our Ethics & Integrity Policy, we are committed to acting with honesty, fairness, and responsibility in all interactions. This means:

- Conducting business in good faith and avoiding any conflicts of interest.
- Being truthful and transparent in communications and reporting.
- Respecting diversity, human rights, and the dignity of every individual we work with.
- Holding ourselves accountable and taking corrective action where standards are not met.

Our corporate integrity culture is reinforced through regular awareness sessions and onboarding programs, ensuring that every employee clearly understands their ethical responsibilities from day one.

Recognition of Excellence

Enpro Industries has been recognized for its excellence in various domains, reflecting its commitment to quality, innovation, and ethical practices. Below is a summary of the prestigious awards received and their significance:

Great Place to Work

- *Award Description:* Enpro Industries has been certified as a Great Place to Work, a globally recognized accolade that acknowledges organizations with outstanding workplace culture and employee satisfaction.
- *Importance:* This certification highlights Enpro's dedication to fostering a positive, inclusive, and supportive work environment. It underscores the company's focus on employee well-being, trust, and collaboration, which contribute to high performance and retention, ultimately benefiting customer satisfaction and business success.

MCCIA Award for Best Family-Business Practices

- *Award Description:* Conferred by the Maharashtra Chamber of Commerce, Industries and Agriculture (MCCIA), this award recognizes Enpro's exemplary practices as a family-run business.
- *Importance:* The award signifies Enpro's ability to balance tradition with professional management, ensuring sustainable growth and strong governance. It reflects the company's commitment to ethical business practices and long-term vision, which strengthens stakeholder trust and operational resilience.

Gold Award at QCFI for Environment Initiative

- *Award Description:* Enpro received the Gold Award from the Quality Circle Forum of India (QCFI) for its outstanding environmental initiatives.

- *Importance:* This accolade highlights Enpro’s leadership in environmental sustainability, showcasing its efforts to implement eco-friendly practices in its operations. It demonstrates the company’s responsibility towards reducing environmental impact, aligning with global sustainability goals and enhancing its reputation as a socially responsible organization.

Silver Award at QCFI in Kaizen Competition

- *Award Description:* Enpro was honored with the Silver Award by QCFI in the Kaizen competition, recognizing its continuous improvement initiatives.
- *Importance:* This award underscores Enpro’s commitment to the Kaizen philosophy of incremental improvements in processes, quality, and efficiency. It reflects the company’s culture of innovation and operational excellence, which drives productivity and customer satisfaction.

Net Zero Accelerator Award

- *Award Description:* Enpro was recognized with the Net Zero Accelerator Award by the ISHRAE Pune Chapter for its efforts in advancing towards net-zero carbon emissions.
- *Importance:* This award signifies Enpro’s proactive steps in combating climate change by adopting sustainable practices and reducing its carbon footprint. It positions the company as a forward-thinking leader in the global transition to a low-carbon economy, enhancing its credibility among environmentally conscious stakeholders.

These awards collectively showcase Enpro Industries’ holistic approach to excellence, encompassing employee welfare, sustainable practices, continuous improvement, and ethical business operations. They reinforce the company’s mission to deliver value to customers while maintaining a positive impact on society and the environment.

Product Quality and Safety

At Enpro Industries, we are committed to delivering the highest quality mechanical fluid systems and process equipment that meet the most stringent global standards. Our state-of-the-art manufacturing facilities are designed to produce equipment adhering to internationally recognized standards such as API, ASME, ANSI, AD 2000, Standards Australia, Standards New Zealand, UK CA, and UL. Since 2002, we have maintained ISO 9001:2015 certification for quality management, ensuring consistent excellence in our products. Additionally, our ASME ‘U’ Stamp certification since 2008 underscores our expertise in pressure vessel design and manufacture, with approvals from industry leaders like ARAMCO and PDO.

Safety is integral to our operations. We hold ISO 45001:2018 certification for occupational health and safety, reflecting our dedication to maintaining safe working environments and producing safe, reliable equipment. Our Integrated Management System, certified by Bureau Veritas, also includes ISO 14001:2015 for environmental management, ensuring our processes align with sustainable and safe practices. Enpro’s vision emphasizes quality, safety, and continual improvement, supported by a whistle-blower policy that encourages reporting of significant

environmental, safety, or product quality issues, reinforcing our commitment to ethical standards and responsibility toward our community and environment.

Customer Satisfaction

At Enpro, customer satisfaction is the cornerstone of our operations, embodied in our guiding principle: "Customer is King." We ensure every customer is treated with the utmost respect and special attention, which we believe is the primary driver of our success. Our customer-centric teams are dedicated to fostering strong relationships by engaging with clients throughout the entire project lifecycle—from the pre-bid phase to post-order completion. This continuous support helps address needs proactively and deliver tailored solutions.

We pride ourselves on our flexibility, accommodating changes during projects and offering adaptable engineering approaches to meet evolving requirements. This commitment aligns with our broader vision of being a highly profitable, customer-focused company with a global footprint, grounded in high ethical standards, quality commitment, and a drive for continual improvement.

While specific quantitative metrics on customer satisfaction are not detailed in our official statements, our policies emphasize proactive engagement and adaptability as key to building lasting partnerships and ensuring client success.

Risk Management

Enpro Industries employs a comprehensive and evolving enterprise risk management (ERM) framework designed to identify, assess, and mitigate risks across all aspects of our business. Our approach is integrated into strategic planning and operational processes to ensure resilience and sustainable value creation.

Risk Management Framework and Process

Our Board of Directors, through the Audit and Risk Management Committee, oversees the ERM process, ensuring alignment with Enpro's long-term vision and sustainability objectives. Management is responsible for executing day-to-day risk identification and mitigation and regularly reports on risk status to the Board.

We conduct thorough risk assessments annually, incorporating inputs from multiple stakeholders to evaluate the severity, likelihood, and velocity of potential risks. Internal audits, scheduled every six months, rigorously evaluate the effectiveness of identified risk controls and management strategies.

Onsite Emergency Preparedness

As part of our proactive risk response, we maintain detailed onsite emergency preparedness plans addressing diverse scenarios including fire hazards, electrical risks, pandemics, and

environmental contingencies. These plans are regularly reviewed and tested through drills to ensure readiness and continual improvement.

Key Risks and Sustainability-Linked Opportunities

In line with our commitment to sustainability, we identify risks and opportunities that influence our business and environmental footprint. Key focus areas include:

Issues	Risks	Opportunities
Global biofuel alliance	Shifts in energy markets affecting supply chains	Manufacturing support and technology development for biofuel producers
India-Middle East Economic Corridor	Geopolitical and market uncertainties	Expansion of Enpro’s renewable vertical to serve European and Middle Eastern energy needs
Less environment-conscious suppliers	Environmental harm from non-sustainable materials	Partnering with suppliers demonstrating strong sustainability profiles and innovative solutions
Market-related ESG requirements	Evolving customer preferences demanding ESG-compliant services	Implementation of ESG-centric enhancements in processes and systems
Circular Economy	Inefficient resource use and waste management	Waste minimization and cost reduction through efficient resource utilization

50% Tariff on US imports	Increased export costs may affect products going to the USA for installation. However, Enpro's exposure to installations in USA is very small in terms of total revenue (<2%) hence impact on Enpro's business is minimal because of tariffs.	Enpro can explore establishing a manufacturing setup in USA to avoid tariffs and expand its presence in the market.
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We continuously refine our risk strategies and seize opportunities to embed sustainability across our operations, enhancing long-term competitiveness and stakeholder value.

Data Governance and Security

Enpro Industries places the highest priority on safeguarding the cybersecurity and data privacy of all stakeholders. Recognizing the critical importance of protecting personal and sensitive information in today's digital landscape, we maintain a comprehensive data governance framework supported by robust security measures designed to prevent unauthorized access, misuse, disclosure, or destruction of data.

Enhanced Cybersecurity Measures

In 2023, we implemented **KnowBe4**, a leading IT security platform that represents a significant advancement in our cybersecurity posture. KnowBe4 helps manage the ongoing challenge of social engineering and human-related cyber threats by providing:

- Realistic phishing simulations that mimic current attack methods, helping employees recognize and appropriately respond to phishing attempts.
- Extensive security awareness training modules covering topics such as phishing, ransomware, data privacy, and compliance requirements. These modules use interactive videos, quizzes, and gamification to keep users engaged and reinforce best practices.
- Immediate feedback following phishing simulations, turning mistakes into learning opportunities and strengthening employee vigilance.
- Comprehensive reporting and analytics that enable tracking of employee progress, susceptibility trends, and organizational risk exposure.

Fostering a Culture of Cyber Resilience

In January 2023, we launched our first phishing simulation as part of our ongoing effort to cultivate a proactive security culture. This initiative educates employees about the risks posed

by phishing—the leading cause of data breaches globally—and builds their skills to identify and thwart malicious attempts. By continuously training and testing our workforce through KnowBe4, Enpro reduces cybersecurity risks arising from human error and reinforces a resilient organizational defence.

Commitment to Data Privacy and Protection

Our data governance policies are designed to comply with all applicable laws and regulations, ensuring that personal and sensitive information is managed responsibly and transparently. We employ strict access controls, regular audits, and incident response protocols to maintain the integrity and confidentiality of our data assets.

Membership associations

Sr. No.	Membership
1.	Mahratta Chamber of Commerce Industries and Agriculture (MCCIA)
2.	Indo-German Chamber of Commerce
3.	Indo-French Chamber of Commerce

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