ELGi®

Always Better.

ESG

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2024-25

TABLE OF CONTENTS

Leadership Message 04

Assurance Statement 06

About Us 10
- Sustainability Highlights
- Certifications
- Memberships and Associations

About the Report 14
- Reporting Boundary

Stakeholder Engagement & Materiality 16
- Materiality Assessment

Tracking our ESG Commitments 19

Sustainable Business 23

25

Always Responsible

- ELGi's Contribution to Sustainable Development Goals (SDGs)
- Resource-Neutral Operations
  - Energy & Emissions
  - Water
  - Waste
- Product Stewardship

47

Always Reliable

- Human Rights, Child, and Forced Labour
- Talent Management
- Learning and Development
- Diversity and Inclusion
- Employee Wellbeing
- Occupational Health and Safety
- Community Engagement

69

Always Resilient

- Governance at ELGi
- Building a Resilient Supply Chain
- Information Security
- Customer Centricity at the Core of ELGi's Philosophy

81

Way Forward

82

GRI Index

Leadership Message

Dr. Jairam Varadaraj

Managing Director

As global demands for environmental sustainability become increasingly urgent, there is a greater responsibility on the air compressor industry to devise solutions that support energy efficiency and goals of emissions reduction. As a key global air compression solutions player, ELGi shoulders a considerable onus to help our customers advance their sustainability commitments while concurrently progressing on our own ESG journey.

Being Always Responsible is foundational to our ESG strategy and is a powerful driver of our efforts toward enhanced environmental and product stewardship. Aligning with this core tenet, we introduced a pioneering compressed air stabilization technology this year. A product of ElGi's innovation, the STABILISOR system is set to revolutionize the way air compressors operate.

By dynamically balancing airflow demands, the STABILISOR system reduces energy losses and extends equipment lifespan, improving overall system reliability. Its precision-engineered approach ensures energy efficiency for our customers, offering up to 15% energy savings, and supports their sustainability endeavors. This launch marks an important milestone in our customers' and ELGi's ambitions to grow as sustainable businesses.

Simultaneously, we have remained focused on achieving the environmental goals set for 2030. To this end, we continue to work to reduce emissions with expanded use of renewable energy and IoT-based energy management systems. Resource neutrality is also a priority for the company, with considerable emphasis on embedding the principles of a circular economy in our operations with respect to water management and waste disposal. Notably, waste generated from our processes is increasingly converted into construction material, supporting responsible waste and resource management and community development initiatives.

On the people front, ELGi's endeavors towards being Always Reliable have seen us improve the gender balance in our workforce with an increased number of roles earmarked for women across our Indian operations. Moreover, we continued to emphasize the professional development of our people, implementing programs to equip emerging leaders with the requisite capabilities and preparing our teams to navigate dynamic technology and business landscapes to propel ELGi forward.

Beyond the organization, the ELGi School continues to serve as a doorway for underprivileged students to access high-quality education, setting them on the path to an improved quality of life. Several strategic initiatives have been rolled out to improve students' academic performance, ensuring that those at differing capabilities receive focused attention to help them progress. Alongside this, the development of the school's faculty has also been prioritized, with capacity-building initiatives in different areas.

Additionally, ELGi's longstanding concern for health and wellness was expressed in several sporting events, notably the Coimbatore Marathon, which we have supported for over a decade. The 12th edition of the event attracted over 21,000 participants, and the funds raised through it went to the Coimbatore Cancer Foundation.

Customer centricity is pivotal to ELGi's third sustainability pillar, Always Resilient. Our commitment to delivering technologically advanced compressed air solutions, accompanied by high levels of reliability, product customization, and responsive service, drives long-term partnerships and operational efficiency. This year, ELGi's customer-centric approach has enabled customers to meet stringent air quality standards and advance their sustainability endeavors.

At home, initiatives to drive our sustainability agenda forward include our supply partners, with over 30 of them having formulated ESG roadmaps in their own businesses. Beyond this, we continue to emphasize information security in the interest of business continuity, fulfilling compliance requirements, and upholding the confidence of our customers, employees, and other stakeholders.

The details of our ESG journey in FY 2024-25 are presented in our fourth annual ESG Report, on which Price Waterhouse Chartered Accountants LLP has provided Limited Assurance. This report highlights advancements that matter most to our business and stakeholders. ELGi's progress has been possible with the unstinting support and collaboration of our many stakeholders, to whom I would like to express deep gratitude.

As we progress as a responsible corporation, I look forward to the continued support and cooperation of all our stakeholders and contributing to a sustainable world together.

Best wishes,

Dr. Jairam Varadaraj
Managing Director

Assurance Statement

1

Independent Practitioner's Limited Assurance Report on Identified Sustainability Information in ELGi Equipments Limited's Environmental, Social and Governance Report

To the Board of Directors of ELGi Equipments Limited

We have undertaken to perform a limited assurance engagement for ELGi Equipments Limited (the "Company") vide our Engagement Letter dated February 17, 2025 in respect of the agreed Sustainability Information referred in "Identified Sustainability Information" paragraph below (the "Identified Sustainability Information") in accordance with the Criteria stated in the "Criteria" paragraph below. The Identified Sustainability Information is included in the "GRI Content Index" section in the Environmental, Social and Governance Report (the "ESG Report") of the Company for the financial year ended March 31, 2025.

This engagement was conducted by a team comprising assurance practitioners and environment experts.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended March 31, 2025, is summarised in Appendix 1 to this report.

Our limited assurance engagement was only with respect to the Identified Sustainability Information included in the ESG Report of the Company for the financial year ended March 31, 2025.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information in the GRI Content Index for inclusion in the ESG Report is the Global Reporting Initiatives Standards ("GRI Standards") as set out under Appendix 1 to this report (the "Criteria").

Management's Responsibilities

The Company's Management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the ESG Report and measurement of Identified Sustainability Information, which are free from material misstatement, whether due to fraud or error.

Price Waterhouse Chartered Accountants LLP, 7th & 10th Floor, Menon Eternity, No. 165, St Mary's Road. Alwarpet, Chennai - 600 018
T: +91 (44) 42285000 / 42285200, F: +91 (44) 42285100

Registered office and Head Office: Sucheta Bhawan, 11A Vishnu Digambar Marg, New Delhi – 110002

Price Waterhouse (a Partnership Firm) Converted into Price Waterhouse Chartered Accountants LLP (a Limited Liability Partnership with LLP identity no: LLPINAAC-5001) with effect from July 25, 2014. Post its conversion to Price Waterhouse Chartered Accountants LLP, its ICAI registration number is 012754N/N500016 (ICAI registration number before conversion was 012754N)

Inherent limitations in Preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Green House Gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factor and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India ("ICAI") and the International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code") issued by the International Ethics Standard Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the "Firm") applies Standard on Quality Control 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", the International Standard on Quality Management ("ISQM") 1 "Quality Management for Firms that perform Audits or Reviews of Financials Statements, or Other Assurance or Related Services Engagements" and ISQM 2 "Engagement Quality reviews", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner's Responsibilities

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our limited assurance engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information" and the Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements", both issued by the Sustainability Reporting Standards Board of the ICAI and the International Standard on Assurance Engagement ("ISAE") 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements", both issued by the International Auditing and Assurance Standards Board (collectively referred to as "the Standards"). These Standards require that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures referred above, we:

- Obtained an understanding of the Identified Sustainability Indicators and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurement of the Identified Sustainability Indicators.

- Made enquiries of the Company's Management, including the various teams such as Sustainability team, Environment Social Governance team, Human Resources team, etc., and those with responsibility for managing the Company's ESG Report.
- Obtained an understanding and performed an evaluation of the key systems and processes for managing, recording and reporting of the Identified Sustainability Indicators including at the manufacturing facilities and the corporate office visited by us. This did not include testing of the design and operating effectiveness of the management systems and controls.
- Checked the consolidation for various manufacturing facilities and offices, including the corporate office, under the reporting boundary (as mentioned in the ESG Report) for ensuring the completeness of data being reported.
- Performed limited substantive testing on a selective basis of the Identified Sustainability Indicators to verify that data had been appropriately measured with underlying documents recorded, collated and reported. This included assessing records and performing testing including recalculation of sample data.
- Assessed the level of adherence to GRI Standards, 2021 followed in preparing the Identified Sustainability Indicators in the ESG Report.
- Assessed the ESG Report for detecting, on a test check basis, any major anomalies between the information reported in the ESG Report on performance with respect to Identified Sustainability Indicators and relevant source data/information.
- Obtained representations from Company's Management.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information has been prepared, in all material respects, in accordance with the Criteria.

Exclusions

Our limited assurance scope excludes the following and, therefore, we do not express a conclusion on the same:

- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1.
- Aspects of the ESG Report and data/information (qualitative or quantitative) included in the ESG Report other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., April 1, 2024 to March 31, 2025.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/or data.

Limited Assurance Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information summarised in Appendix 1 and included in the ESG Report for the financial year ended March 31, 2025, is not prepared, in all material respects, in accordance with the Criteria specified in the "Criteria" section of our report.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are the subject of this report, will extend any duty of care we may have in our capacity as auditor of the Company.

This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to assist the Company in reporting Company's sustainability performance and activities, and for publishing in the ESG report which will be published on the Company's website. Our report should not be used for any other purpose or by any person other than the addressee of our report. Price Waterhouse Chartered Accountants LLP does not accept or assume any liability or any duty of care for any other purpose or to any person other than the Company.

For **Price Waterhouse Chartered Accountants LLP**

Firm Registration Number: 012754N/N500016

Arun Kumar R
Partner
Membership Number: 211867
UDIN: 25211867BMOPRV2353

Place: Chennai
Date: July 17, 2025

Appendix 1

Identified Sustainability Information

S. No.	GRI Indicator Reference	Indicator Description
1	302-1	Energy consumption within the organisation
2	303-3	Water withdrawal
3	303-4	Water discharge
4	303-5	Water consumption
5	305-1	Direct (Scope 1) GHG emissions
6	305-2	Energy indirect (Scope 2) GHG emissions
7	306-3	Waste generated
8	306-4	Waste diverted from disposal
9	306-5	Waste directed to disposal
10	401-1	New employee hires and employee turnover
11	403-8	Workers covered by an occupational health and safety management system
12	403-9	Work-related injuries
13	404-1	Average hours of training per year per employee
14	405-1	Diversity of governance bodies and employees

About Us

2

ELGi is recognized as a leading global player in the air compressor solutions industry, dedicated to advancing innovation across all facets of its operations. Our company comprises a rich legacy that began in Coimbatore 64 years ago, and ELGi has since expanded its international footprint with manufacturing facilities in three countries and a market presence in 28 nations, serving customers across 120 regions. Supported by a robust network of over 400 distributors and a talented workforce of more than 2,000 employees, we deliver customized air compression solutions to a diverse array of industries, including manufacturing, construction, pharmaceuticals, textiles, food and beverage, and automotive.

Central to ELGi's mission is the principle of *AlwaysBetter*, which guides our commitment to exceptional design and production standards, as well as our focus on achieving the highest levels of customer satisfaction. This promise is reflected in the extensive installations of ELGi products around the globe. The *AlwaysBetter* ethos extends beyond product excellence; it embodies our dedication to ethical governance, environmental sustainability, and the creation of enduring value for all stakeholders connected to our company.

Sustainability Highlights

Always Responsible

- ELGi avoided 4,665 tonnes of CO_2e emissions in FY 2024–25 by expanding renewable energy usage, including wind and solar. The company also introduced CNG and electric fleet vehicles and undertook tree plantation drives to support carbon sequestration and biodiversity restoration.
- ELGi installed energy-efficient IE5 motors, optimized HVAC systems, and implemented a real-time Online Energy Monitoring System to drive power savings across its operations. Total renewable electricity consumption was 23,092 GJ, accounting for a significant share of energy use.
- ELGi diverted over 2591 tons of waste from landfills, with 1726 tons of non-hazardous waste recycled. Additionally, 133 tons of foundry waste sand were repurposed into construction blocks, showcasing the company's strong circular economy model.
- Through its "Children's Urban Forest" initiative and local partnerships, ELGi undertook plantation drives with over 2,000 trees, promoting green urban spaces and local biodiversity. The ELGi School also participated in nature awareness programs like Siruthuli's Nurture Nature Camp.
- ELGi advanced its commitment to sustainable industrial development through the launch of the STABILISOR, and an energy-efficient air dryer. The company also introduced high-performance compressor lines such as the EG 110SP and EG Super Premium Series, equipped with integrated heat recovery systems. Complementing these innovations, initiatives like Technology Day and strategic partnerships in vacuum systems contributed to strengthening resilient and sustainable industrial infrastructure.
- ELGi continued its efforts to promote responsible water stewardship by harvesting 2,870 KL of rainwater across its facilities and optimizing usage through the deployment of sensor-based taps. The company also adopted the Johkasou decentralized wastewater treatment system, enabling the reuse of treated water for landscape irrigation. These initiatives collectively support ELGi's pursuit of a Zero Liquid Discharge (ZLD) environment.

Always Reliable

- Project Stellar, a flagship initiative by ELGi School, is set to launch its first cohort in June 2025, offering 100% free, high-quality education to exceptionally talented children from economically disadvantaged urban households—empowering them with academic excellence, life skills, and a pathway to top-tier careers.
- ELGi has partnered with Olympic Gold Quest (OGQ) to support India's aspiring Olympic and para-athletes by providing access to elite training, top-notch equipment, and global competition opportunities, aiming to nurture future champions.
- ELGi is committed to creating a safe, inclusive, and growth-driven workplace, with a goal to achieve zero Lost Time Injury Frequency Rate (LTIFR) by 2026–2027. We've already reduced our LTIFR to 0.757 through proactive safety measures and continue to make strong progress.
- In a strong push toward greater gender diversity, ELGi has designated 29 roles across its India operations this year exclusively for women, fostering a more balanced and inclusive workforce.

Always Resilient

- ELGi's ESG governance framework ensures sustainability is embedded in daily decisions, with clear accountability and alignment between strategy and operations.
- ELGi is building a resilient, ethical, and sustainable supply chain through strong ESG integration—90% of our procurement spend aligns with our Supplier Code of Conduct, and 269 suppliers have launched their own ESG initiatives, reflecting our shared commitment to responsible growth.
- ELGi has achieved ISO/IEC 27001 certification, demonstrating its strong commitment to information security through rigorous risk management, continuous monitoring, and a company-wide culture of cybersecurity—safeguarding data and ensuring business continuity in a digital world. We are in the process of upgrading the same to 2022.

Certifications

- **ISO 9001:2015**: Quality management system for design and manufacture of air compressors and wipers used in railways, across all operations.
- **ISO 14001:2015**: Environmental management system for sustainable practices, across all operations except Motor Plant.
- **ISO 45001:2018**: Occupational health and safety management system for ensuring workplace safety, across all operations except Motor Plant.
- ELGi has achieved **ISO 50001:2018** certification for energy management in air compressor parts manufacturing at its Air Centre Plant (ACP) and Foundry Division.
- The company also holds **ISO 22000:2018** certification for air compressors used in the food industry, specifically at the Singanallur Head Office.
- **ISO 27001:2013**: Information Security Management System has been implemented to ensure data protection across all operations.
- ELGi has green product certifications for its EN (10 products) and EG (18 products) series, covering operations at various facilities including:
  - Compressor Centre Plant (CCP)
  - Head Office
  - Pressure Vessel Division (PVD)
  - Air Centre Plant (ACP)
  - Foundry Plant

ISO 9001:2015

Quality management system for design and manufacture of air compressors and wipers used in railways, across all operations.

ISO 14001:2015

Environmental management system for sustainable practices, across all operations except Motor plant.

ISO 45001:2018

Occupational health and safety management system for ensuring workplace safety, across all operations except Motor plant.

ISO 50001:2018

ELGi has achieved ISO 50001:2018 certification for energy management in air compressor parts manufacturing at its Air Centre Plant (ACP) and Foundry Division.

ISO 22000:2018

The company holds ISO 22000:2018 certification for food-industry air Compressors at its Singanallur Head Office.

ISO 27001:2013

Information Security Management System has been implemented to ensure data protection across all operations.

Memberships and Associations

01 Indo-Australian Chamber of Commerce

02 India-Asia Srilanka Chamber of Commerce and Industry

03 Indo-German Chamber of Commerce and Industry

04 Indo-Italian Chamber of Commerce and Industry

05 Indian Chamber of Commerce and Industry

06 Confederation of Indian Industry (CII)

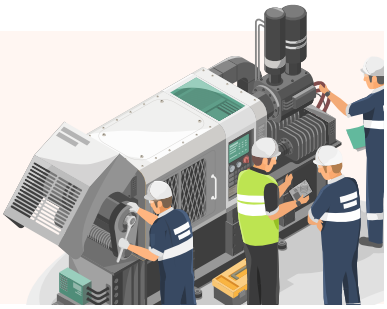
About the Report

3

We are pleased to present ELGi's fourth annual ESG Report, detailing our performance in environmental, social, and economic aspects. This report covers the financial year from April 1, 2024, to March 31, 2025. It has been crafted with reference to with the Global Reporting Initiative (GRI) Standards, ensuring transparency and accountability. For your convenience, a GRI Content Index is provided at the conclusion of the report.

Reporting Boundary

The scope of this report includes ELGi's manufacturing operations based in India. However, due to the differing boundaries for social and environmental disclosures, these aspects are presented separately in the table below. This table also provides a rationale for the inclusions and exclusions made in the reporting process.

Indicator	Environment	Social 
Reporting Boundary	ELGi operates five manufacturing facilities, which are as follows: ▪ Air Centre Plant (ACP) ▪ Motor Plant ▪ Foundry Plant ▪ Pressure Vessel Division (PVD) Plant ▪ Compressor Centre Plant (CCP), including the Head Office	The total headcount of ELGi in India encompasses employees across all manufacturing facilities as well as those working in the corporate office, sales offices and branches.
Rationale	The five manufacturing facilities play a crucial role in ELGi's overall energy consumption, carbon emissions, water usage, and waste generation in India. These facilities are significant contributors to the company's environmental impact metrics.	ELGi's manufacturing facilities and offices are included within the reporting boundary, as the company's policies, training programs, and employee benefits apply uniformly to all staff, regardless of their location.

Data Management

An in-depth analysis of internal data sources was carried out to verify the accuracy and dependability of the information provided in this report. This process included routine reviews, detailed inspection of audit trails, careful evaluation of assumptions, and the consistent application of conversion factors to ensure data integrity.

Approach to Materiality

Our approach to sustainability is driven by the need to address critical issues that are fundamental to creating lasting value for our stakeholders and the organization. These focus areas have been shaped through meaningful stakeholder dialogue and an in-depth examination of current market dynamics.

We value your feedback and are happy to address any questions you may have regarding this ESG Report.

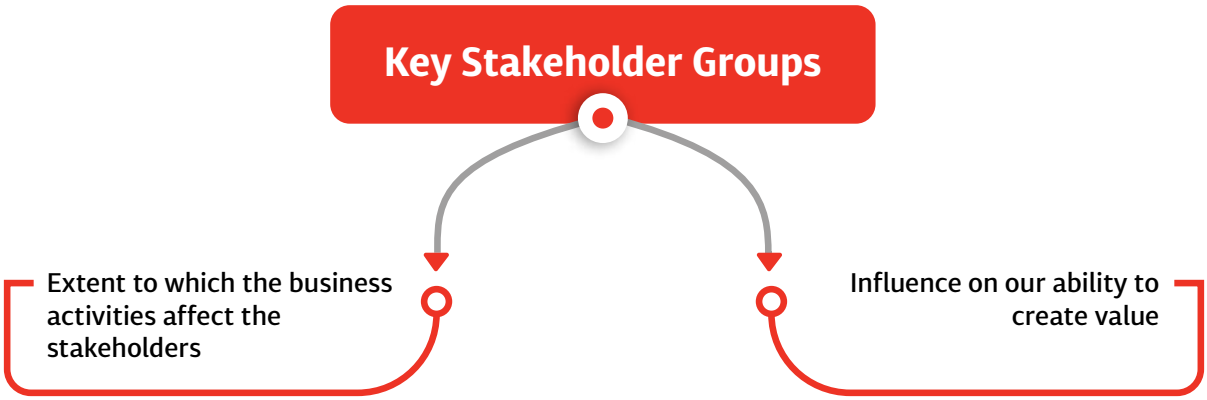
You can contact us at: ESG@elgi.com

Stakeholder Engagement & Materiality

4

Understanding and responding to stakeholder concerns and expectations is fundamental to our business and ESG strategy. We maintain active engagement with a broad spectrum of stakeholders through various channels, fostering open and two-way communication. Their feedback plays a vital role in guiding our efforts to grow and manage the business responsibly anchored in transparency, accountability, and integrity.

We have identified our key stakeholder groups based on two main criteria: the extent to which our business activities affect them, and the influence they have on our ability to create value.



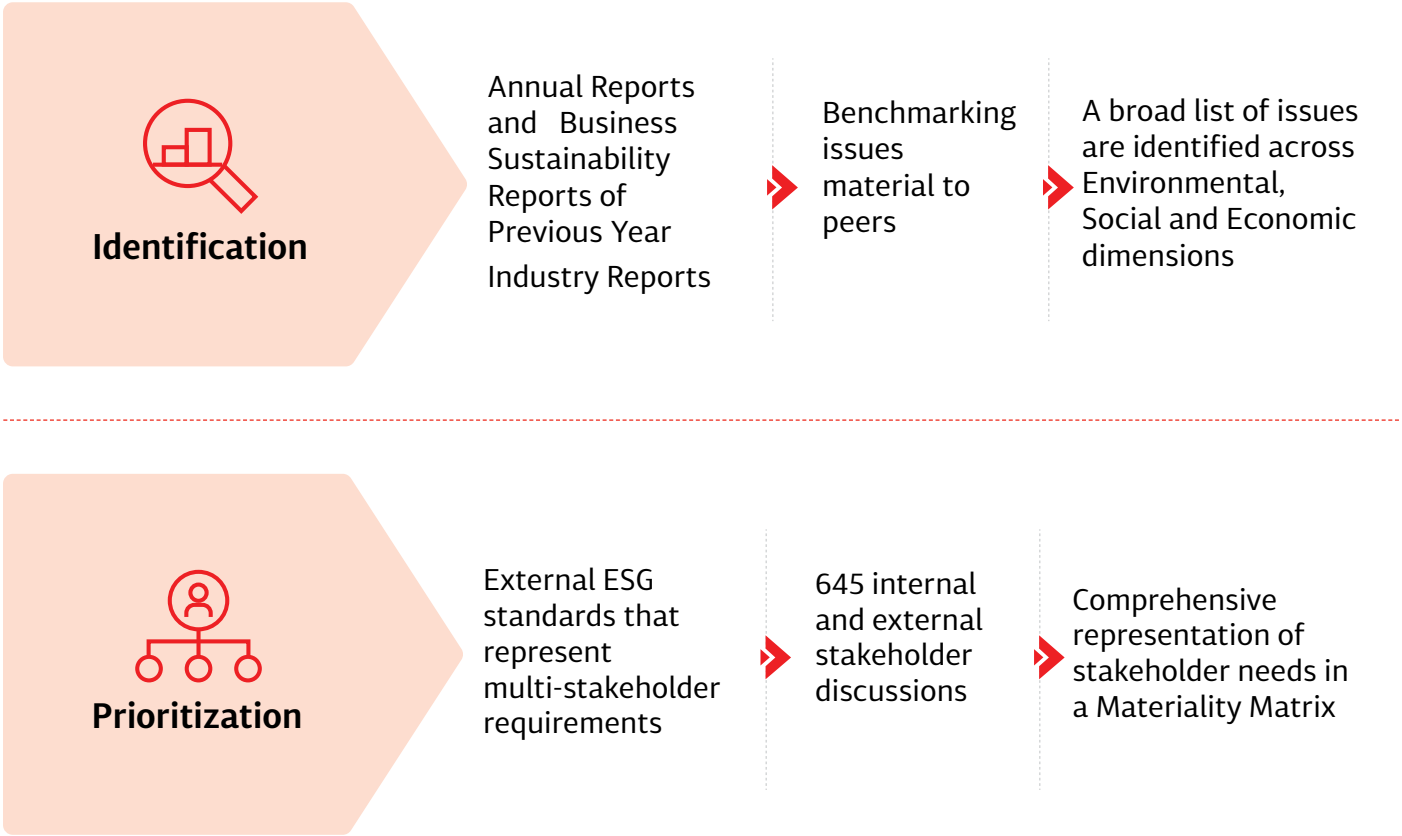
Stakeholder group	Engagement channels	Main concerns and topics
Employees	▪ Internal communication channels including digital platforms ▪ Skill development programs ▪ Global employee engagement initiatives	▪ Continuous value creation ▪ Fulfilment of company's vision and working towards a better quality of life ▪ Professional capacity building ▪ Talent attraction and retention
Customers	▪ Digital platforms and applications to enhance customer experience ▪ In-person engagement ▪ Reference installation ▪ Feedback mechanisms	▪ Product and service quality ▪ Complaint resolution ▪ On-time delivery ▪ Product safety
Dealerships and Distributors	▪ Dealer meets/conferences ▪ In-person engagement ▪ Digital engagement ▪ Training programs	▪ Achieving business targets and objectives ▪ Continuous strengthening of ELGi brand ▪ Capacity/capability building
Supply partners	▪ Supplier Meet/Conferences ▪ Supplier Visits ▪ Supplier Portal	▪ Ethical business practices ▪ Sourcing aligned with Sustainable Sourcing Plan ▪ Capability and capacity building

Stakeholder group	Engagement channels	Main concerns and topics
Local Communities	▪ Corporate Social Responsibility initiatives	▪ Enhanced quality of life via improved access to healthcare, education, and skill development ▪ Disaster relief (as required)
NGO partners	▪ Corporate Social Responsibility initiatives	▪ Capacity enhancement ▪ Achieving CSR objectives
Investors	▪ Press releases and publications ▪ Investor conferences ▪ Annual General Meeting ▪ Stock Exchange announcement	▪ Financial performance ▪ Business updates ▪ Growth plans ▪ ESG performance
Regulators	▪ Mandatory compliance reports	▪ Statutory compliance requirements: governance, social, environmental
Banks	▪ In person meetings	▪ Transparent financial transactions ▪ Timely repayment of debt

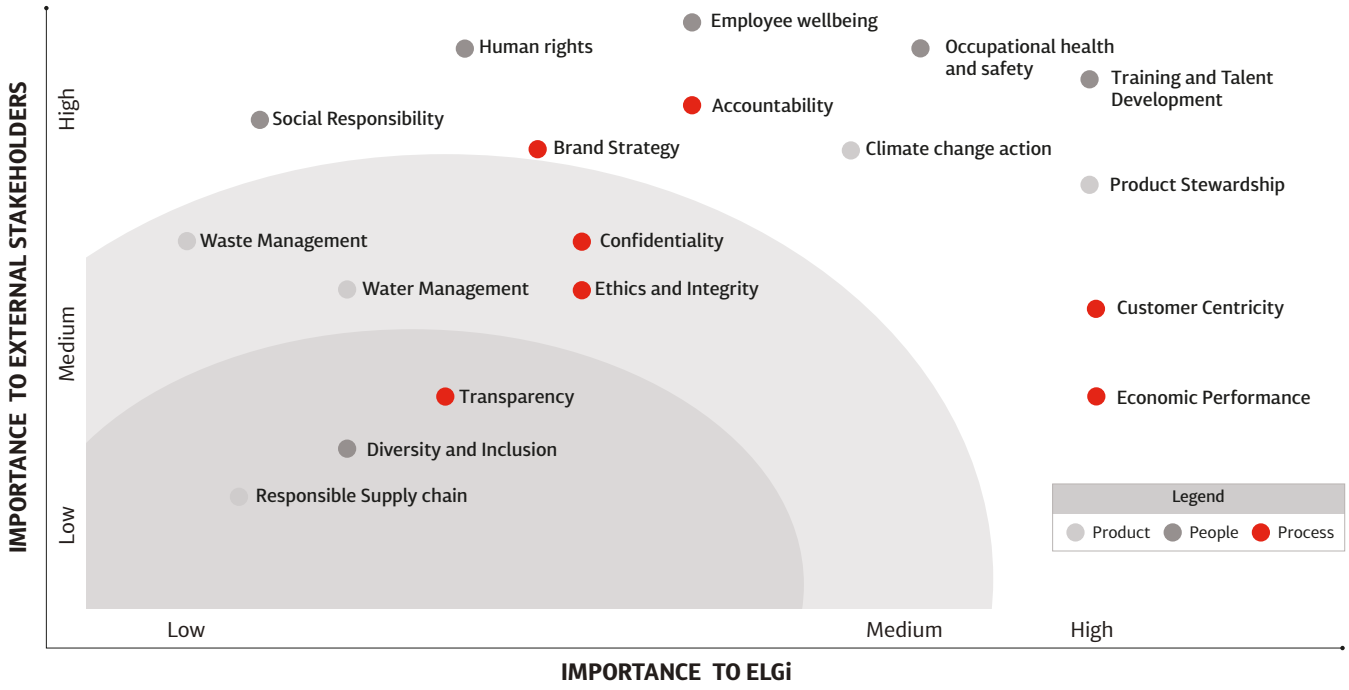
Materiality Assessment

The materiality assessment enables us to identify the ESG factors most relevant to our business and stakeholders. By prioritizing these key areas, we can allocate resources efficiently, align our strategies with stakeholder expectations, and enhance transparency and accountability. This focused approach fosters sustainable growth, builds trust with investors, customers, and the wider community, and supports long-term value creation and resilience.

In the fiscal year 2021–22, we conducted a materiality assessment using a structured two-phase approach. The first phase involved identifying a broad set of potential ESG issues through industry research, peer benchmarking, and stakeholder consultations. In the second phase, these issues were evaluated and prioritized based on their relevance to ELGi's operations and their impact on stakeholder interests. This helped us focus on the most critical areas influencing long-term value creation. The outcome of this evaluation continues to guide our ESG strategy and reporting.



Materiality Map



Tracking our ESG commitments

5

Our strategic approach is rooted in balancing societal advancement and environmental stewardship with our overarching business growth goals. This integrated framework enables us to create long-term, inclusive value for all our stakeholders. As we revisit our progress across the key ESG focus areas, we reflect on the strategic framework we established in 2022. Over the past three years, we have taken deliberate steps to build on this foundation by developing well-defined Key Performance Indicators (KPIs). These KPIs enable us to effectively track and measure the impact of our initiatives, while also providing a clear roadmap for setting specific, actionable goals aligned with our long-term sustainability ambitions. Each KPI is aligned with our broader sustainability roadmap, ensuring that our efforts are focused, accountable, and in line with our ongoing commitment to being *AlwaysBetter*.

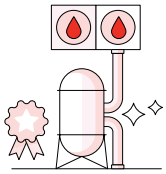
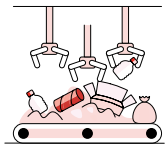
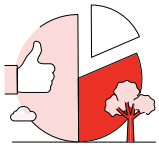
AlwaysBetter is more than a motto—it's the commitment that drives us to raise the bar in sustainability and create meaningful impact.

The following section outlines the pillars of our Sustainability Framework, along with key focus areas, targets, and progress.

Always Responsible

At ELGi, our journey towards resource-neutral operations is guided by ambitious environmental targets and measurable outcomes. We have achieved a 53% reduction in carbon intensity, aligning with our 2026–27 target, demonstrating our commitment to lowering emissions across Scope 1 and 2. Water sustainability is another key focus—our fresh water use has already reduced by 2%, moving us steadily toward our goal of 50% reduction by 2026–27. Circularity is central to our waste management strategy, with landfill waste reduced to 9.56%—well below our target of 20%—reflecting our commitment to minimizing environmental impact.

In parallel, our product stewardship strategy emphasizes efficiency and innovation. We have enhanced the energy efficiency of over 60% of our compressor portfolio by more than 5%, reinforcing our focus on delivering best-in-class performance. To reduce climate impact, we are transitioning to refrigerant solutions with lower global warming potential. In this pursuit, we have reached 69% availability of hydrofluoroolefins (HFO)-based dryers across our product range, launching nine such models this year—an important step towards our 2030 target of 80%. These milestones reflect our sustained efforts to combine environmental responsibility with technological advancement.

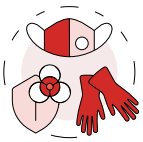
Focus Area	Goals	Targets	Progress Achieved	
Towards Resource Neutral Operations	Moving towards neutrality across scope 1 and 2 emissions, year on year	Reduce carbon intensity by 28% by 2026-27	53% reduction in carbon intensity achieved against a target of 28%	
	Achieving long-term water sustainability through improved water recyclability	Reduce the use of fresh water by 50% by 2026-27	Fresh water use was reduced by 2%	
	Transition towards circularity, by regenerating waste into useful products	Send Zero Foundry Waste Sand to landfill by 2026-27	We have achieved waste landfill of 9.56%	
Product Stewardship – Lead a technology driven transformation	Improve customer experience by manufacturing products that deliver best in class efficiency	Make existing products 5% more energy efficient by 2030	Achieved energy efficiency of more than 5% in across 60% of compressor portfolio	
	Reduce climate impact through lower Global Warming Potential refrigerant options	By 2030, attain 80% of product range availability of HFO based dryers	Aligned with our goal of achieving 80% of product range availability of HFO based dryers, 9 HFO-based dryers, representing 69%, were developed and launched by FY24-25	

Always Reliable

At ELGi, fostering a safe, inclusive, and growth-oriented workplace remains a core priority. Our commitment to safety excellence is reflected in our steady progress toward achieving a zero Lost Time Injury Frequency Rate (LTIFR) by 2026–2027; we have currently achieved 0.757 LTIFR and continue to advance through proactive safety measures. We are fostering a vibrant and engaging workplace culture, achieving a 79% culture survey score in FY 2023–24—surpassing industry benchmarks. Action plans based on employee feedback are underway, with the next survey scheduled for FY 2025–26.

Recognizing the importance of continuous learning, our training programs have delivered 4.1 man-days per employee this year, surpassing our set targets. For our shopfloor workforce, we've identified and addressed upskilling needs, achieving 2.1 training days per employee.

Our governance extends to upholding Human Rights across the organization—100% of our employees have been trained, and we continue to maintain this coverage. We also strive to build a diverse and inclusive workforce, with a focus on increasing female representation in staff roles; our current gender diversity stands at 8%, as we work toward our 2030 goal. Beyond the workplace, we support societal development through education, particularly for economically challenged communities. We track progress across key academic performance indicators and remain committed to increasing the enrollment and academic outcomes of students from low-income families through our school initiatives, sustaining long-term positive impact.

Focus Area	Goals	Targets	Progress Achieved	
Strive for safety excellence in the workplace	Achieve Zero injury culture by fostering a safe and healthy work environment and eliminating adverse occupational health and safety related incidents	To achieve zero LTIFR by 2026-2027	This year we have achieved 0.757 LTIFR and gradually progressing towards achieving our target	
Sustaining an employee centric work culture	Facilitating best in class employee work culture through engagement programs	To sustain and improve culture survey score (industry standard of 73%)	We have surpassed the industry standard and achieved 79% culture survey score in 23-24 and the next survey will be conducted in FY 2025-26	
Equip employees with the knowledge and skills to be #AlwaysBetter	Address the identified training needs of office employees by deploying appropriate training initiatives	Achieve 2x training man-days per employee per year by 2024 basis 2022 level	This year our training man-days per employee per year stands at 4.1 against baseline of 2	
	Equip shop floor employees with identified skill enhancements and support upskilling	To identify areas for reskilling/upskilling for shop floor employees at ELGi	We have identified and trained our shopfloor employees on areas of upskilling and our training man-days stands at 2.1 per employee per year against baseline of 1.25	
Stay committed to Human Rights	To create company-wide awareness and organize Human Rights training programs	100% employees to receive Human Rights training by 2023	We have achieved and aim to sustain 100% training of employees on Human Rights	
Building a diverse and inclusive workforce	Creating a gender diverse workforce at ELGi by ensuring inclusiveness	To achieve 20% women employees in white-collar staff category by 2030	Our white-collar staff category gender diversity is 8%	
Societal development through high-quality education for the economically challenged	Academic development by building competencies that enable higher academic outputs. Increase the proportion of student enrolment from low-income families at ELGi school year on year	Achieve increasing trend in the percentage of total marks scored in the higher secondary board examinations (over a 5-year rolling period)	Progress is currently on track	
		Achieve increasing trend in the percentage of marks scored in each subject in the higher secondary board examinations (over a 5-year rolling period)	Progress is currently on track	
		Sustain increasing trend in the percentage of children supported from low-income families (over a rolling 5-year period)	Project Stellar initiated by ELGi School designed to provide 100% free education to exceptionally talented children from economically disadvantaged urban households in Coimbatore	

Always Resilient

At ELGi, our governance practices are continuously evolving to align with global ESG expectations. We have institutionalized a regular ESG review mechanism through structured Steering Committee meetings, ensuring that sustainability remains a key part of strategic discussions. During FY 2024-25, the Steering Committee met to review ESG progress and align on key priorities for the year ahead. Recognizing the value of external insight, we have put in place a framework to incorporate recommendations from proxy advisors, investors, and analysts, further reinforcing our ESG approach. Our commitment to transparency is reflected in our ongoing efforts to improve ESG scores year on year, with focused initiatives designed to enhance performance in this area. Upholding ethical standards is equally central to our operations. We ensure strict compliance with all applicable laws and regulations, including our anti-bribery and anti-corruption policies, and have maintained a clean record with no material penalties or risks. Additionally, we extend these standards across our value chain by requiring 100% of our identified suppliers to comply with ELGi's Business Code of Conduct, thereby fostering integrity and shared responsibility throughout our supplier network.

Focus Area	Goals	Targets	Progress Achieved	
Inclusive ESG Governance	To formalise and put in place robust ESG review mechanism	To monitor and review ESG performance at regular intervals	We conducted 1 Steering Committee meeting to discuss the ESG progress	
	Create shared ESG value by seeking and acting on feedback from relevant stakeholders	Implement the feedback/ recommendation on E and S aspects from proxy advisors/ investors/analysts	We take feedback from proxy advisors, investors, and analysts seriously and address them as soon as possible. No comments were received during the year	
	Showcase ESG performance through external ratings	To improve ESG ratings/ score year on year	We are continuously striving to implement initiatives that will improve our ESG ratings	
Sustaining an ethical business environment for stake holders	Strengthen and protect the company's reputation and operations by striving for compliance with all applicable laws and regulations including the company's non-bribery, anti- corruption policy	Compliant with all applicable laws to the extent that the company is not exposed to any major penalties or risks	The Company is broadly compliant with applicable laws and there have been no Material risks or penalties to the Company	
	Strengthen shared business values through suppliers' adherence with ELGi's code of conduct	100% suppliers to be compliant with ELGi's business code of conduct	100% identified suppliers have signed ELGi's Business Code of conduct	

Sustainable Business

6

In a world shaped by economic slowdowns and geopolitical instability, sustainability is no longer optional—it is essential for resilience and long-term growth. At ELGi, we have embedded sustainability into every facet of our business, ensuring we are not just adapting to change, but shaping it.

Our journey to "Conquer K-2 (CK2)"—inspired by Mount K2, one of the toughest peaks to climb— is designed to position us among the top three air compressor companies globally. This ambition is fuelled by organic growth, strategic acquisitions, and customer-focused innovation across India, Europe, the USA, and Australia in particular.

As market leaders in India, we are expanding in high-potential sectors like pharmaceuticals, semiconductors, and electronics, maintaining a steady course in the face of global uncertainty.

The CK2 journey represents our 'profit' dimension, measured in three key metrics: Sales: US$ 2 Billion; EBITDA: 20%; ROCE: 50%. While these are ambitious goals, we will work to achieve them through the highest standards of ethical business conduct, and never by taking unethical shortcuts or prioritising short-term financial gains. Therefore, we are committed to evaluating risk with rigor and anchoring every strategy in our core values—ensuring our growth is both significant and sustainable.

At ELGi, we know that transformation is not a milestone—it is a mindset we have nurtured for over 65 years. As we continue toward our CK2 goals, we stand steadfast in leading with innovation, acting with agility, and growing with purpose.

Particulars	2024-25 INR (in million)
Direct Economic Value Generated	
Revenue from operations	20,809
Other income	696
Direct Economic Value Distributed	
Cost of materials consumed	9,127
Purchases of stock-in-trade	2,097
Increase/decrease in inventories	(233)
Employee benefits and expenses	2,315
Finance cost	22
Depreciation and amortisation expenses	359
Other expenses	3,142
Economic Value Retained	
Profit before tax	4,676
Less: Tax expenses	1,175
Profit after tax	3,501

Sustainable Manufacturing Excellence

ELGi Equipments Limited has established itself as a leading enabler of sustainable manufacturing through its advanced compressed air solutions. A recent collaboration with a reputed electronics manufacturer highlights ELGi's critical role in supporting industries on their path toward carbon neutrality. By deploying ELGi's AB 30 Oil-Free Screw Compressors, the manufacturer has achieved contamination-free compressed air—a vital requirement in high-precision electronics production.

This engagement underscores ELGi's commitment to helping customers enhance energy efficiency, minimize downtime, and improve operational reliability. The integration of ELGi's oil-free technology has streamlined production processes and significantly elevated sustainability outcomes in a complex manufacturing environment.

As India's electronics manufacturing sector rapidly scales—projected to reach a market value of $400 billion by 2025—emphasis on clean, reliable, and efficient manufacturing infrastructure has become essential. ELGi's oil-free compressed air systems directly address the industry's stringent demands for zero contamination, consistent air quality, and reliable pressure levels—key factors for maintaining precision and compliance in cleanroom and automated production environments.

Within the manufacturer's state-of-the-art facility, compressed air is a core utility powering a range of processes, from removing microscopic debris and operating environmental testing chambers to enabling precision in packaging, material handling, and pneumatic tooling. ELGi's systems ensure these operations are executed with high reliability and performance consistency.

Further, ELGi's compressed air solutions are vital in advanced processes such as plastic extrusion and automated cutting, where stable pressure and controlled feed rates are critical. By delivering high-efficiency, contamination-free air, ELGi supports innovation, operational stability, and adherence to sustainability goals in modern industrial operations.

Through its customer-focused approach and advanced engineering capabilities, ELGi continues to set benchmarks in sustainable manufacturing. The company serves as a strategic partner for businesses aiming to reduce environmental impact while maintaining uncompromising quality and productivity—solidifying its leadership in environmentally responsible industrial solutions.

Always Responsible

7

Environmental Stewardship at ELGi Equipments Limited

At ELGi Equipments Limited, sustainability is a core priority embedded across its long-term strategy, daily operations, and stakeholder engagement. The company takes a systems-level approach to reducing environmental impact, driving a transition from a linear to a circular economy through reuse, recovery, and innovation. Central to this transformation is ELGi's focus on clean, efficient technologies—like smart compressors and heat recovery systems—that not only lower emissions and enhance productivity but also support customers in meeting their own ESG goals.

Looking ahead, ELGi has set bold environmental targets to reinforce its sustainability goals. By 2027, the company aims to reduce carbon emissions by 28% and cut freshwater consumption by 50% across its operations. These targets are underpinned by a robust implementation strategy that includes expanding renewable energy use, reducing fossil fuel dependence, and deploying intelligent IoT-based energy management systems for real-time efficiency tracking.

This vision of sustainability extends far beyond internal processes. ELGi's 'Always Responsible' mindset permeates its value chain—from sourcing raw materials to delivering end-of-life solutions for its products. The company collaborates closely with suppliers, customers, and partners to elevate environmental standards, share best practices, and drive industry-wide adoption of responsible business practices. It also promotes sustainable behaviours through awareness campaigns and capacity-building initiatives across its ecosystem.

To further support its goals, ELGi places a strong emphasis on environmental risk management and climate resilience. By incorporating sustainability indicators into its core business metrics and

engaging in scenario planning for climate impacts, the company is ensuring it can adapt effectively to emerging environmental challenges. Regular evaluations, audits, and feedback mechanisms help fine-tune strategies and maintain alignment with global sustainability standards.

Transparency and accountability are integral to ELGi's sustainability framework. The company maintains open channels of communication with stakeholders through frequent progress updates, ESG disclosures, and third-party assessments. This helps build trust, track performance against objectives, and identify opportunities for continuous improvement.

Through its comprehensive approach, ELGi is redefining what it means to be a responsible industrial leader. By integrating innovation with environmental action and forging partnerships across sectors, ELGi is not only meeting today's sustainability demands—it is laying the foundation for a resilient, low-impact industrial future that benefits businesses, communities, and the planet alike.

Resource Neutral Operations

ELGi is committed to redefining industrial sustainability by actively pursuing resource neutrality—a strategic vision to balance every unit of energy, water, and material consumed with regenerative, circular, or offsetting actions. This forward-thinking approach underscores ELGi's dedication to decoupling business growth from environmental degradation and establishing itself as a leader in sustainable manufacturing.

A cornerstone of this journey is ELGi's transition to renewable energy. In the reported financial year, the company significantly reduced its carbon footprint, successfully avoiding the release of over 4,665 tonnes of CO_2 equivalent (tCO_2e). This milestone was largely made possible by expanding its reliance on clean energy sources, including solar and wind power, thereby decreasing its dependence on fossil fuel-based grid electricity and enhancing its overall energy resilience.

Water conservation plays an equally pivotal role in ELGi's sustainability strategy. The company has implemented rainwater harvesting systems across its facilities, enabling the capture and reuse of nearly 2,870 kilolitres of rainwater. This initiative not only reduces reliance on external and groundwater sources but also supports ELGi's broader objective of achieving Zero Liquid Discharge (ZLD)—ensuring that all water is either reused or responsibly treated, with minimal environmental impact.

ELGi's commitment to sustainability extends beyond energy and water management to include circular economy practices in waste management. In the past year, the company repurposed approximately 133 tonnes of processed foundry sand, transforming it into value-added materials such as bricks and rubber-based infrastructure products. These efforts have diverted substantial industrial by-products from landfills, reduced demand for virgin raw materials, and contributed to community development initiatives.

Underlying these achievements is a culture of continuous improvement and systemic thinking. ELGi has embedded sustainability into its operational framework through robust internal policies, real-time monitoring mechanisms, and third-party audits to ensure transparency, track progress, and drive accountability. The company understands that resource neutrality is not the result of isolated actions but rather an ongoing, organisation-wide transformation in how resources are valued and managed.

By aligning its sustainability agenda with the UN Sustainable Development Goals (SDGs), ELGi reinforces its commitment to responsible growth and environmental stewardship. As the company integrates energy transition, water reuse, and waste-to-resource conversion into its core operations, resource neutrality remains a guiding benchmark. These efforts not only address stakeholder expectations but also enhance ELGi's resilience and competitiveness—demonstrating that sustainable and profitable growth can go hand in hand.

Energy & Emissions

Energy efficiency is embraced as a strategic imperative at ELGi—one that drives operational excellence and reinforces the company's commitment to environmental stewardship. As the industrial sector transitions toward lower emissions and heightened resource responsibility, ELGi has positioned sustainable energy management as a central pillar of its broader environmental strategy.

Integrating Innovation and Technology for Energy Optimisation

ELGi's commitment to reducing its energy footprint is driven by the adoption of advanced technologies and smart systems. The company has rolled out numerous efficiency-enhancing measures, such as:

- Upgrading to energy-saving LED lighting systems,
- Optimising chiller plant operations for better thermal performance, and
- Replacing traditional IE2 and IE3 motors with cutting-edge IE5 high-efficiency motors.

To ensure continuous improvement, ELGi has also deployed a real-time Online Energy Monitoring System. This platform enables precise tracking and analysis of electricity usage, empowering teams to make data-backed decisions and enhance energy performance across facilities.

Building a Culture of Conscious Consumption

Recognising that technology alone cannot drive transformation, ELGi has cultivated a culture of behavioural responsibility. Employees are consistently engaged through energy awareness campaigns and training programs aimed at promoting mindful energy use. From optimising lighting and ventilation to improving the efficiency of cooling systems, these efforts foster organisation-wide accountability for energy conservation.

Smart Infrastructure and Energy-Efficient Design

ELGi Equipments Limited has prioritized energy efficiency improvements across critical operational areas such as lighting systems, HVAC loads, and shop floor machinery. An external energy audit, conducted in collaboration with the Confederation of Indian Industry (CII), identified actionable opportunities for energy optimization. The company has formulated a comprehensive execution plan based on these insights, with implementation scheduled for the current year.

Accelerating the Shift to Renewable Energy

ELGi has strengthened its renewable energy portfolio by commissioning a 1 MW captive windmill through First Energy 5 Private Limited (FE5PL), a subsidiary of Thermax and one of ELGi's strategic energy partners. This installation, located in Ottapidaram, Thoothukudi District, Tamil Nadu, is expected to generate approximately 27,50,000 kWh of clean electricity annually. Effective from December 2024, the benefits from this project have begun contributing to the company's renewable energy mix.

With this addition, the share of renewable energy in ELGi's overall electricity consumption is at 39%. Despite a rise in total energy consumption—from 1,52,66,787 kWh per year to 1,65,14,438 kWh per year—driven primarily by increased production capacity at the foundry (from 250 to 300 tons of casting per month), the company has maintained a focused approach to decarbonising its energy sources. This initiative marks a significant step forward in ELGi's goal of accelerating the shift to renewable energy and reducing dependency on grid-based fossil fuels.

Recognised Excellence in Energy Management

ELGi Equipments Limited has adopted the ISO 50001 Energy Management System at both its Air Centre and Foundry Plants to enhance energy efficiency and performance. Following this implementation, the Foundry Plant received ISO 50001 certification, demonstrating compliance with internationally recognized standards for energy management. This achievement highlights ELGi's focus on data-driven energy optimization and its alignment with best practices in sustainable industrial operations.

Key Initiatives to Minimize Carbon Emissions

1. Transitioning to Sustainable Energy and Mobility

At the Head Office, ELGi has implemented integrated mechanical generators to facilitate 60 Hz compressor testing. This eliminates the need for diesel-powered generators, enabling the testing of OFSAC and LEPSAC high-capacity compressors using a pure sinewave power source. Additionally, all diesel-operated forklifts are being systematically replaced with electric alternatives, contributing to a significant reduction in fossil fuel dependency and carbon emissions.

2. **Smart Monitoring for Fuel Optimization**

At both the Air Centre Plant (ACP) and Foundry facilities, ELGi has deployed a cloud-based monitoring system to track diesel usage from the main storage tanks to the diesel generator sets. This real-time visibility enables better control and helps optimize fuel consumption, supporting more efficient and sustainable energy management practices.

3. **Transitioning to Cleaner Energy in Heat Processing**

In the Pressure Vessel Division, ELGi is transitioning from an LPG-based oven system to an electrically powered alternative, aiming to eliminate the use of approximately 5 tonnes of LPG per month. This shift not only reduces fossil fuel consumption but also opens the pathway for future integration with renewable energy sources such as wind or solar. Initial trials for the new system have already been conducted.

Nature-Based Solutions for Long-Term Climate Action

In addition to operational efficiencies and clean energy sourcing, ELGi is investing in nature-based solutions to offset residual emissions and support ecosystem restoration. The company has planted 600 trees in areas surrounding its facilities during the year, contributing not only to carbon sequestration but also to local biodiversity and community well-being over the long term.

Key Energy Metrics:

Energy Consumption	FY 2024-25	FY 2023-24	Unit	Source
Diesel	9,557	9,762	GJ	Non-Renewable Sources
LPG	11,781	11,302	GJ	Non-Renewable Sources
Total Fuel Consumption	21,338	21,064	GJ	
Grid electricity consumption	36,330	30,687	GJ	Non-Renewable Sources
Electricity from Solar	18,276	19,277	GJ	Renewable Sources
Electricity from Wind	4,816	4,996	GJ	Renewable Sources
Total Energy Consumption	**80,760**	**76,024**	**GJ**	

Electricity
Consumption

FY 2024-25

59,422 Unit - GJ

FY 2023-24

54,960 Unit - GJ

The table below summarizes the emission share of last two years. It has been estimated using global standards such as GHG Protocol and IPCC emission factors and Central Electricity Authority (CEA) version 20:

Emissions	FY 2024-25	FY 2023-24	Unit
Scope 1	1,456	1,440	tCO_2e
Scope 2	7,340	6,103	tCO_2e
Total	**8,796**	**7,543**	**tCO_2e**

Water

ELGi has made water conservation a central pillar of its sustainability strategy, recognizing the crucial role of water not only for operational efficiency but also for community well-being. To achieve long-term water security and reduce dependency on external water sources, the company has implemented a range of innovative initiatives across its facilities.

Sensor-Based Water Taps Implementation

In FY 2024–25, ELGi undertook a significant step toward reducing water consumption by transitioning conventional water taps to sensor-based taps across its facilities. This automated system minimizes unnecessary water flow by ensuring taps are only activated when needed, thereby contributing to improved water efficiency and supporting the company's broader sustainability goals.

Enhanced Water Monitoring Efficiency

To improve the accuracy and efficiency of water monitoring, ELGi has planned the installation of electromagnetic flow meters. These advanced meters will provide precise real-time data on water consumption and flow patterns, enabling better resource management and facilitating timely decision-making to optimize water usage across operations.

Rainwater Harvesting and Utilization

As part of its rainwater harvesting initiatives, ELGi collected and utilized 2,870 kilolitres (KL) of rainwater at the Air Centre Plant (ACP). Additionally, the company has outlined plans to treat and use approximately 800 KL of harvested rainwater at the Foundry. These measures significantly reduce dependence on external water sources and enhance the company's resilience to water scarcity.

Advancements in Wastewater Management

In FY 2024–25, ELGi made substantial progress in wastewater treatment through the adoption of advanced technologies. At the Head Office, a 60 KL capacity Daiki Axis wastewater treatment system—based on Japanese technology—was procured to produce high-quality treated water. Similarly, a 5 KL Daiki Axis plant was installed at the Motor Plant, reflecting ELGi's ongoing efforts to enhance water recovery and reuse.

Progress Toward Zero Liquid Discharge (ZLD)

ELGi continues to advance toward its goal of achieving Zero Liquid Discharge by recycling treated sewage water for secondary applications. One of the key initiatives involves repurposing treated water for cleaning washrooms, demonstrating the company's commitment to maximizing water reuse and minimizing environmental discharge.

Water Withdrawal by Source:

Water withdrawal by source	FY 2024-25	FY 2023-24	Unit
Surface Water (Rainwater)	2,870	1,947	KL
Ground water	21,658	21,985	KL
Third Party Water (TWAD, purchased water)	23,294	17,132	KL
Total Water Withdrawal	**47,822**	**41,064**	**KL**
Total Water Discharge	**-**	**-**	**KL**
Total Water Consumption	**47,822**	**41,064**	**KL**

The Compressor Centre Plant (CCP), Air Centre Plant (ACP), and Foundry operates in designated water stress area, the water use in these plants are illustrated in the table below:

Water withdrawal by source in water stress area

Surface Water

FY 2024-25	FY 2023-24
2,870	1,947
Unit - KL	Unit - KL

Ground Water

FY 2024-25	FY 2023-24
18,987	19,309
Unit - KL	Unit - KL

Third Party Water (TWAD, purchased water)

FY 2024-25	FY 2023-24
23,089	17,025
Unit - KL	Unit - KL

Total Water Withdrawal

FY 2024-25	FY 2023-24
44,946	38,281
Unit - KL	Unit - KL

Total Water Discharge

FY 2024-25	FY 2023-24
-	-
Unit - KL	Unit - KL

Total Water Consumption

FY 2024-25	FY 2023-24
44,946	38,281
Unit - KL	Unit - KL

Water withdrawal by Quality	FY 2024-25	FY 2023-24	Unit
Freshwater (≤1,000 mg/L Total Dissolved Solids)	27,482	19,079	KL
Other water (>1,000 mg/L Total Dissolved Solids)	20,340	21,985	KL

Notably, the Compressor Centre Plant (CCP), Air Centre Plant (ACP), and Foundry Plants—located in designated water-stressed areas—together accounted for 44,946 KL of water withdrawal, with no external discharge reported.

Waste

ELGi Equipments Limited is making remarkable progress towards its ambitious goal of achieving zero waste to landfill by 2027. This target is integral to the company's broader sustainability agenda, focusing on waste minimisation, recycling, and repurposing initiatives throughout its manufacturing operations.

Use of Sustainable Materials in Construction

As part of its circularity strategy, ELGi has prioritized the use of eco-friendly construction materials for infrastructure development. In a move to promote circular material flows, the company successfully repurposed 133 tons of foundry waste sand into solid construction blocks. These blocks have been effectively used for internal infrastructure projects including the construction of the compound wall for the new Global Support Centre (GSC). This initiative demonstrates a scalable solution to reduce industrial waste while supporting in-house development needs, and aligns with ELGi's vision of integrating sustainable building practices within its campuses.

Recycling and Reuse of Hydraulic Oil

To further minimize its environmental footprint, ELGi has implemented a recycling program for used hydraulic oil. The reclaimed oil is reused for lubrication applications within the plant, significantly reducing waste generation and resource dependency, while enhancing operational efficiency.

Management of Hazardous Waste

ELGi ensures responsible management of hazardous materials through strict compliance with environmental regulations. All hazardous waste generated within its operations is sent exclusively to Tamil Nadu Pollution Control Board (TNPCB)-approved vendors for environmentally sound recycling, preventing potential harm to land, air, and water ecosystems.

Hazardous Waste Diversion from Landfills

A robust mechanism is in place at ELGi to divert hazardous waste from being sent to landfills. This system includes proper segregation, secure storage, and disposal through certified recycling vendors, thereby ensuring zero hazardous landfill contribution and alignment with the company's sustainability targets.

E-Waste Management and Policy Compliance

In alignment with its commitment to responsible e-waste disposal, ELGi has established a process for recycling electronic waste through certified partners. During FY 2024–25, approximately 920 kilograms of e-waste were sent to TNPCB-approved vendors for safe and compliant recycling, underscoring the company's dedication to regulatory adherence and environmental stewardship.

Waste Metrics:

Waste Generated	FY 2024-25	FY 2023-24	Unit
Non-hazardous waste	3,376	2,847	Tons
Hazardous waste	184	114	Tons
Total	**3,560**	**2,961**	**Tons**

Waste diverted from disposal	FY 2024-25	Unit
Total weight of waste diverted from disposal	2,591	Tons
Total weight of hazardous waste diverted from disposal:		
▪ Preparation for reuse	65	Tons
▪ Recycling	0	Tons
▪ Other recovery operations	0	Tons
Total weight of non-hazardous waste diverted from disposal:		
▪ Preparation for reuse	800	Tons
▪ Recycling	1,726	Tons
▪ Other recovery operations	0	
Total waste diverted from disposal:		
▪ Onsite	585	Tons
▪ Offsite	2,006	Tons

Waste directed to disposal	FY 2024-25	Unit
Total weight of waste directed to disposal	970	Tons
Total weight of hazardous waste directed to disposal:		
Incineration (with energy recovery)	120	Tons
Incineration (without energy recovery)	0	Tons
Landfilling	0	Tons
Other disposal operations	0	Tons
Total weight of non-hazardous waste directed to disposal:		
Incineration (with energy recovery)	573	Tons
Incineration (without energy recovery)	0	Tons
Landfilling	277	Tons
Other disposal operations	0	Tons
Total waste directed to disposal:		
Onsite	99	Tons
Offsite	871	Tons

Fostering Environmental Awareness Through Employee Engagement

ELGi actively fosters a culture of environmental responsibility through various employee engagement programs, trainings, and awareness campaigns aimed at promoting sustainable practices. As part of this initiative, the company organizes and celebrates key environmental observances such as World Environment Day and World Water Day. These events serve as platforms to educate employees on the importance of environmental stewardship and encourage their participation in eco-conscious activities, reinforcing ELGi's commitment to a greener and more sustainable future.

Case Study 1

Greener Roads Ahead: ELGi's Sustainable Fleet Initiative

In alignment with its mission to minimize environmental impact, ELGi has introduced a new fleet of CNG and electric milk-run vehicles. This initiative supports the company's ambitious ESG goal of reducing carbon intensity by 28% and achieving resource-neutral operations by 2027.

By embracing cleaner transport technologies, ELGi enhances both its environmental responsibility and operational efficiency, creating benefits for both the planet and the business.

This effort underscores ELGi's commitment to being *AlwaysBetter* for a greener tomorrow and further strengthens its dedication to sustainable progress.

Case Study 2

Planting for the Future: ELGi School's Green Children's Day Celebration

To celebrate Children's Day with purpose and impact, ELGi School collaborated with Communitree for a tree plantation drive, uniting environmental stewardship with student engagement. In this meaningful initiative, one student and one teacher from each of the school's 40 sections came together to plant a sapling—each tree geotagged with its respective class and section name. This thoughtful gesture not only symbolized growth and responsibility but also helped instill eco-conscious values among the young participants. With 80 individuals contributing, the event turned into a powerful act of community and sustainability, making Children's Day both memorable and impactful.

Case Study 3

Driving Energy Efficiency through Customer Engagement – ELGi's Networking Meet in Indore

ELGi hosted a Customer Networking Meet in Indore, bringing together stakeholders from the automobile and pharmaceutical sectors to explore innovations in compressed air technology. The event showcased the EG Series compressors—including EG PM and EG SP models—highlighting their energy efficiency, reliability, and sustainability.

Participants also explored ELGi's Oil-Free (OF and AB Series) compressors and essential accessories like air dryers and filters, with a strong focus on Refrigerated Air Dryers for operational efficiency and compliance.

The meet served as a valuable platform for collaboration, helping customers make informed decisions and advance toward sustainable, low-carbon manufacturing.

Case Study 4

Advancing Sustainable Air Solutions – ELGi's Customer Networking Meet in Bengaluru

ELGi Equipments Limited hosted a Customer Networking Meet in Bengaluru, bringing together professionals from sectors including general engineering, automotive, electrical, rubber, and plastics. The event focused on showcasing ELGi's energy-efficient air solutions tailored to evolving industry needs.

The session highlighted the EG Series compressors—EG Super Premium (SP) and EG Permanent Magnet (PM) models—engineered for superior energy savings, reliability, and operational efficiency. Attendees also explored smart solutions like Air Alert for real-time monitoring and Heat Recovery Systems and VFDs that contribute to reduced carbon footprint and maintenance costs.

By facilitating knowledge exchange and collaboration, the meet reinforced ELGi's commitment to supporting customers in their transition to sustainable manufacturing through innovation, efficiency, and environmentally responsible technologies.

Case Study 5

Showcasing Clean, Future-Ready Air Solutions – Customer Networking Meet, Jammu

ELGi Equipments Limited hosted a Customer Networking Meet in Jammu, providing a dynamic platform for industry professionals to engage in discussions and live demonstrations of ELGi's advanced compressed air technologies. The focus was on the Oil-Free and AB Series compressors, engineered to deliver 100% oil-free air, superior energy efficiency, and reduced lifecycle costs—especially critical in industries with stringent air quality requirements.

These systems are tailored for applications where air purity is non-negotiable, such as pharmaceuticals, food processing, and electronics manufacturing. The event highlighted how ELGi's solutions meet the highest air quality standards while supporting customers in achieving sustainable operations and lower emissions through reliable, energy-efficient systems.

The engagement reinforced ELGi's commitment to clean technology and innovation, emphasizing the value of real-time customer insights in shaping future-ready product development. By enabling collaboration and showcasing its oil-free portfolio, ELGi continues to lead the way in delivering sustainable compressed air solutions for mission-critical applications.

Product Stewardship

At ELGi, product stewardship is a fundamental component of the company's sustainability strategy and long-term business growth. It reflects ELGi's commitment to designing, manufacturing, and delivering high-performance products that are not only efficient and reliable but also environmentally responsible. By embedding sustainability into every stage of the product lifecycle—from conceptualisation to end-of-life—ELGi ensures that innovation goes hand-in-hand with environmental consciousness.

Product innovation at ELGi is strategically aligned with the evolving needs of customers and the global demand for cleaner, greener technologies. The company is constantly working to reduce the ecological footprint of its offerings by improving energy efficiency, incorporating recyclable materials, and extending product durability. This proactive approach enables ELGi to create value for customers while contributing to a sustainable industrial ecosystem.

Beyond customer satisfaction, product stewardship plays a vital role in ELGi's contributions to both national and international climate objectives. As the world moves toward a Net Zero future, ELGi is dedicated to supporting this transition through its products. By focusing on the development of low-emission, energy-efficient equipment, the company is helping industries reduce their operational carbon footprints and align with global climate commitments.

This commitment to product responsibility also strengthens ELGi's alignment with regulatory frameworks and environmental standards, reinforcing its role as a responsible manufacturer. Whether through compliance with green certification programs or the integration of life-cycle assessments, ELGi continues to enhance its sustainability credentials and deliver on its environmental obligations.

In essence, product stewardship at ELGi is more than a business function—it is a reflection of the company's purpose-driven innovation. It ensures that every product not only meets performance expectations but also upholds the values of environmental sustainability, social responsibility, and long-term resilience.

Sustainably Crafted, Precisely Implemented

ELGi remains at the forefront of the global compressed air industry, driven by a strong focus on sustainability-led innovation. Through the integration of advanced technologies into its compressor solutions, ELGi enhances performance, ensures operational reliability, and significantly reduces the environmental impact of industrial processes. This commitment to responsible engineering supports industries in meeting evolving Environmental, Social, and Governance (ESG) targets while maximizing efficiency and long-term value.

EFFICIENCY

Compressors are designed to deliver high energy efficiency, resulting in reduced operational costs and a lower environmental footprint. By incorporating advanced compressor parts and systems, using efficient air ends, high-efficiency motors, and adopting oil-free technologies, operations become not only more profitable but also environmentally responsible. These technologies ensure optimal energy use, contributing to long-term sustainability without compromising performance.

RELIABILITY

Engineered to meet the demands of even the most challenging operational environments, the compressors offer unmatched reliability and consistent performance. With rigorous quality control, extensive testing protocols, and the use of robust, durable materials, each product is built to ensure maximum uptime. This focus on reliability ensures minimal downtime and low maintenance requirements, making them ideal for critical and reliable industrial applications.

SUPPORT

Customer support is an integral part of the overall product value proposition. Comprehensive service packages are available to cover the full equipment lifecycle—from installation and preventive maintenance to troubleshooting and upgrades. A global network of skilled technicians ensures rapid and effective resolution of customer concerns. This responsive service framework guarantees uninterrupted operations and provides clients with confidence through ongoing technical support and guidance.

EG 110SP: Driving Sustainable Performance Through Innovation

The EG 110SP, a flagship model in ELGi's EG Super Premium series (90–160 kW), exemplifies the company's dedication to sustainable innovation. Featuring high-efficiency IE4 motors and advanced 2-stage air-ends, this compressor delivers up to 15% energy savings—making it an ideal solution for industries aiming to lower their environmental impact.

Designed to enhance operational efficiency, the EG 110SP not only reduces energy consumption but also minimizes maintenance and operating costs. It supports customers in meeting their Environmental, Social, and Governance (ESG) objectives by offering a high-performance, eco-conscious alternative.

With growing demand for sustainable and cost-effective industrial solutions, the EG Super Premium series reinforces ELGi's commitment to technological advancement and environmental responsibility—delivering long-term value and greener operations.

EG Super Premium (SP) Range: Advancing Energy Efficiency with Integrated Heat Recovery

The EG Super Premium (SP) range represents a key innovation in ELGi's portfolio of sustainable solutions, designed to optimize energy performance. A defining feature of this series is the Integrated Heat Recovery System (IHRS), which captures the waste heat produced during air compression and redirects it for use in secondary applications such as space heating, water heating, or process-related heating needs.

This innovative system enables energy savings of up to 15%, depending on the specific application, while also supporting a reduction in greenhouse gas emissions. By harnessing thermal energy that would otherwise be lost, the EG SP range empowers industries to improve energy efficiency, lower operational costs, and reduce dependence on external heating sources.

Variable Speed Compressors: Maximizing Efficiency with PMSM Technology

ELGi's Variable Speed Compressors, available in the 11–45 kW range, are equipped with IE5+ Permanent Magnet Synchronous Motors (PMSM), known for their superior efficiency compared to conventional induction motors. This advanced motor technology enables the compressor to adjust energy consumption based on actual demand, effectively eliminating the energy losses associated with fixed-speed systems.

Enhanced by Variable Frequency Drive (VFD) technology, these compressors offer precise speed control, resulting in optimized energy usage and improved overall system efficiency. The integration of PMSM and VFD not only reduces power consumption but also minimizes heat generation and wear on components—leading to extended equipment life, lower maintenance requirements, and a reduced environmental impact.

Neuron IV Controller and Air Alert: Smart Solutions for Energy Optimization

As part of ELGi's advanced sustainability-driven technologies, the Neuron IV controller plays a key role in intelligent energy management. This sophisticated control system provides real-time monitoring, diagnostics, and performance optimization through an intuitive interface and robust data analytics, enabling efficient energy usage and prompt response to operational anomalies.

When integrated with Air Alert, ELGi's remote monitoring platform, the system facilitates proactive maintenance, early fault detection, and continuous performance assessment. This combination enhances reliability, reduces unplanned downtime, and ensures optimal compressor operation—ultimately contributing to lower lifecycle emissions and minimized energy waste.

OF 90–160 kW IHRS Variant: Optimizing Heat Recovery for Industrial Efficiency

ELGi's OF 90–160 kW air-cooled compressors set a new benchmark in energy efficiency with an advanced Integrated Heat Recovery System (IHRS) capable of reclaiming up to 90% of the heat generated during compression. This recovered energy can be utilized to produce hot water at temperatures up to 85°C, making it suitable for a wide range of industrial applications such as boiler feed water pre-heating, cleaning processes, and space heating.

By repurposing this thermal energy, industries can significantly reduce reliance on fossil-fuel-based heating systems, lower operational expenditures, and progress toward carbon neutrality. The incorporation of this feature into standard models highlights ELGi's commitment to embedding sustainability at the heart of industrial operations.

Pioneering Sustainable Innovation: The Launch of ELGi's STABILISOR Compressor Technology

ELGi continues to set new benchmarks in innovation, sustainability, and customer-centric engineering with the launch of its revolutionary STABILISOR compressor system. Developed as part of ELGi's broader strategy to align operational excellence with sustainability goals, the STABILISOR introduces a transformative approach to compressed air systems.

This next-generation compressor technology directly addresses one of the industry's most persistent challenges—energy inefficiency due to fluctuating air demand. Traditionally, air compressors have relied on mechanical unloaders or Variable Frequency Drives (VFDs) to manage varying demand. While functional, these systems often result in energy losses, increased wear and tear, and reduced overall efficiency. ELGi's STABILISOR technology goes beyond conventional design by introducing an intelligent, real-time control mechanism that optimizes both speed and pressure based on actual usage conditions.

What sets the STABILISOR apart is its proprietary air end stabilizer, a first-of-its-kind innovation designed by ELGi's R&D team in India. This system ensures seamless adjustment to air demand variations, reduces energy consumption by up to 15%, and significantly minimizes wear on internal components. The outcome is a compressor that not only improves reliability and uptime but also contributes meaningfully to lowering a facility's carbon footprint.

The system also integrates a smart control platform that continuously monitors operational parameters, allowing it to maintain performance consistency even in the event of system disturbances. This ensures business continuity, energy savings, and longer equipment life—a win for both customers and the environment.

In addition to its technical merits, the STABILISOR represents a major step in ELGi's journey toward global sustainability leadership. With its energy-efficient design and ability to support low-emission manufacturing environments, this innovation is aligned with global decarbonization efforts and sustainability standards. It supports customers in industries such as automotive, textiles, electronics, and food processing who are under increasing pressure to reduce operational emissions and comply with ESG mandates.

ELGi's continued investment in its R&D ecosystem—supported by a modern infrastructure and over 180 dedicated professionals—demonstrates the company's unwavering commitment to innovation with purpose. The launch of STABILISOR reflects this ethos, serving as a tangible example of how ELGi is engineering products that empower its customers to meet their sustainability goals while achieving operational excellence.

Moreover, the system is built for global scalability. With manufacturing rooted in India, ELGi plans to introduce STABILISOR to international markets over the coming year, reinforcing its position as a global supplier of advanced, energy-efficient compressed air solutions. This aligns with the company's strategic vision of growing sustainably and delivering value not just through product performance, but through measurable environmental and economic impact.

As industries across the world look to optimize energy usage, reduce carbon emissions, and improve system reliability, innovations like STABILISOR will play a crucial role. ELGi is proud to be at the forefront of this transition—where engineering excellence meets environmental responsibility.

Case Study 1

Project Tiranga – ELGi's Technological Tribute to the Nation

In the lead-up to India's 75th Republic Day, ELGi Equipments Ltd. embarked on a unique initiative titled Project Tiranga, driven by a deep sense of national pride and engineering excellence. The objective was to ensure that the monumental Indian flag at Connaught Place, Delhi—measuring 60x90 feet and mounted on a 207-foot-high pole—would continue to wave gracefully, even during periods of still air.

Recognizing the symbolic significance of the flag's continuous motion, ELGi posed a challenge to its employees: to design a solution that would keep the flag flying regardless of wind conditions. The response was overwhelming, with over 300 employees participating and submitting 29 innovative ideas. From these, six promising concepts were shortlisted for development.

The final solution emerged from a cross-functional internal team and featured a custom-designed 110-foot mast integrated with high-performance blowers and a dynamic rope guide system. This mechanism, developed entirely in-house, was engineered to respond to variable wind conditions and ensure the flag remained continuously aloft.

Project Tiranga stands as a testament to ELGi's core values of innovation, collaboration, and patriotic spirit. It transformed a symbolic challenge into a lasting tribute, showcasing how technology can be harnessed to uphold national pride in a meaningful and inspiring way.

Case Study 2

Fostering Future-Ready Innovation – ELGi's 7th Technology Day

ELGi Equipments Limited hosted the 7th edition of its annual Technology Day in Coimbatore, under the theme "State of the Future Art"—a dynamic event designed to celebrate innovation, deepen cross-sector collaboration, and chart the path forward for sustainable air technology. This gathering served as a strategic platform where industry leaders, academic experts, and ELGi's own Product Excellence & Innovation teams converged to exchange forward-looking ideas and showcase cutting-edge developments.

The event featured a compelling keynote address on the evolving dynamics of innovation, setting the tone for discussions that spanned artificial intelligence, sustainable engineering practices, and emerging rating methodologies. Prominent academics contributed valuable insights into current research and technological trends, while internal teams presented key projects that align with ELGi's broader mission of delivering energy-efficient and environmentally conscious compressed air solutions.

In recognition of exceptional contributions, the event concluded with an awards ceremony celebrating outstanding innovations across product development and process improvements. These recognitions reflect ELGi's continued commitment to nurturing a culture of innovation that directly supports its long-term sustainability goals.

Technology Day has become more than an annual event—it is a catalyst for ELGi's ongoing efforts to build a future-ready organization. By fostering dialogue between academia and industry, and investing in its own R&D talent, ELGi strengthens its position as a leader in sustainable engineering and innovation within the global compressed air industry.

Case Study 3

Redefining Drilling Efficiency with the Launch of the PG 850S-290 Rig Compressor

In a significant step toward enhancing efficiency and sustainability in water well drilling, ELGi Equipments Limited launched the PG 850S-290 rig compressor in Visakhapatnam. This next-generation compressor has been engineered to address the critical needs of the drilling industry—delivering high performance, operational reliability, and fuel efficiency, even under the most demanding conditions.

At the core of the PG 850S-290 is ELGi's patented Intelligent Control System (ICS), which dynamically adjusts speed and pressure to match drilling demands in real time. This adaptive feature not only improves drilling performance but also reduces fuel consumption, supporting lower operating costs and a smaller environmental footprint. The inclusion of a Turbo Pre-Cleaner further enhances the compressor's durability by ensuring clean air intake in dusty and rugged terrains.

Designed with end-user convenience in mind, the PG 850S-290 boasts a compact, truck-mountable structure that significantly improves mobility on-site. Additionally, the unit features large side access doors, enabling quick and easy maintenance—minimizing downtime and improving serviceability.

By integrating energy-efficient technology, intelligent controls, and user-centric design, ELGi continues to align its product innovation with sustainability objectives. The PG 850S-290 exemplifies ELGi's commitment to empowering industries with high-performance, environmentally responsible solutions that deliver long-term value.

Case Study 4

Launching the PG 1350 – Advancing Sustainable Drilling Solutions

ELGi Equipments Limited marked a significant milestone with the unveiling of its PG 1,350 Rig Compressor at the 4th Rig Expo in Tiruchengode, an event jointly organized by the Tiruchengode Rig Users Society (TRUS) and the Rig Equipment Suppliers and Contractors Association (RESCA). Drawing a vibrant audience from across the water well drilling sector, the event provided the perfect platform to showcase ELGi's latest innovation in drilling technology.

The PG 1,350 is purpose-built to meet the growing demand for high-performance, fuel-efficient compressors in deep drilling operations. Visitors at the expo were particularly impressed by the compressor's exceptional fuel economy, which directly contributes to reduced carbon emissions and lower total operating costs—key priorities for an industry increasingly focused on sustainability.

In addition to its fuel efficiency, the PG 1,350 features a compact and service-friendly design, allowing for easy integration onto rigs and faster field servicing. Its engineering ensures faster penetration rates in drilling applications, improving productivity while minimizing energy use per drilled meter—thereby advancing both economic and environmental performance.

Through the launch of the PG 1350, ELGi continues to strengthen its commitment to delivering reliable, efficient, and environmentally responsible compressed air solutions. The product reflects the company's strategy of aligning innovation with customer needs and industry trends, particularly as sustainability becomes a defining factor in equipment selection across sectors.

Case Study 5

Expanding Sustainable Industrial Solutions – ELGi's Entry into the Vacuum Market

As part of its commitment to innovation and sustainable growth, ELGi Equipments Limited has strategically expanded its industrial solutions portfolio with the launch of high-performance vacuum solutions in partnership with D.V.P. Vacuum Technology S.p.A., Italy. This collaboration marks a key milestone in ELGi's journey to broaden its technological capabilities and address the evolving needs of energy-conscious industries.

Through this partnership, ELGi has acquired the capability to manufacture, assemble, test, and sell D.V.P.'s proprietary vacuum products within India. This initiative strengthens ELGi's presence in the rapidly growing vacuum market—valued at an estimated $6–7 billion in 2024—and allows the company to tap into new verticals with precision-engineered, energy-efficient vacuum systems.

Vacuum technology plays a critical role in reducing energy consumption and improving process efficiency across sectors such as pharmaceuticals, food processing, automotive, and electronics manufacturing. By integrating advanced vacuum solutions into its offering, ELGi reinforces its focus on delivering technologies that support resource efficiency, operational optimization, and carbon footprint reduction.

This strategic move not only enhances ELGi's competitiveness but also aligns with its broader sustainability goals—enabling customers to transition to cleaner, smarter industrial solutions. The vacuum product line complements ELGi's established compressed air systems, offering a comprehensive suite of engineered solutions to drive environmental performance and long-term value across diverse applications.

ELGi Vacuum Pumps

Dry Rotary Vane Vacuum Pumps

Lubricated Rotary Vane Vacuum Pumps

Case Study 6

Advancing Industrial Sustainability with ELGi's Vacuum Solutions

ELGi's VR-D Series Dry Rotary Vane Vacuum Pumps are a testament to its focus on clean, sustainable technology. These pumps operate without oil, ensuring contamination-free environments ideal for critical sectors such as pharmaceuticals, laboratories, food processing, and electronics manufacturing. By eliminating the use of oil, the system reduces environmental waste, minimizes maintenance requirements, and enhances workplace safety—making it a sustainable choice for industries seeking to lower their ecological footprint.

For operations requiring more robust performance, the VR-L Series Lubricated Rotary Vane Vacuum Pumps offer a precision-engineered oil-sealed solution that delivers consistent reliability and efficiency. These systems are designed to reduce energy consumption and extend the lifecycle of equipment, contributing directly to cost savings and reduced greenhouse gas emissions. The minimized load/unload cycles and stable performance across varying demand patterns allow users to optimize uptime and improve overall process efficiency.

Energy efficiency is at the core of these innovations. ELGi's vacuum technologies enable industries to right-size their vacuum systems based on actual demand, reducing operational waste and avoiding energy overspending. This aligns with the company's broader vision of enabling customers to move toward greener and more sustainable industrial practices without compromising on productivity or performance.

Supported by a global after-sales network and a commitment to customer-centric service, ELGi's vacuum solutions offer peace of mind alongside technical excellence. With precision, energy savings, and durability integrated into each product, ELGi continues to deliver exceptional value while helping its partners around the world meet their sustainability goals.

Always Reliable

8

ELGi recognizes that its success is intricately linked to the well-being of its employees, customers, and the communities in which it operates. By fostering a culture of inclusivity, promoting employee welfare, and engaging in sustainable practices, ELGi strives to create a positive social impact. At ELGi, building a workplace anchored in trust, reliability, and care is at the heart of everything we do. We believe that the growth and well-being of our people fuel both their personal fulfilment and professional success. Our promise of "Always Reliable" extends beyond our offices and factories — it shapes how we engage with the communities around us, driving initiatives that advance social and economic well-being. Guided by empathy and a deep sense of responsibility, we are dedicated to creating a culture and impact that people can depend on, today and into the future.

Human Rights, Child, and Forced Labour

At ELGi, we prioritize the protection of fundamental rights for all our employees, ensuring that our workplace is one where respect, dignity, and equality are upheld. Our approach includes a comprehensive human rights policy, which is backed by ongoing efforts to increase awareness and understanding of these rights across the company. We have rolled out a detailed training program that educates our workforce about their entitlements, including their right to speak out and address any concerns regarding workplace practices. By the close of FY 2024-25, every member of our team had successfully participated in this training. Adhering to local and international labor laws is a key focus, and we enforce stringent measures to prevent any form of child or forced labor in our operations. ELGi's dedication to human rights extends beyond our direct workforce, requiring that our suppliers also uphold these same principles within their own practices. We are pleased to report that no incidents of human rights violations or unlawful labor practices were recorded during this period.

Talent Management

At ELGi, we recognize that our success hinges on the talent we attract, develop, and retain. Our approach to talent management revolves around creating a dynamic and inclusive work environment where every individual is empowered to reach their full potential. We prioritize hiring individuals from diverse backgrounds and provide them with continuous learning opportunities that help them grow both professionally and personally. In the past year, we onboarded 204 new employees at our India-based facilities, reinforcing our commitment to expanding our workforce with individuals who bring unique perspectives and skills.

To further strengthen our diversity initiatives, ELGi has focused on ensuring equal opportunities for women within our organization. By strategically creating positions specifically for female candidates, we are increasing gender representation across all business units. We have earmarked 29 positions across ELGi India for women. In addition to enhancing female participation, we also focus on fostering an inclusive culture where all employees can thrive and contribute to our business goals. This year, women made up 15% of the new hires, which is a positive step towards building a more balanced workforce.

New Member Hires by Age

Age Category	FY 2024-25		FY 2023-24		FY 2022-23	
	Number	Rate	Number	Rate	Number	Rate
<30	96	7%	165	12%	99	7%
30-50	106	7.7%	75	5%	50	4%
>50	2	0.1%	2	0.15%	1	0.07%

New Member Hires by Gender

Gender	FY 2024-25		FY 2023-24		FY 2022-23	
	Number	Rate	Number	Rate	Number	Rate
Male	173	13%	200	15%	134	10%
Female	31	2%	42	3%	16	1%

Employee Turnover by Age

	Age Category <30		Age Category 30-50		Age Category >50	
	Number	Rate	Number	Rate	Number	Rate
FY 2024-25	82	6%	81	6%	36	3%
FY 2023-24	79	6%	93	7%	58	4%
FY 2022-23	47	3%	74	5%	40	3%

Employee Turnover by Gender*

Gender	FY 2024-25		FY 2023-24		FY 2022-23	
	Number	Rate	Number	Rate	Number	Rate
Male	174	13%	208	15%	150	11%
Female	25	2%	22	2%	11	1%

* includes turnover for vocational trainees who are for fixed term

At ELGi, our approach to employee well-being is both holistic and forward-looking. We don't just focus on providing competitive pay — we are committed to supporting employees at every stage of their professional and personal journey. Through structured engagement with worker representatives, we regularly assess living costs and market conditions to ensure fair wages and benefits, backed by strict adherence to all socio-economic laws. This year, our practices remained fully compliant Beyond compensation, ELGi offers a broad range of benefits, including healthcare coverage, parental and disability leave, retirement schemes, housing assistance, and even lifestyle perks such as club memberships. Temporary and part-time workers also benefit from subsidized meals, underscoring our inclusive outlook. ELGi also hosts pre-retirement workshops focused on financial literacy, health management, legal planning, and emotional readiness, empowering its employees and their spouses to plan confidently for their future.

System

- Unique
- Transparent
- Predictable
- Collaborative

Devoid of

- Collective bargaining
- Negotiation

Unique features

- Based on actual inflation
- Inflation data collected by workmen
- Extensive list of items related to cost of living factored
- Review and revision of items in the basket periodically
- Outcome derived through a process
- Implemented on time
- Creates ownership

Outcome

- Empowered
- Lifestyle assurance
- Engaged employees
- Healthy relationship
- No loss of mandays
- No union

Trust built on self-managed and reality aligned system

Learning and Development

At ELGi, we understand that continuous skill development is key to both individual and organizational growth. To support this, we offer various opportunities for employees to sharpen their skills and stay ahead in an ever-evolving technological landscape. We have consistently introduced several initiatives to foster leadership and collaboration. One such program, 'First Time Manager', focused on new managers, equipping emerging leaders with the necessary tools for success.

IoT
Integration of Talent

To address specific skill gaps, we rolled out two important development programs: Building People Managerial Capabilities (BPMC) and Building Business Acumen (BBA). BPMC helps refine leadership skills, while BBA focuses on financial literacy, strategic thinking, and customer-oriented business practices. These programs are part of our broader talent strategy, which also includes the Integration of Talent (IoT) initiative. Launched in 2021, IoT helps us assess both current and future talent needs, enabling us to build a unified talent management framework that supports ELGi's long-term growth goals. By aligning our workforce development with business objectives, we are preparing our team to meet the challenges and opportunities of the future.

Since 2008, the ELGi Vocational Training School (EVTS) has played a key role in developing the skills of our shop floor employees, helping them grow their careers and improve work standards. This year, we took it a step further by hosting a two-day digital skills workshop for EVTS students. Topics included Industry 4.0, cybersecurity, and web/app development, with hands-on training in Digital Twins, virtual reality tours, and tools like Power BI and Power Automate. The goal of EVTS is not only to provide technical skills but also to ensure students are ready for the workforce, enhancing their employability and supporting the development of a skilled talent pipeline. A new initiative launched this year builds on this, preparing students for success in a digital-first world. Further, ELGi's Higher Education Policy enables employees to pursue long-term academic and professional development courses, subject to defined eligibility criteria.

With these efforts, ELGi's talent development strategy is not just about meeting today's skill needs; it's about creating a culture of continuous growth. This ensures that our employees are always evolving and ready for future leadership roles, while also driving the organization forward. Our collaboration with external partners helps strengthen this framework, ensuring our talent management practices align with our business goals and support our ongoing commitment to developing our people.

Training Hours based on Employee Categories and Gender

Description	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Employee Categories	Hours of training by Employee Category			
Senior Management	No of participants	35	38	30
	Hours	1,588	689	229
Middle Management	No of participants	118	116	125
	Hours	6,749	1,772	2,123
Junior Management	No of participants	209	292	273
	Hours	9,639	6,785	4,456
Staff	No of participants	260	466	457
	Hours	10,319	12,441	14,031

Description	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Gender	Hours of training by Gender			
Male	No of participants	566	850	830
	Hours	26,376	20,158	28,557
Female	No of participants	56	62	55
	Hours	1,918	1,530	1,300

Average hours of Training of Employees by Gender and Employee Category

Description	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Employee Categories	Average hours of training by Employee Category			
Senior Management	Hours	45	18	8
Middle Management	Hours	57	15	17
Junior Management	Hours	46	23	16
Staff	Hours	40	27	31

Description	Unit	FY 2024-25	FY 2023-24	FY 2022-23
Gender	Average hours of training by Gender			
Male	Hours	47	24	24
Female	Hours	34	25	24

The training data includes white collar staff and does not include workers (blue collar staff).

Case Study: Fostering Leadership Excellence: ELGi's Learning Lab Initiative

In line with our dedication to developing strong leadership capabilities, ELGi recently hosted a two-day Learning Lab designed to elevate interpersonal skills across two key employee groups. The program focused on strengthening leadership values, fostering interpersonal relationships, and creating a supportive and positive work environment.

The immersive sessions provided participants with the opportunity to engage in self-reflection, build stronger connections, and resolve peer conflicts, marking an essential milestone in their leadership development journey. The event was further enriched by insights shared by senior leaders who drew from their own leadership experiences.

Case Study: Empowering Leadership Through Coaching at ELGi

With a vision to cultivate a coaching-oriented leadership culture, ELGi recently launched the **"Leader as Coach"** program for its senior leadership team, in collaboration with **Coaching Foundation India (CFI).**

This initiative is designed to equip leaders with the skills to inspire, guide, and grow talent through empathy, active listening, and impactful conversations.

More than a training—this program represents a cultural shift. It marks a key step in ELGi's journey toward building a high-performance environment rooted in trust, meaningful engagement, and continuous development—preparing leaders to be truly future-ready.

Diversity and Inclusion

At ELGi, we understand that a diverse and inclusive workplace is key to our success and growth. We actively work to ensure that all employees, regardless of background, feel valued and respected, with equal opportunities to learn, grow, and contribute. Women make up 8% of our workforce in India, and their representation spans across various functions and levels within the organization. We are committed to enhancing gender equality by implementing gender-neutral policies that empower all employees to reach their full potential.

Our diversity and inclusion efforts are grounded in fairness and transparency, as we uphold merit-based hiring and compensation practices. Discrimination, in any form, has no place at ELGi. We have established a zero-tolerance policy towards harassment and discrimination, ensuring a safe and respectful environment for all. To further strengthen this commitment, all employees are trained to recognize, prevent, and report any inappropriate behaviour. Additionally, our Whistleblower Policy empowers staff to voice concerns with confidence, knowing that any issues raised will be promptly addressed in a fair and confidential manner.

Board of Directors and Key Managerial Personnel Head Count

Gender	Units	Employees		
		Age Group		
		<30	30-50	>50
Board of Directors				
Male	Nos.	-	1	5
	Percentage	-	14%	72%
Female	Nos.	-	1	-
	Percentage	-	14%	-
Key Managerial Personnel (KMP)				
Male	Nos.	-	2	1
	Percentage	-	50%	25%
Female	Nos.	-	-	1
	Percentage	-	-	25%

Diversity of Employees by Age, Gender, and Management Level

Categories	Units	Employees					
		Age Group					
		<30		30-50		>50	
		Male	Female	Male	Female	Male	Female
Senior Management	Nos.	0	0	15	2	18	0
	Percentage	0%	0%	1.09%	0.14%	1.30%	0%
Middle Management	Nos.	1	1	160	12	39	2
	Percentage	0.07%	0.07%	11.59%	0.87%	2.82%	0.14%
Junior Management	Nos.	150	17	393	28	50	6
	Percentage	10.86%	1.23%	28.46%	2.03%	3.62%	0.43%
Staff	Nos.	192	41	112	0	142	0
	Percentage	13.90%	2.97%	8.11%	0%	10.28%	0%
Total	Nos.	**343**	**59**	**680**	**42**	**249**	**8**
	Percentage	24.84%	4.27%	49.24%	3.04%	18.03%	0.58%

ELGi Digital Innovation Dojo

EXPERIMENT - START SMALL - SCALE FAST

ELGi's collaboration with academic institutions has led to the creation of the Digital Innovation DOJO, which empowers women by providing them with essential digital skills. This initiative allows women to gain hands-on experience in technologies such as robotic process automation, virtual reality, and machine learning. Partnering with colleges like PSG R Krishnammal College, Jansons Institute of Technology (JIT) and GRG College, ELGi offers women opportunities to develop specialized skills, conduct research, and prepare for leadership roles in digital innovation. This effort aligns with our commitment to promoting gender equality in the tech industry and ensuring women are equipped to drive future digital transformations.

The 9th batch of the Dojo program has been scheduled to follow the established three-month internship model, with three batches held annually to ensure continuous learning and engagement throughout the year. Each batch includes 40 students—comprising 15 postgraduate (PG) and 25 undergraduate (UG) participants—enhancing the diversity and depth of the program. The curriculum has evolved over the past three batches, incorporating a dynamic mix of technologies, including Microsoft Power Platform (PowerApps, Power Automate, Power BI), Azure Project Management, Test Studio, Git & Wiki-based documentation, and MS Services with cloud integrations. These tools have equipped students to contribute effectively to real-world enterprise applications. Notable accomplishments have included significant contributions to Project Everest in collaboration with McKinsey, development of Australian CRM applications (CRM Lite, Field Service App, Service Coordinator App), and the creation of MVP1 Dashboards for the US market using Power BI. A total of 135 students have participated across the GRG and JIT Dojo batches.

Case Study: Kaamya Karthikeyan's Everest Triumph: Empowering Women and Inspiring Future Leaders

In June 2024, ELGi Equipments had the honor of welcoming 16-year-old Kaamya Karthikeyan, the youngest Indian and the second youngest girl globally to summit Mt. Everest from the Nepal side. Kaamya, along with her parents, Cmdr. Karthikeyan and Ms. Lavanya Karthikeyan, visited the company to share her inspiring journey.

During her visit, Kaamya had the opportunity to meet with Dr. Jairam Varadaraj, Managing Director, and the leadership team, where she expressed heartfelt gratitude for the company's support throughout her Everest expedition.

She also engaged in an enriching session with the Sakhe team, students from the ELGi Vocational Training School, and ELGi School, where she shared her experiences, emphasizing the values of determination, perseverance, and resilience.

Kaamya's visit was a significant motivational boost for the entire ELGi community, particularly for young minds. We are immensely proud to have supported Kaamya on her remarkable journey and wish her continued success as she inspires the next generation of achievers and dreamers.

Case Study: SakhE Sports Meet & First Aid Training: Empowering Women at ELGi

ELGi's SakhE wing recently organized a dynamic sports meet to celebrate the athleticism and sportsmanship of our female employees. Events such as Kho-Kho, tug of war, and shot put highlighted the strength, spirit, and teamwork of the participants. The event not only recognized the winners but also promoted physical and mental well-being, fostering camaraderie and empowering women at ELGi.

In October 2024, the SakhE team partnered with the Tamil Nadu Apex Skill Development Centre for Healthcare to host a vital First Aid training program. Expert trainers guided participants through essential life-saving techniques like CPR, injury management, and emergency response. This initiative is a testament to our commitment to promoting health, safety, and self-reliance, empowering our workforce with the confidence to handle critical situations effectively.

Employee Wellbeing

Workplaces thrive when employees are valued beyond their job titles. At ELGi, we build experiences that support every dimension of our people's lives — from professional ambition to personal well-being and community involvement. Our commitment extends far beyond the office walls, fostering growth, trust, and a sense of belonging.

At ELGi, our employees are the foundation of our success. We are committed to creating a workplace where every individual feels heard, valued, and empowered to shape the organization's future. This commitment was clearly reflected in our "MyVoice" engagement survey, which achieved an outstanding 91% participation rate—demonstrating the strong sense of connection and ownership our people feel.

The survey report further underscores this alignment, highlighting employee clarity in roles, confidence in leadership, supportive management, and a collaborative team environment. While the results are encouraging, they also point to opportunities for growth—particularly in enhancing open communication, strengthening recognition systems, resolving concerns more promptly, and improving access to essential resources.

These insights are driving meaningful change as we continue to evolve in ways that matter most to our people.

Our Total Employee Involvement (TEI) program empowers employees to influence decisions, from operational improvements to wage discussions, fostering shared ownership and driving innovation and satisfaction.

Beyond professional growth, ELGi is committed to the holistic well-being of its workforce. We offer a comprehensive range of support programs, including wellness sessions, annual health checkups, mental health initiatives, financial assistance, health insurance, accident coverage, retirement planning, and lifestyle benefits such as club memberships and housing support. By prioritizing both career development and personal well-being, we create an environment where employees don't just work—they thrive.

Fostering Health and Teamwork at ELGi

ELGi FITNESS PROGRAMME 2024

Social Wealth in Individual's Health

At ELGi, we believe that a successful company starts with a healthy and engaged workforce. To support this belief, we've created a comprehensive fitness program at our headquarters, aimed at helping employees stay active, energized, and focused. For more than 30 years, this program has grown to include a variety of events and activities that promote physical wellness and mental well-being.

680+ Employees | 60+ Teams

Each year, the ELGi Fitness Program features over 10 events, offering more than 20 different challenges. We introduce a new theme every year—this year's theme focuses on "Effective Use of Natural Resources" encouraging outdoor activities that boost physical fitness while promoting mental clarity, like soaking in the benefits of sunlight. But our vision goes beyond just fitness; we strive to create a culture where health and teamwork are at the heart of everything we do. Through regular exercise, team sports, and wellness sessions, we help employees lead a balanced and fulfilling lifestyle.

In addition to fitness challenges, our program includes annual tournaments in sports like Cricket, Volleyball, and Football. These events, held throughout the year, provide employees with a chance to engage in friendly competition, relax, and build stronger bonds with their colleagues. Whether playing or cheering, these activities foster camaraderie and a healthy, positive atmosphere at ELGi.

Mental Health Support at ELGi: Onsite Counselling Session

On September 25, 2024, ELGi hosted an onsite counselling session in partnership with YOURDOST, offering employees personalized support on a variety of personal and professional matters. Topics ranged from career challenges and self-improvement to emotional wellness and relationships, providing a safe space for confidential, one-on-one conversations with trained counsellors.

For those unable to attend in person, YOURDOST's 24/7 online counselling service continues to be available, ensuring that mental health support is always accessible. We are grateful to all participants and remain dedicated to promoting a healthy, supportive workplace through ongoing wellness initiatives.

Family Day celebration at ELGi

The Codissia Trade Fair Complex in Coimbatore echoed with laughter, music, and celebration as over 2,500 employees and their families from ELGi, ATS ELGi came together for Family Day.

At ELGi, family goes beyond the workplace—and this event was a heartfelt reflection of that belief. From vibrant cultural performances to proud moments recognizing employees' children for academic excellence, the day celebrated the people who form the heart of our organization.

With joy, unity, and shared pride in every moment, Family Day reaffirmed one simple truth: at **ELGi, we take care of our own.**

ELGiLYMPiCS 2024: A Celebration of Team Spirit and Unity

In August, ELGi hosted its much-anticipated annual sports festival, ELGiLYMPiCS 2024, at PSG IMSR Grounds, Coimbatore. The event brought together over 1000 employees and their families for an action-packed day, featuring more than 90 sports events that showcased athleticism, teamwork, and enthusiasm.

From competitive races to exhilarating team challenges, the day was a testament to ELGi's strong community spirit and dedication to employee engagement. The energy and participation made ELGiLYMPiCS 2024 a resounding success, leaving everyone excited to carry forward the spirit of unity and enthusiasm into all our endeavors.

Occupational Health and Safety

ELGi is committed to providing a safe and healthy work environment through our comprehensive Health, Safety, and Environment (HSE) Policy, which applies to all employees, contractors, and stakeholders across our global operations. At the core of this commitment is our focus on fostering a zero-accident culture, supported by continuous efforts to identify, mitigate, and control risks. Our safety management practices include ISO 45001 certification and regular audits to ensure compliance with the highest industry standards.

Our occupational health and safety (OHS) management system not only covers 100% of our employees and contract workers but also goes beyond to cover any one within the premises. Moreover, 4 out of 5 plants undergo an internal audit of the OHS management system covering 77% of our employees. Additionally, 4 plants namely Compressor Centre Plant (CCP) Air Centre Plant (ACP) Pressure Vessel Division (PVD) and Foundry undergo an external audit conducted by ISO 45001.

The implementation of a hazard identification and risk assessment (HIRA) process enables us to proactively address potential safety issues. Employees are actively involved in reporting near-misses, and the insights gathered from these reports help refine our safety protocols. Risk reduction programs (RRP) are embedded in daily operations, with employees playing an integral role in implementing safety measures to reduce risks.

Our safety culture is further reinforced through ongoing monitoring and assessment via safety audits, Management Information Systems (MIS) reporting, and regular reviews at all organizational levels. The Document Management System (DMS) facilitates the exchange of safety knowledge and practices across the organization.

Training plays a vital role in our safety strategy, with focused programs on essential areas including material handling, emergency preparedness, fire drills, waste management, first aid, and electrical safety. We have also strengthened safety measures by upgrading equipment and offering refresher training to ensure continued vigilance.

Machinery safety is a priority at ELGi, with the implementation of Poka Yoke mechanisms on all rotating parts and multi-layered safety protections for testing activities. Regular risk assessments and reviews ensure that safety measures remain up-to-date Employees have access to multiple grievance channels, including Safety Tags and Safety Committee meetings, to address any concerns related to occupational health and safety.

An advanced AI camera system with integrated video analysis software has been successfully deployed on a critical machine at the Pressure Vessel Division (PVD) facility to monitor real-time safety compliance and detect any deviations. This initiative, known as the “Online HIRA” system, links specific activities to defined safety protocols, enabling proactive identification and correction of potential risks. Based on its success, plans are underway to extend the system to other machines. Additionally, a cross-functional internal team will conduct monthly safety audits to evaluate plant-level safety performance and assign scores, with progress reviewed regularly by the Director of Operations to drive continuous improvement.

Sr. No	Description	FY 2024-25		FY 2023-24	
		Number	Frequency Rate	Number	Frequency Rate
For all employees	The number and rate of fatalities as a result of work-related injury	-	-	-	-
	The number and rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-
	The number and rate of recordable work-related injuries (No Man days lost - First aid Injury)	1	0.44	2	0.85
	The number of hours worked	22,92,423		23,42,976	
For all workers who are not employees but whose work and/ or workplace is controlled by the organization	The number and rate of fatalities as a result of work-related injury	-		-	-
	The number and rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-
	The number and rate of recordable work-related injuries (No Man days lost - First aid Injury)	3	1.80	3	1.92
	The number of hours worked	16,70,329		15,64,383	
The work-related hazards that pose a risk of high-consequence injury, including	How these hazards have been determined	Hazard Identification and Risk Assessment		Hazard Identification and Risk Assessment	
	Which of these hazards have caused or contributed to high-consequence injuries during the reporting period	-		-	
Whether the rates have been calculated based on 2,00,000 or 10,00,000 hours worked		10,00,000		10,00,000	
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded		No		No	

In FY 2024–25, the types of injuries reported included finger injuries among employees and leg and finger injuries among non-employee workers under organizational control. The hazards that have caused or contributed to high-consequence injuries during the reporting period were identified through Hazard Identification and Risk Assessment (HIRA) and include exposure to sharp edges and exposure to rotating parts. To eliminate or minimize these hazards and reduce associated risks, interlocked guards were provided as a control measure in accordance with the hierarchy of controls.

Due to a change in the reporting standard effective FY 2023-24, the LTIFR for 2023 is reported as 1.99.

At ELGi, Safety Isn't a Rule—It's a Responsibility We Live Every Day

'Safety First' is more than a guideline—it's a core value embedded in everything we do. Whether on the manufacturing floor or in our corporate offices, every process, every decision, and every team member contributes to upholding the highest safety standards.

This commitment came to life as ELGi celebrated the 54th National Safety Day across our global locations, including the Air Compressor Plant (ACP), Motor Plant, Foundry Plant, Pressure Vessel Division (PVD) Plant, Compressor Centre Plant (CCP), and Head Office.

The day was marked by:

- Expert-led safety sessions
- Interactive safety drills
- Recognition of outstanding safety practices

These activities went beyond awareness—they reinforced our shared responsibility to create a safe, secure, and accident-free workplace.

At ELGi, safety isn't just observed on a single day—it's a culture we nurture every day.

Community Engagement

ELGi is deeply committed to community engagement, focusing on creating meaningful, long-term impact in the areas where we operate. Our initiatives are centred around education, skill development, health, and environmental stewardship, with a special emphasis on empowering underrepresented groups, particularly women and youth. Through partnerships with educational institutions, local organizations, and NGOs, we work to enhance access to quality education, promote employability through vocational training, and support initiatives that improve public health and sustainability. ELGi's approach to community engagement reflects our belief that responsible corporate citizenship is integral to building stronger, more resilient communities for the future.

ELGi School

ELGi's commitment to community engagement is reflected through the ELGi School, established in 1989 to provide quality education at an affordable cost for children from low-income families. Over the years, the school has consistently produced district toppers, award-winning athletes, and high achievers, supported by modern infrastructure including smart classrooms, advanced laboratories, a comprehensive library, and a sports academy.

To bridge the gap between education and industry, ELGi collaborates with institutions such as Shri Ramakrishna Dental Hospital, Kovai ENT Hospital, SBI Bank, Amrita University, and internal ELGi operations to offer internships, giving students hands-on exposure to professional environments. Additionally, students have participated in various workshops, including the GRD-ELGi Digital Innovation Session, ISRO's Mobile Space Exhibition, and advanced Python programming courses, ensuring they are equipped with relevant skills for future careers. Through these initiatives, ELGi continues to empower young minds to achieve excellence and contribute meaningfully to society.

Several initiatives have been introduced to improve student performance, particularly for Class 10 and 12 students. Remedial classes have been organized to provide additional support for those who need extra attention. To ensure a more tailored approach, students have been divided into three groups: toppers, average performers, and late bloomers. This classification has allowed for more focused guidance suited to the specific needs of each group.

Toppers have been given advanced challenges designed to further enhance their skills and deepen their understanding of the subject matter. Average performers, on the other hand, have received targeted support aimed at strengthening their foundational knowledge and addressing any gaps in their learning. Late bloomers have been offered more written practice and consistent guidance to help them catch up with their peers. This individualized approach has ensured that each student has received the appropriate support, ultimately leading to improved academic performance.

Empowering Students and Educators: ELGi School's Initiatives for a Brighter FY24-25

Student Development

Mentor Me Program
Career guidance for Grades X and XI.

Internship Opportunities
Real-world job exposure for students.

Campus Language Campaign (#CLC)
Strengthening English proficiency across all grades.

Career & Wellness Counsellors
Full-time support for academic and mental well-being.

Faculty Development

English Communication Workshop
Training for teachers and admin staff.

Digitized Lesson Plans
Organized, accessible, and monitored weekly plans.

Faculty Collaboration Sessions
Weekly Wednesday & Friday strategy sessions.

CBSE Online Capacity Building
Continuous learning in teaching methodologies.

- **Siruthuli's Nurture Nature Camp**

In April 2024, ELGi School participated in the 16th Siruthuli Nurture Nature Camp, held from April 15th to 18th. The camp, aimed at raising environmental awareness, involved sessions on organic farming, solid waste impact on water, wildlife conservation, and the importance of the Western Ghats. ELGi School students engaged in hands-on learning, which deepened their understanding of environmental issues and motivated them to take action within their communities.

- **Go Green Initiative**

ELGi School's Go Green Initiative involved a recycling drive where students collected waste materials like plastic, e-waste, and old books. In exchange, they received recycled stationery items, including seed-embedded pens. The drive was a success, with the highest garbage collection being 48 kg of plastic. Trophies and recycled certificates were awarded to participants, fostering a sense of environmental responsibility and sustainability among students.

- **Children's Urban Forest '24**

In 2024, ELGi School students participated in the Children's Urban Forest event at ELCOT IT Park, organized by the Green Ambassadors. The event aimed to create an urban forest by planting 40 saplings. The initiative engaged children and young adults in hands-on environmental action, promoting green spaces in the city. Students left inspired to continue supporting environmental causes, with the event marking the start of a new urban forest.

In FY24-25, ELGi School has made significant strides in supporting students from diverse backgrounds, ensuring that financial constraints do not hinder their access to quality education. A total of 32 students from low-income families have been awarded a 100% fee waiver, providing them with the opportunity to pursue their studies without the burden of financial stress. Additionally, to honor academic excellence, four students who secured the highest marks in their board exams were granted a 50% fee waiver. This initiative is part of our ongoing commitment to making education accessible to all, regardless of financial background.

ELGi School has also made notable progress in ensuring the health and well-being of our students. We have implemented a comprehensive health and sanitation program, which includes sessions on emotional and mental health, stress management, and the importance of hygiene. Specialized health talks, such as those on menstrual health and combating sexual abuse, were conducted for students across various grades. Additionally, our annual health check-up program, conducted by a professional healthcare service, ensures that every student receives a physical examination, including vision, hearing, and dental tests. Fumigation is carried out regularly to maintain a safe and hygienic environment for all.

Our career guidance initiatives have also seen great success this year. Through the Mentor Me program, we have helped students identify their strengths and explore potential career paths. This includes psychometric testing, career libraries with over 200 career options, and personalized counseling for students from Grades 10 to 12. ELGi School has hosted multiple career counseling sessions, featuring experts from diverse fields, including banking, entrepreneurship, medicine, and robotics, to help students make informed decisions about their future. These efforts are designed to equip students with the skills and knowledge to excel in their chosen careers.

ELGi School continues to nurture the holistic development of its students, both academically and in extracurricular pursuits. Our students have excelled in national and international competitions, such as karate, boxing, and silambam, with remarkable achievements including national tournament victories and qualifications for international events. In academics, our students have made significant contributions, with several earning Gold Medals in the Olympiad and presenting innovative science projects at national platforms like the National Children's Science Congress. Our emphasis on extracurricular and co-curricular activities ensures that every student has the opportunity to develop a well-rounded skill set.

Moreover, the school's infrastructure has seen significant improvements. We have installed campus-wide Wi-Fi and optical fiber internet connectivity to support modern teaching techniques. A video conferencing facility in the conference room allows for seamless online interactions with external experts and leadership teams. To enhance student safety, protective mesh has been installed on verandahs and balconies, ensuring a secure environment for all.

ELGi School's ongoing focus on educational excellence, student welfare, and holistic development ensures that every student is well-equipped to face the challenges of the future. Whether through academic scholarships, health initiatives, or career counseling, we continue to provide the necessary tools and resources to help our students succeed and thrive.

Project Stellar

Project Stellar is an initiative by ELGi School designed to provide 100% free education to exceptionally talented children from economically disadvantaged urban households in Coimbatore. The program focuses on offering a CBSE-aligned curriculum that emphasizes not only academic excellence but also life skills, leadership development, and holistic growth. By ensuring access to high-quality education, Project Stellar aims to empower these students to pursue their dreams and succeed in competitive environments, with support for higher education and career guidance from Grade 9 onwards.

This initiative addresses the persistent challenges that gifted children from low-income families often face, such as financial limitations, lack of academic resources, and insufficient career counseling. Despite efforts by government schools and scholarships, many bright children still struggle to unlock their potential. Project Stellar aims to bridge this gap by providing a nurturing environment that focuses on developing well-rounded individuals, equipping them with the skills, knowledge, and opportunities needed to excel in life.

The first cohort of Project Stellar will begin in June 2025, with the goal of selecting and nurturing students who demonstrate exceptional abilities and a passion for learning. Over time, the program will scale up to support hundreds of students, guiding them through a well-rounded education and preparing them for top-tier universities or career pathways. With a strong emphasis on personalized attention, mentorship, and holistic development, Project Stellar will shape these students into the leaders of tomorrow who will contribute positively to society and drive change across industries and communities.

Investing in Talent. Inspiring Change.

ELGi in collaboration with Amrita Vishwa Vidyapeetham, launched the CATALYST Scholarship Program—an initiative aimed at transforming the lives of upto 20 academically bright but economically disadvantaged students.

The fully funded program goes beyond traditional scholarships, offering not just financial support, but also hands-on industry training, mentorship from ELGi professionals, and assured career opportunities. It empowers first-generation learners to gain quality education and real-world skills, helping them become confident, job-ready engineers.

CATALYST reflects ELGi's commitment to inclusive growth, bridging opportunity gaps and nurturing future talent with purpose and impact.

#WhatsYourFinishLine – more than a challenge, it's a movement!

#WhatsYourFinishLine
A Global Fitness Challenge
#Whatsyourfinishline

The #WhatsYourFinishLine challenge, launched in 2019, has grown into a powerful global initiative that promotes physical fitness and mental well-being across the ELGi community. What started as an internal fitness challenge has now become an annual event that engages employees, channel partners, and suppliers around the world. This initiative encourages individuals to set personal fitness goals and work together to achieve them, fostering a spirit of camaraderie, healthy competition, and overall wellness.

In the 2023 edition, the challenge saw impressive participation from 1,644 individuals, spread across 154 teams in 26 countries and 40 distributors. Together, they collectively walked an incredible 226 million steps, making this the most successful edition yet. Participants not only focused on physical fitness but also incorporated mindfulness practices, tracked hydration, and took part in wellness sessions led by experts, adopting a holistic approach to health that transcends the boundaries of the challenge itself. The momentum continued into 2024, with participants already surpassing 54 million steps in the first week, further reflecting the growing engagement and enthusiasm.

The #WhatsYourFinishLine challenge has proven to be more than just a fitness event; it has brought people together, creating a sense of belonging and shared purpose. It has inspired ELGi employees and partners to embrace a more active and healthy lifestyle, pushing their limits and building habits that last long after the challenge ends. From walking and running to cycling and other wellness activities, this initiative continues to redefine the meaning of achieving success, not just in fitness but in life.

5th Edition 2023
#WhatsYourFinishLine Challenge

Total Participants	Total Teams	Countries	Total Distributors	Total Steps
1644	154	40	40	225.5 mn

Coimbatore Marathon

The Coimbatore Marathon has evolved into a powerful movement for health, wellness, and social impact, uniting thousands each year. As the city's largest sporting event, it promotes fitness while raising vital funds for cancer care. ELGi Equipments Limited, a proud sponsor for over a decade, believes that a healthy workforce strengthens the community and supports the marathon's mission to drive change.

ELGi's involvement right from the first edition in 2013, goes beyond sponsorship; it actively engages employees and the community through pre-marathon fitness workshops, wellness sessions, and training programs. These initiatives help participants prepare for race day while promoting long-term healthy habits. The funds raised through the marathon benefit the Coimbatore Cancer Foundation (CCF), supporting early detection, treatment, financial aid, and psychological support for patients, as well as rehabilitation for survivors. Through this partnership, ELGi and the marathon continue to create lasting social impact.

ELGi teams up with Olympic Gold Quest to fuel India's future champions

At ELGi, we view excellence as a continuous journey, driven by resilience, innovation, and an unwavering commitment to pushing boundaries. In alignment with this vision, we have partnered with Olympic Gold Quest (OGQ), a distinguished initiative founded by sporting legends Geet Sethi and Prakash Padukone. OGQ is dedicated to identifying and nurturing Indian athletes and para-athletes to win gold medals in the Olympics.

This collaboration reflects our commitment to fostering sporting excellence in India. By supporting OGQ's mission, we aim to inspire the next generation of athletes, equipping them to compete at the highest level and bring pride to the nation on the global stage. Behind each medal-winning performance lies years of rigorous training, strategic preparation, and relentless dedication.

OGQ plays a pivotal role in shaping these champions, providing athletes with essential support across several key areas. These include participation in international and domestic tournaments, access to elite foreign coaching, advanced sports science for training and recovery, world-class equipment for peak performance, and comprehensive administrative and logistical assistance to remove barriers and allow athletes to focus on what they do best—competing. Through this partnership, ELGi is proud to contribute to the rise of India's sporting talent on the world stage.

ELGi's StepsForChange: Empowering a Greener Tomorrow

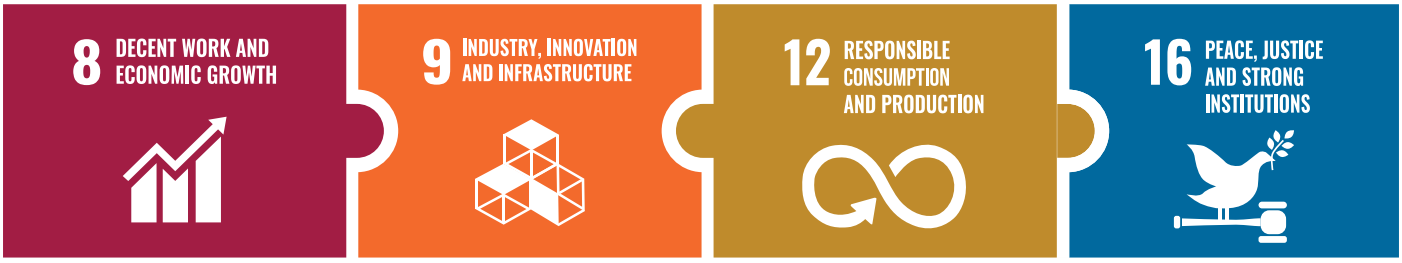
In celebration of World Environment Day, ELGi invited employees worldwide to share their contributions toward building a sustainable future. The responses were both inspiring and impactful, highlighting a diverse range of eco-friendly practices.

This initiative is part of our ongoing StepsForChange campaign, launched in 2020. Now in its fourth year, the campaign continues to inspire momentum, encouraging employees to integrate environmental responsibility into their daily routines. From reducing energy consumption and cycling to work, to harvesting rainwater, participating in cleanup drives, and eliminating single-use plastics, our teams are actively embracing sustainability.

Through these collective actions, ELGi strengthens its commitment to environmental stewardship, cultivating a culture where every small step contributes to a bigger, greener impact.

Always Resilient

9



At ELGi, resilience begins with strong governance that drives consistency, ethical conduct, and strategic foresight across the organization. We recognize that strong governance is not just about compliance—it's about building trust, managing risks proactively, and enabling sustainable decision-making at every level of the organization. Our governance systems are designed to be adaptive, allowing us to respond confidently to global shifts while upholding the highest standards of integrity. By embedding ESG principles into our governance structure, we ensure that transparency and accountability are more than policies—they are daily practices. This approach enables us to navigate uncertainty with clarity and purpose, fostering resilience across our operations, partnerships, and value chains.

Governance at ELGi

Embedding sustainability into the fabric of our operations begins with a clearly defined and accountable governance model. At ELGi, we have established a structured approach to ESG governance that enables seamless coordination between strategic vision and functional execution. This model supports our commitment to achieving the goals outlined in our sustainability roadmap by ensuring that ESG considerations are deeply integrated into everyday decision-making processes across the organization.

Our ESG governance framework consists of a multi-level structure that brings together key leadership and functional representatives. A central steering committee is responsible for setting direction, evaluating progress against ESG objectives, and approving key initiatives. This body ensures that our sustainability efforts remain aligned with business goals and reflect the evolving expectations of our stakeholders. Regular reviews, including half yearly assessments and annual reporting to the Board of Directors, provide the necessary checks to keep our ESG journey on track.

At the operational level, designated Sustainability Champions represent various departments and play a crucial role in driving initiatives forward. These individuals are accountable for implementing ESG priorities within their functions, tracking performance, and facilitating collaboration to close gaps and accelerate progress. Supporting this network is the Sustainability Leader, who provides strategic oversight, ensures regulatory compliance, and acts as a key link between leadership and operations. Together, this ecosystem ensures that our sustainability commitments are met with clarity, ownership, and measurable action.

Building a Resilient Supply Chain

At ELGi, our supply chain strategy is anchored in ethical partnerships, ESG integration, and long-term resilience. We've implemented a comprehensive Supplier Code of Conduct, built around 19 core ESG principles, which sets clear expectations for environmental, social, and governance performance. To date, suppliers representing 90% of our procurement spend have committed to these standards. To ensure accountability, third-party audits are scheduled for 30 of these signatories, reinforcing transparency and alignment with our values.

Beyond the Code, we require suppliers to adhere to ELGi's Health, Safety, and Environment (HSE) and Energy Management policies. These expectations are upheld through scheduled safety audits and are further supported by structured training in continuous improvement, lean practices, and KANBAN systems—all aimed at driving operational excellence and capacity building.

To mitigate risk and increase agility, we continue to expand our global supplier base while strengthening long-standing local partnerships. Our selective backward integration approach ensures greater control over critical components, reducing supply chain vulnerability.

Notably, 269 of our suppliers—accounting for 87% of our total spend—have launched their own ESG initiatives, demonstrating a shared vision for sustainable growth and responsible business.

As of FY 2024-25, 34 suppliers have established comprehensive ESG (Environmental, Social, and Governance) roadmaps, collectively contributing to 29% of the total spend. This reflects our commitment to driving sustainability and responsible sourcing throughout our supply chain, ensuring that our partners align with our core values of ethical business practices and environmental stewardship.

By embedding these principles across every layer of our supply chain, ELGi is cultivating a network that is not only efficient and reliable but also aligned with our commitment to building a sustainable, future-ready business ecosystem.

Enhancing Supply Chain Agility with Automation

At ELGi, we recognize that a resilient and agile supply chain is fundamental to delivering consistent customer value. Automation has become a critical driver in optimizing our supply chain and inventory operations, going well beyond the shop floor. By integrating automated systems, we have significantly reduced lead times, optimized inventory levels, and ensured critical parts are available precisely when and where they're needed. These improvements directly translate into more reliable delivery schedules and enhanced customer satisfaction.

A key advancement in this area is the automation of machining operations within our supply network. In the Air Center Plant's Casting Bay, we initially deployed a Flexible Manufacturing System (FMS), which delivered a 43% increase in production capacity. However, supply chain flexibility was limited due to the complexity of handling varied air end sizes and the manual effort required for fixture and tool changes across machines.

To address this, we introduced a Horizontal Machining Centre (HMC) alongside the FMS. This integration enabled fully automated fixture clamping, dynamic production scheduling based on real-time orders, and the consolidation of multiple part families onto a single platform. The result was a 90% improvement in machining productivity, significantly increasing our ability to meet varying production demands without compromising supply continuity.

By embedding automation directly into our supply chain infrastructure, ELGi has strengthened its ability to respond to demand variability, minimize bottlenecks, and maintain optimal inventory flows—ensuring a supply chain that is not only efficient but also future-ready.

Information Security

At ELGi, safeguarding information assets is a critical component of the company's commitment to operational excellence, stakeholder trust, and sustainable business practices. In an increasingly digitalized and interconnected world, ELGi recognizes that robust information security management is not only essential for protecting sensitive data but also plays a vital role in maintaining business continuity, ensuring compliance, and preserving customer confidence.

To institutionalize its commitment to data security, ELGi has achieved ISO/IEC 27001 certification, the internationally recognized standard for Information Security Management Systems (ISMS). This certification reflects ELGi's systematic and proactive approach to managing information security risks, including the protection of intellectual property, employee and customer data, and operational systems across its global network.

The ISO 27001 framework enables ELGi to identify potential vulnerabilities, assess risks, and implement stringent controls to prevent unauthorized access, data breaches, and other cyber threats. Regular audits, employee awareness programs, and continuous monitoring ensure that ELGi's information security protocols remain resilient and responsive to evolving challenges.

Information security at ELGi extends beyond technology to encompass governance, processes, and people. The company promotes a culture of cybersecurity awareness across all levels of the organization, reinforcing accountability and encouraging best practices in data handling and digital safety.

By embedding information security into its broader sustainability strategy, ELGi not only protects its digital infrastructure but also upholds its responsibility to customers, partners, and stakeholders. The company remains committed to maintaining the highest standards of information integrity, confidentiality, and availability, aligning with global best practices and regulatory requirements.

Customer Centricity at the Core of ELGi's Philosophy

ELGi places customer centricity at the foundation of its business philosophy. The company is dedicated to delivering not just technologically advanced compressed air solutions, but also to understanding and addressing the unique challenges faced by its customers across diverse industries. By focusing on reliability, product customization, and responsive service, ELGi builds long-term partnerships that add measurable value and drive operational efficiency.

With a global presence and a strong service network, ELGi ensures that every customer interaction is marked by prompt support and seamless engagement. Continuous investment in digital tools, structured feedback mechanisms, and localized service delivery enables ELGi to remain agile and responsive to evolving customer expectations. This focus on putting the customer first reinforces ELGi's reputation as a trusted, solution-driven partner in the air compressor industry.

Case Study 1

Powering Precision and Sustainability with Oil-Free Innovation

As part of its commitment to sustainability and operational excellence, a leading electronics manufacturer partnered with ELGi to implement an advanced oil-free compressed air solution. The integration of ELGi's AB Series Oil-Free Screw Compressor enabled the customer to meet strict air quality standards essential for high-precision manufacturing—delivering 100% oil-free air, stable dew point, and consistent pressure to support critical production processes.

The solution not only ensured contamination-free operations but also significantly enhanced energy efficiency, aligning with the customer's long-term goal of achieving carbon neutrality. The intelligent design and smart control systems of the AB Series helped reduce power consumption, lower operating costs, and minimize downtime. Additionally, ELGi's responsive service and easy access to spare parts ensured smooth, uninterrupted production.

Looking ahead, the customer is well-positioned to scale its Industry 4.0 ambitions, with ELGi's air alert platform enabling real-time monitoring and predictive maintenance. This collaboration reflects how ELGi's innovative compressed air technologies contribute to sustainable manufacturing, helping forward-thinking organizations reduce their environmental footprint while boosting productivity and reliability.

Case Study 2

Empowering Cleaner Energy Operations with ELGi's Compressed Air Innovation

In response to rapidly evolving environmental regulations in the oil and gas sector, a leading customer in the North American energy market sought a reliable, sustainable alternative to traditional gas flaring practices. ELGi partnered with the customer to deliver a high-performance compressed air solution that met the dual challenge of operational efficiency and regulatory compliance. Central to this solution was the integration of ELGi's EN Series rotary screw compressors, chosen for their durability, efficiency, and ability to operate in harsh, remote environments with minimal maintenance.

The solution, deployed across multiple natural gas extraction sites, was designed to support the elimination of flame-off gas practices by enabling the capture and utilization of excess natural gas. The system, engineered with duplex configuration, compact design, and integrated regenerative air dryers, ensured reliability and energy efficiency even under extreme climatic conditions. The collaborative approach between ELGi and the customer—from system design to commissioning and after-sales support—has resulted in reduced environmental impact, lower operational costs, and enhanced system uptime.

This partnership stands as a testament to how ELGi's innovative technology and customer-first mindset can help industries transition toward cleaner operations. By replacing outdated practices with sustainable, compliant systems, the customer not only met regulatory demands but also improved long-term performance. The project underscores ELGi's commitment to enabling a greener future by offering practical, robust solutions tailored to real-world industrial challenges.

Case Study 3

Pedalling Toward Efficiency: Supporting a Customer's Sustainable Manufacturing Journey

In pursuit of greater operational efficiency and reduced environmental impact, a long-standing customer in the European bicycle manufacturing sector partnered with ELGi to transform its compressed air infrastructure. The customer faced recurring challenges with outdated piston compressors that delivered inconsistent pressure and consumed high amounts of energy—leading to frequent production interruptions and increased operational costs. Recognizing the need for a more sustainable and reliable solution, the customer integrated ELGi's EN7V rotary screw air compressor, known for its energy efficiency, consistent performance, and compact design.

Since implementation, the customer has reported a 30% reduction in energy consumption, resulting in significant cost savings and a lower carbon footprint. The EN7V compressor has enabled uninterrupted production, improved product quality, and enhanced workplace conditions due to its low noise levels. By ensuring a stable supply of clean, reliable compressed air, ELGi's solution has empowered the customer to streamline its operations and align more closely with regional and global sustainability goals.

This collaboration showcases ELGi's role in driving sustainable manufacturing through innovative compressed air technologies. By delivering dependable performance and measurable environmental benefits, ELGi helps customers not only meet today's production demands but also future proof their operations in an increasingly competitive and eco-conscious industry landscape.

Case Study 4

Enabling Sustainable Precision in Automotive Manufacturing

As the demand for high-quality, precision-engineered automotive components continues to rise, one leading customer in the automotive plastics sector turned to ELGi for a solution that could deliver exceptional air purity while advancing its sustainability objectives. Operating in a highly specialized environment where even minor air contamination can compromise product integrity, the customer required a compressed air system that was not only oil-free and energy-efficient but also capable of supporting continuous, high-volume production with minimal maintenance.

To meet these requirements, ELGi provided its advanced AB 45 - 7 oil-free screw air compressor, engineered to deliver Class 0 oil-free air essential for manufacturing clarity-critical polypropylene (PP) granules used in vehicle dashboards, bumpers, and lighting components. The system's two-stage oil-free compression, combined with a Variable Frequency Drive (VFD) and real-time monitoring via ELGi's Air~Alert platform, ensured a stable, energy-optimized operation. Integrated filtration and drying systems further minimized moisture levels, safeguarding against defects and preserving product quality.

The implementation of ELGi's solution has yielded tangible benefits across sustainability and operational performance. The customer has reported enhanced production reliability, reduced energy consumption, and improved environmental compliance—all while maintaining the highest standards of product quality. This collaboration demonstrates how ELGi's innovative, oil-free compressed air technologies support the future of precision manufacturing by combining performance excellence with environmental responsibility.

Case Study 5

Powering Sustainable Rice Processing with Efficient Compressed Air Solution

In the fast-evolving rice processing industry, where quality, consistency, and energy efficiency are critical, a leading customer has relied on ELGi's compressed air solutions to enable operational excellence and sustainable growth. Recognizing that compressed air plays a vital role across various stages—from cleaning and parboiling to polishing and packaging—the customer sought a reliable partner to support their expansion while maintaining product quality and reducing environmental impact.

Over the years, the customer has integrated multiple ELGi compressor models across its facilities to meet increasing production demands. These solutions have supported core operations with clean, moisture-free, and oil-free air, preventing contamination and minimizing downtime. As a result, the customer has achieved measurable improvements in energy efficiency, system reliability, and overall process automation—key drivers of quality in rice production. With structured maintenance support and consistent upgrades, the compressed air infrastructure has evolved into a cornerstone of the customer's commitment to excellence.

This long-standing partnership highlights how ELGi's innovative and efficient air compression technologies are empowering agro-industrial businesses to scale sustainably. By aligning operational performance with energy-saving goals, ELGi continues to play a pivotal role in shaping the future of food processing through clean, dependable, and cost-effective compressed air solutions.

Case Study 6

Advancing Food Safety and Sustainability Through Oil-Free Air Innovation

In a competitive and highly regulated food processing environment, one customer operating a major food manufacturing facility sought to modernize operations while enhancing food safety and reducing environmental impact. Facing fluctuating air demands driven by seasonal production cycles, the customer required a compressed air solution that could offer flexibility, energy efficiency, and absolute air purity. The challenge was particularly critical, as compressed air comes into direct contact with food during sorting, processing, and packaging operations.

To address these demands, the customer partnered with ELGi to implement a tailored solution featuring oil-free air compressors with Variable Frequency Drive (VFD) technology. These systems were selected for their ability to dynamically adjust air output based on real-time production needs, ensuring energy efficiency without compromising on reliability.

ELGi's oil-free compressors also eliminate the risk of contamination, aligning with stringent food safety regulations and maintaining the integrity of processed goods. With built-in system redundancy and predictive maintenance support, the solution ensures uninterrupted operations across both peak and off-peak periods.

The implementation of ELGi's compressed air technology has delivered substantial benefits: reduced energy costs, improved food safety compliance, operational flexibility, and consistent system performance. The partnership has become a benchmark in how innovative, sustainable technology can transform food production. By enabling reliable, contamination-free, and efficient compressed air delivery, ELGi continues to support the customer's vision of a cleaner, smarter, and more sustainable food processing future.

Case Study 7

Elevating Efficiency and Sustainability in Surface Coating with Smart Compressed Air System

In the demanding world of commercial painting and industrial surface preparation, precision, uptime, and energy efficiency are critical to maintaining quality and competitiveness. A leading customer in the coatings industry sought to modernize its operations by addressing recurring breakdowns, high energy consumption, and production delays caused by aging air compressor systems. To overcome these challenges, the customer partnered with ELGi and implemented the EG Series 250 HP high-performance Rotary Screw Compressor with Variable Speed Drive, engineered to deliver compressed air tailored to fluctuating operational loads.

The adoption of ELGi's variable speed compressor has significantly transformed the customer's operations. By eliminating frequent load-unload cycles and precisely matching air output to process demand, the system has helped reduce annual electricity consumption by over 100,000 kWh. The clean, dry air provided by the ELGi solution ensures improved surface preparation, better coating adhesion, and fewer reworks—ultimately enhancing both quality and productivity. These benefits are especially critical in abrasive blasting and painting applications, where moisture and air contaminants can compromise material performance and increase environmental waste.

With the support of ELGi's service partner, the customer continues to benefit from reduced downtime, improved equipment reliability, and ongoing technical support. The system not only ensures uninterrupted operations but also contributes to long-term sustainability goals through reduced energy usage and lower operational costs. This success story demonstrates how ELGi's data-driven, efficient air solutions are enabling industries to enhance operational resilience while moving toward cleaner, more responsible manufacturing practices.

Way Forward

10

At ELGi, our journey forward is driven by a strong sense of purpose—to lead responsibly, innovate consistently, and create lasting value for our stakeholders. With a focus on leveraging advanced technologies and strengthening our innovation capabilities, we are committed to developing next-generation products that address the dynamic needs of our customers and industries worldwide.

This past year, we placed emphasis on streamlining our targets to align more closely with our long-term strategic objectives. Looking ahead, we plan to further enhance and refine our target-setting approach to ensure greater alignment, accountability, and impact across all our initiatives.

Sustainability continues to be a foundational pillar of our growth strategy. Guided by our comprehensive framework, we are sharpening our environmental, social, and governance (ESG) approach to ensure that responsible practices are integrated across our operations and value chain. From product design to energy efficiency, our efforts are aimed at making a positive impact on both business and the environment.

Research and development remain at the heart of our progress. We continue to invest in innovation to deliver high-performance, energy-efficient solutions that enable our customers to meet their goals while aligning with global sustainability trends.

Our people are central to everything we do. We continue to invest in their growth through ongoing learning and development, fostering a culture of excellence and continuous improvement. Our commitment to diversity, inclusion, human rights, and workplace safety ensures that every individual can thrive in a respectful, secure, and empowering environment.

Beyond the workplace, we remain dedicated to supporting the communities around us. Our flagship initiative—the ELGi School—continues to provide access to quality education, helping young students achieve social mobility and a better future. We also maintain a strong focus on healthcare initiatives, working to improve the well-being of the communities we serve.

As we navigate an ever-evolving global landscape, ELGi remains true to its values—**Always Resilient, Always Responsible, and Always Reliable**. With a renewed focus on ESG strategy, purposeful innovation, and refined goal-setting, we are confidently progressing toward our aspiration: to Always be the choice everywhere and to become a leading force in the global air compressor industry.

GRI Index

GRI Standard	Disclosure	Section Reference	Page Number
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report	14-15
	2-2 Entities included in the organization's sustainability reporting	About the Report	14-15
	2-3 Reporting period, frequency and contact point	About the Report	14-15
	2-4 Restatements of information	The LTIFR for 2023 has been restated as 1.99 due to a change in the reporting standard effective FY 2023–24. This reflects an updated calculation methodology for improved consistency	
	2-5 External assurance	Assurance Statement	6-9
	2-6 Activities, value chain and other business relationships	About Us	10-12
	2-7 Employees	Talent Management	48-50
	2-9 Governance structure and composition	Governance at ELGi	70
	2-10 Nomination and selection of the highest governance body	Governance at ELGi	70
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance at ELGi	70
	2-13 Delegation of responsibility for managing impacts	Governance at ELGi	70
	2-14 Role of the highest governance body in sustainability reporting	Governance at ELGi	70
	2-16 Communication of critical concerns	Diversity & Inclusion, Governance at ELGi	53-57, 70
	2-19 Remuneration policies	Talent Management	48-50
	2-20 Process to determine remuneration	Talent Management	48-50
	2-22 Statement on sustainable development strategy	Tracking our ESG Commitments	19-22
	2-23 Policy commitments	Tracking our ESG Commitments	19-22
	2-24 Embedding policy commitments	Tracking our ESG Commitments	19-22
	2-26 Mechanisms for seeking advice and raising concerns	Always Resilient	69-80
	2-27 Compliance with laws and regulations	Human Rights	48
	2-28 Membership associations	Memberships and Associations	12
	2-29 Approach to stakeholder engagement	Stakeholder Engagement & Materiality	16-18
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement & Materiality	16-18
	3-2 List of material topics	Stakeholder Engagement & Materiality	16-18
	3-3 Management of material topics	Stakeholder Engagement & Materiality	16-18

GRI Standard	Disclosure	Section Reference	Page Number
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainable Business	23-24
	201-3 Defined benefit plan obligations and other retirement plans	Talent Management, Employee Wellbeing	48-50, 57-59
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Always Resilient	69-80
	205-2 Communication and training about anti-corruption policies and procedures	Always Resilient	69-80
	301-2 Recycled input materials used	Always Responsible	25-46
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Emissions	27-28
	302-4 Reduction of energy consumption	Energy and Emissions	27-28
	302-5 Reductions in energy requirements of products and services	Energy and Emissions	27-28
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water	29-31
	303-2 Management of water discharge-related impacts	Water	29-31
	303-3 Water withdrawal	Water	29-31
	303-4 Water discharge	Water	29-31
	303-5 Water consumption	Water	29-31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy & Emissions	27-28
	305-2 Energy indirect (Scope 2) GHG emissions	Energy & Emissions	27-28
	305-5 Reduction of GHG emissions	Energy & Emissions	27-28
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste	31-33
	306-2 Management of significant waste-related impacts	Waste	31-33
	306-3 Waste generated	Waste	31-33
	306-4 Waste diverted from disposal	Waste	31-33
	306-5 Waste directed to disposal	Waste	31-33
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Building a Resilient Supply Chain	71
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Management	48-50
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Management, Employee Wellbeing	48-50, 57-59
	401-3 Parental leave	Talent Management, Employee Wellbeing	48-50, 57-59

GRI Standard	Disclosure	Section Reference	Page Number
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	60-62
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	60-62
	403-3 Occupational health services	Occupational Health and Safety	60-62
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	60-62
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	60-62
	403-6 Promotion of worker health	Occupational Health and Safety	60-62
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	60-62
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	60-62
	403-9 Work-related injuries	Occupational Health and Safety	60-62
	403-10 Work-related ill health	Occupational Health and Safety	60-62
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning and Development	50-51
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development	50-51
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity & Inclusion	53-57
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity & Inclusion	53-57
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights, Child, and Forced Labour	48
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, Child, and Forced Labour	48
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human Rights, Child, and Forced Labour	48
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	63-68
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Building a Resilient Supply Chain	71
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Stewardship, Customer Centricity	37-46, 73-80
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Stewardship	37-46
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security	72

ELGi®

Always Better.

ELGI EQUIPMENTS LIMITED

CIN: L29120TZ1960PLC000351
Singanallur, Coimbatore - 641005, India.

Phone: +91 422 2589555
E-Mail: enquiry@elgi.com

Toll-free no: 1800-425-3544 | 1800-203-3544
(applicable for India only)

Follow us on

THE COMPRESSED AIR JOURNAL