

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L64203HP1994PLC014541
2.	Name of the Company	Exicom Tele-Systems Limited
3.	Year of Incorporation	1994
4.	Registered Office Address	8, Electronics Complex, Chambaghat, Dist. Solan, Himachal Pradesh, India-173213
5.	Corporate Address	3 rd Floor, Plot No. 38, Institutional Area, Sector -32, Gurugram, 122001
6.	Email Address	investors@exicom.in
7.	Telephone	0124-6615200
8.	Website	www.exicom.com
9.	Financial Year Reported	FY 2024-25
10.	Name of the Stock Exchanges where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1,39,07,97,710 (as on the date of this report)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sangeeta Karnatak Company Secretary & Compliance Officer Email address: sangeeta.karnatak@exicom.in Contact No.: 0124 6615200 Address: 3 rd Floor, Plot No. 38, Institutional Area, Sector-32, Gurugram, 122001
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Unless otherwise specified, the disclosures in this report are presented on a consolidated basis.
14.	Name of assurance provider*	Not Applicable
15.	Type of assurance obtained*	Not Applicable

*The BRSR disclosures have been internally reviewed by management, and the Company may consider internal or external assurance in future, if required.

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Critical Power (CP)	Manufacturing & Selling of Power Systems for conversion of AC power to DC power	28%
2	Electric Vehicle Supply Equipment (EVSE)	Manufacturing & Selling of batteries Manufacturing & Selling of EV chargers to automobile players.	38% 34%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Battery	279	38%
2	EV Chargers	279	34%
3	Hybrid Power System and Switched Mode Power (SMPS) & Switched Module Rectifier (SMR)	279	28%

III. Operations

18. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	3	31	34
International	1	8	9

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	28 States and 6 Union Territories
International (No. of Countries)	36

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

18.24%

c. Types of customers

The Company operates in two distinct business verticals: Critical Power and EV Chargers.

In the Critical Power Business, the Company provides comprehensive energy management solutions for telecommunications sites and enterprise environments. Their diversified portfolio includes DC power conversion systems (referred to as 'DC Power Systems') and Li-ion-based energy storage solutions, which serve as backup power during grid interruptions ('Li-ion Batteries' or 'Energy Storage Solutions'). The customer base primarily consists of telecom players in the existing markets of India, South East Asia, and Africa.

In the EV Charger Business, the Company offers both slow charging solutions (AC chargers primarily for residential use) and fast charging solutions (DC chargers for business and public charging networks in cities and on highways). Their diverse customer base includes established automotive OEMs (passenger cars and EV buses), charge point operators (CPOs) and fleet aggregators.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	322	284	88.20%	38	11.80%
2.	Other than Permanent (E)	14	10	71.43%	4	28.57%
3.	Total employees (D + E)	336	294	87.50%	42	12.50%
WORKERS						
4.	Permanent (F)	541	491	90.76%	50	9.24%
5.	Other than Permanent (G)	421	371	88.12%	50	11.88%
6.	Total workers (F + G)	962	862	89.60%	100	10.40%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	37.5%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY'2024-25			FY'2023-24			FY'2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.60%	19.72%	18.99%	21.20%	20.70%	21.10%	19.10%	13.30%	20.30%
Permanent Workers	16.70%	22.02%	17.24%	15.80%	8.30%	14.90%	23.30%	37%	24.80%

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

23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/Joint Venture	% of shares held by the Company (As of March 31, 2025)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	NextWave Communications Private Limited (Incorporated in India)	Holding	-	No
2	Exicom Tele-Systems (Singapore) Pte.Ltd. (Incorporated in Singapore)	Wholly owned Subsidiary	100	No
3	Exicom Power Solutions B.V. (Incorporated in Netherland)	Wholly owned Subsidiary	100	No
4	Horizon Power Solutions L.L.C-FZ (Incorporated in Dubai)	Wholly owned Subsidiary	100	No
5	Horizon Tele-Systems SDN. BHD.* (Incorporated in Malaysia)	Step-down Subsidiary	-	No
6	Tritium NexGen Solutions B.V.** (Incorporated in Netherland)	Step-down Subsidiary	-	No
7	Tritium Power Solutions Limited** (Incorporated in U.K)	Step-down Subsidiary	-	No
8	Tritium Power Solutions Inc.** (Incorporated in USA)	Step-down Subsidiary	-	No

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/Joint Venture	% of shares held by the Company (As of March 31, 2025)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
9	Tritium Power Solutions Pty. Ltd.** (Incorporated in Australia)	Step-down Subsidiary	-	No
10	Exicom NexGen Power B.V. (Incorporated in Netherland)	Wholly owned Subsidiary until February 5, 2025, and ceased to be a subsidiary thereafter upon its dissolution	-	No
11	Exicom Energy Systems Private Limited*** (Incorporated in India)	Fellow Subsidiary	-	No
12	Exicom Power Systems Private Limited*** (Incorporated in India)	Fellow Subsidiary	-	No

*Wholly owned Subsidiary of Exicom Tele-systems (Singapore) Pte. Ltd., Singapore.

**Wholly owned Subsidiary of Exicom Power Solutions B.V., Netherlands.

***Wholly owned Subsidiary of NextWave Communications Private Limited, India.

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- (ii) Turnover* (in ₹): 86,760.63 Lakhs
- (iii) Net worth* (in ₹): 61,378.46 Lakhs

*The figures of Turnover and Net worth are on consolidated basis for the FY 2024-25

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY'2024-25			FY'2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, in the respective Memorandum of Understanding (MOU) with the CSR Project Partner, the responsibility for addressing community grievances lies with the CSR project partners, who effectively manages the complaints, in line with the laid down guidelines in a consultative manner. web-link: https://www.exicom.com/investors#information-to-share-holders	0	0	Nil Grievances	0	0	Nil Grievances

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY'2024-25			FY'2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes, investors and shareholders can submit their grievances on the following web-link: https://www.exicom.com/investors	0	0	Nil Grievances	0	0	Nil Grievances
Shareholders		207*	0	Majorly grievances / queries were related to blocked IPO application money.	1420	9*	Majorly grievances / queries were related to blocked IPO application money.
Employees and Workers	Yes, the Company has Whistle Blower Policy in place at the following web-link: https://www.exicom.com/investors#disclosure	0	0	No grievances were formally received, reflecting the proactive resolution of issues through internal mechanism.	0	0	Nil Grievances
Customers	Yes web-link: www.exicom.com	0	0		0	0	Nil Grievances
Value Chain Partners	Yes web-link: www.exicom.com	0	0	Nil Grievances	0	0	Nil Grievances

*Pending complaints were resolved in quarter 1 of FY'2024-25.

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Impact due to Carbon Emissions	Risk	Carbon emissions contribute to global climate change, which may lead to regulatory fines and impact brand reputation.	Implement energy efficiency measures, invest in renewable energy, and offset carbon emissions through carbon credits.	Negative: Potential fines, increased operational costs.
2	Adoption of Renewable Energy	Opportunity	Transitioning to renewable energy sources can reduce dependency on fossil fuels and lower operational costs in the long term.	-	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Social Impact: Community Engagement	Opportunity	Strengthening community relations can enhance the company's social license to operate and improve brand image.	-	Positive
4	Compliance with Environmental Regulations	Risk	Non-compliance with environmental regulations can result in legal penalties, operational disruptions.	Ensure compliance with all relevant environmental laws, conduct regular audits, and train employees on regulatory requirements.	Negative: Potential fines and legal fees.
5	Waste Management and Recycling	Opportunity	Proper waste management can lead to cost savings and reduce environmental impact, enhancing the company's sustainability credentials.	-	Positive
6	Supply Chain Sustainability	Risk	Unsustainable practices in the supply chain can lead to supply disruptions, increased costs, and reputational damage.	Engage with suppliers to ensure sustainable practices, conduct regular audits, and establish sustainability criteria for suppliers.	Negative: Potential supply chain disruptions.
7	Water Resource Management	Risk	Overuse or contamination of water resources can lead to operational challenges and conflicts with local communities.	Implement water conservation measures, invest in water recycling technologies, and engage in community water stewardship.	Negative: Increased operational costs due to water scarcity.
8	Employee Health and Safety	Risk	Poor health and safety practices can lead to workplace accidents, reduced productivity, and legal liabilities.	Implement robust health and safety programs, conduct regular training, and ensure compliance with safety regulations.	Negative: Production loss, increased operational/medical cost.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes, the Policies have been approved by either the Board, the responsible Internal Committee, or the respective department, depending on the context.								
	c. Web link of the policies, if available	Web link for the Policies https://www.exicom.com/investors#policies-practices								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	i. ISO 9001(International Organization for Standardization) ii. ISO 14001 (Environmental Management Systems) iii. ISO 45001 (Occupational Health and Safety Management Systems) iv. IATF (International Automotive Task Force)								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	i. Discharge of domestic sewage in compliance with the Water (prevention and control of pollution) Act, 1974. ii. Emission of air pollutants in accordance with the Air (Prevention and Control of Pollution) Act, 1981. iii. Noise emission at plant boundary control of noise as per Noise Pollution (Control and Regulation) Rules, 2000. iv. Energy Saving through renewal energy - 10% on electricity bill. v. CO ₂ abatement= 07 MT. vi. Saving of Natural resources through recycle and reuse by average 4000kg gatta recycled.								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Environment Management status: i. Domestic sewage waste is effectively measure and tested before drain into sewer line. ii. Generators and air compressors have noise reduction measures. iii. Monitoring of electricity consumption unit wise. iv. Monitoring of electricity consumption, Vehicle kilo meter, Diesel consumption, Renewal energy. v. 100% compliance disposal rate of solid waste.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company firmly believes in the importance of sustainability and responsible business practices for its long-term success. It recognises the urgent need to address climate change, social inequalities, and ethical governance. The Company understands that these sustainable practices not only benefit the planet and society but also drive innovation, enhance competitiveness, and safeguard its reputation. It has implemented a wide range of sustainability initiatives across its operations, focusing on energy efficiency, employee well-being, community engagement, and ethical governance. As it looks to the future, the Company remains committed to sustainability and the pursuit of ESG excellence. The Company will continue to integrate sustainable practices into its value chain and adopt innovative technologies and methodologies. Please refer to the Managing Director & Chief Executive Officer's statement (Page no. 06) and ESG Approach Section (Page no. 36) in the Annual Report 2024-25.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors of the Company oversee the implementation and oversight of the business responsibility policies.								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Risk Management Committee: Identification of Internal and external risks specifically faced by the Company, including financial, operational, sectoral, sustainability (including, ESG related risks), information and cyber security risks, and other material risks.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee									Need Basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all the applicable statutory requirements.									Review is undertaken from time to time.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									No

12. If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle

1

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

Essential Indicator:

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	<p>The Company regularly organizes orientation and awareness sessions for its Directors, covering key topics such as Safety, Health, Environment, Business Strategy, Industry Trends, Ethics and Governance, and Legal and Regulatory updates.</p> <p>During the year, the Board was kept informed of significant regulatory developments, including timely updates on amendments introduced by SEBI, to ensure continued compliance and effective governance oversight.</p>	100%
Key Managerial Personnel	5	<p>The Company places strong emphasis on aligning its core values with the overall organizational strategy. Core value mapping is actively integrated into strategic planning processes and leadership discussions. Strategic meets, leadership development sessions, and initiatives promoting a culture of inclusion are regularly conducted to reinforce these values across all levels.</p> <p>In addition, the Company conducts regular sessions on POSH (Prevention of Sexual Harassment), health and wellness awareness, and inclusive leadership—fostering a safe, healthy, and empowering work environment for all employees.</p>	100%
Employees other than Board of Directors and KMPs	40	<p>The Company places a strong focus on continuous learning and skill enhancement through structured training programs. Technical training sessions were conducted to support skill upgradation in key areas such as Basics of APQP, Measurement System Analysis, Six Sigma, 7 QC Tools, IATF Auditor Training, EVSE Product Knowledge, and Lithium-Ion Battery Technology.</p> <p>In parallel, a range of behavioural and managerial competency programs were held to strengthen leadership and interpersonal effectiveness. These included sessions on Basics of Leadership, Core Values Overview, High-Impact Presentation Skills, Mental Wellness, Ownership & Accountability, Interpersonal Communication, Supervisory Skills, Finance for Managers, Goal Setting, and Problem Solving.</p>	94%
Workers	6	<p>POSH, CoC, Mental wellness, Health awareness session, Ownership, Product training.</p>	100%

2. Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

Note: the Company shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the Company's website.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			NIL		
Compounding fee					

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NIL

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

Yes, the Company maintains a robust Employee Code of Conduct, which includes provisions addressing anti-corruption and anti-bribery measures. In alignment with this policy, the Company has established a Vigil Mechanism, as per Section 177 of the Companies Act, 2013, to effectively address instances of corruption or bribery. The Company also enforces an anti-bribery and anti-corruption policy with the objective to prevent and detect bribery and all forms of corruption and to conduct its business activities with honesty, integrity, and the highest possible ethical standards. The Company enforces this policy across all its operational geographies, including subsidiaries of Exicom. Guided by its principles, the Company firmly opposes accepting gifts, favours, or entertainment from parties involved in official dealings. The Company strictly prohibits any misuse of authority, position or information for personal gain. Employees are required to disclose conflicts of interest in writing, ensuring transparency and minimising potential conflicts between personal and Company interests. Web Link: <https://www.exicom.com/investors#policies-practices>.

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

	FY'2024-25	FY'2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY'2024-25		FY'2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflict of interest.

The Company ensures compliance with applicable regulations and laws. During the reporting period, no case of non-compliance related to corruption and conflict of interest was found, therefore no corrective action was required to be undertaken.

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

	FY'2024-25	FY'2023-24
Number of days of accounts payables	130	99

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY'2024-25	FY'2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases	7.51%	10.59%
	Number of trading houses where purchases are made from	95	69
	Purchase from top 10 trading house as % of total purchases	80.97%	82.90%
Concentration of Sales	Sales to dealer / distributors as % of total sales	1.54%	0.19%
	Number of dealers / distributors to whom sales are made	190	4
	Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	66.25%	100.00%
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	0.70%	2.61%
	b. Sales (Sales to related parties as % of Total Sales)	3.18%	1.59%
	c. Loans & advances given to related parties as % of Total loans & advances	100.00%	1.07%
	d. Investments in related parties as % of Total Investments made	99.71%	79.13%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Applicable		

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

Yes, within the Code of Conduct for BoD and SMPs, the Company has adopted best practices for reviewing conflict of interest between Board Members. The Company regularly assesses disclosures provided by Board Members related to their involvement with other entities. Further, the Board Members periodically disclose to the Board the details of their interests in other entities pursuant to the requirements of the Companies Act, 2013. Transactions with the Board Members or any entity in which such Board Members are concerned or interested must be approved by the Audit Committee or the Board of Directors, as applicable. In such cases, the interested directors abstain themselves from the discussions at the meetings.

Examples of Conflict of Interest includes but not limited to:

- Employment /Outside Employment
- Outside Directorship
- Business Interest
- Related Party Transactions
- Bribery
- Corporate Opportunities
- Payments or Gifts from others

Principle

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

2

Essential Indicator:

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

Segment	FY'2024-25	FY'2023-24	Details of improvements in environmental and social impacts
R & D	2.65%	9.69%	The Company invests in R&D to support new product development, including the design of more scalable and efficient EV chargers.
Capex	97.06%	84.79%	

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

Yes, the Company is committed to sustainable sourcing practices. Environmental considerations form a key part of the Company's terms and conditions with suppliers. Exicom recognises the importance of responsible procurement and has established robust procedures to ensure sourcing aligns with sustainability principles. These procedures are embedded in the supplier audit process and reflect the Company's broader commitment to environmental stewardship and sustainable supply chains.
 - b. If yes, what percentage of inputs were sourced sustainably?

Around 35% of inputs, particularly electronic components, are sourced from globally reputed suppliers who publicly adhere to internationally accepted environmental sustainability policies. These suppliers integrate sustainability principles throughout their operations and value chains. This approach is consistent with Exicom's sustainable sourcing policy. While an exact percentage is not currently quantified, the alignment of our sourcing practices with the Company's sustainability commitments is continuously monitored and strengthened.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
 - (a) Plastics (including packaging)

The Company adheres to the Extended Producers Responsibility (EPR) requirements outlined in plastic waste management rules. The Company collaborates with Central Pollution Control Board (CPCB) authorized plastic waste recyclers to collect plastic waste. These recyclers process the plastic waste in an environmentally friendly manner, meeting the assigned target quantity for the Company.
 - (b) E-waste

The Company has implemented an efficient e-waste collection system for end-of-life Electrical and Electronic Equipment (EEE) across India, collaborating with an e-waste aggregator. These collected EEE items are then responsibly recycled through registered e-waste recyclers, ensuring an environmentally friendly approach.
 - (c) Hazardous waste

The Company ensures the secure disposal of hazardous waste generated at its factories. Authorized hazardous waste management and disposal agencies, as well as approved hazardous waste recyclers sanctioned by State Pollution Control Boards (SPCB) in respective states, handle this process. Additionally, the Company actively complies with all requirements for hazardous waste disposal. This commitment to responsible waste management reflects its dedication to environmental stewardship.
 - (d) other waste

The Company ensures responsible management of non-hazardous solid waste. Authorized waste recyclers handle the recycling process. Biomedical waste is securely disposed of through an authorized biomedical waste disposal agency.

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

Yes, the Company is in collaboration with recyclers who have received approval from the Central Pollution Control Board (CPCB). Currently, the Company is diligently working on the return filing process, aiming to meet the CPCB's target of 30 metric tons.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Life Cycle Assessment (LCA) has not been conducted for the financial year

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

Name of Product / Service	Description of the risk / concern	Action Taken
No		

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

Indicate input material	Recycled or re-used input material to total material	
	FY'2024-25	FY'2023-24
NIL		

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

	FY'2024-25			FY'2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	12.83	-	-	4.56
Hazardous waste	-	-	0.96	-	-	0.24
Other waste (Carton)	-	8.8	-	-	8.4	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Electrical and Electronic Equipment	60%

Principle

3

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicator:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	284	284	100%	284	100%	0	0	260	92%	0	0
Female	38	38	100%	38	100%	30	79%	0	0	0	0
Total	322	322	100%	322	100%	30	9.32%	260	80.75%	0	0
Other than Permanent employees											
Male	10	8	80%	0	0	0	0	0	0	0	0
Female	4	3	75%	0	0	0	0	0	0	0	0
Total	14	11	78.57%	0	0	0	0	0	0	0	0

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	491	491	100%	491	100%	NA	NA	491	100%	0	0
Female	50	50	100%	50	100%	50	100%	NA	NA	0	0
Total	541	541	100%	541	100%	50	9.24%	491	90.76%	0	0
Other than Permanent Workers											
Male	371	371	100%	371	100%	NA	NA	0	0	0	0
Female	50	50	100%	50	100%	50	100%	NA	NA	0	0
Total	421	421	100%	421	100%	50	11.88%	0	0	0	0

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

	FY'2024-25	FY'2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.22%	0.16%

2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits	FY'2024-25			FY'2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	0.02%	Y	NA	3%	Y
Others- please specify	No other benefits					

3. Accessibility of workplaces

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

Yes, the Company has meticulously designed its infrastructure to ensure accessibility for employees and visitors with different abilities. This thoughtful design includes, easily navigable sites and building entrances, doors that operate with ease, well-lit spacious corridors, and clear signages.

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

Yes, the Company upholds a robust internal policy against discrimination, aimed at eliminating any form of bias within the workplace. Adhering to the Rights of Persons with Disabilities Act, 2016, Exicom ensures equal opportunities for all employees, irrespective of their abilities. The Company places high value on individuality and is devoted to nurturing a secure and supportive work environment, free from prejudice, gender bias, and sexual harassment. The primary objective of this policy is to promote an environment of equal opportunity and diversity, thereby ensuring a fair and inclusive workspace for all. weblink : <https://www.exicom.com/investors#policies-practices>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the employees and workers have access to a whistle blower mechanism, wherein they can reach out to the Chairperson of the Audit Committee via an email address mentioned in the said policy. This framework effectively addresses and resolves grievances raised by both permanent and non-permanent employees, including workers. Link of the policy - https://www.exicom.com/investors#disclosure
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY'2024-25			FY'2023-24		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	322	0	0	266	0	0
- Male	284	0	0	237	0	0
- Female	38	0	0	29	0	0
Total Permanent Workers	541	92	17.01%	523	96	18%
- Male	491	73	14.87%	463	74	16%
- Female	50	19	38.00%	60	22	37%

8. Details of training given to employees and workers:

Category	FY'2024-25					FY'2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
	Employees									
Male	284	128	45.07%	193	67.96%	237	37	15.61%	159	67.09%
Female	38	6	15.79%	26	68.42%	29	7	24.14%	18	62.07%
Total	322	134	41.61%	219	68.01%	266	44	16.54%	177	66.54%
	Workers									
Male	491	293	59.88%	365	74.34%	463	266	57.45%	322	69.55%
Female	50	40	80.0%	38	76.00%	60	50	83.33%	52	86.67%
Total	541	333	61.74%	403	74.49%	523	316	60.42%	374	71.51%

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

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	284	21	7.39%	237	37	15.61%
Female	38	4	10.53%	29	3	10.34%
Total	322	25	7.76%	266	40	15.04%
Total Permanent Workers						
Male	491	59	12.02%	463	47	10.15%
Female	50	6	12.00%	60	10	16.67%
Total	541	65	12.01%	523	57	10.90%

10. Health and Safety Management System:

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

Yes, the Company has a comprehensive Occupational Health, Safety, and Environment (HSE) management system in place, which continues to be effectively implemented across all operations. The HSE policy is prominently displayed at all strategic locations within the Company's premises to ensure ongoing awareness and compliance. Furthermore, the Company is certified under the ISO 45001:2018 Health and Safety Management System Standard, reaffirming its commitment to maintaining the highest safety standards and fostering a safe and healthy workplace for all employees.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Regular workplace safety inspections are conducted to proactively identify and mitigate potential hazards. Hazard Identification and Risk Assessment (HIRA) is systematically carried out to evaluate risks, accompanied by periodic reviews. Additionally, employees receive ongoing training to enhance awareness and ensure adherence to workplace safety protocols.
- Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company consistently holds safety meetings under the supervision of the Safety Committee. The primary objective of these meetings is to identify any hazards that may arise during work, assess potential risks, and ensure any incidents are duly reported.
- Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the Company provides its employees with access to non-occupational medical and healthcare services. These services are available through both, the healthcare facilities operated by the Company and external healthcare facilities. Compensation for the use of external facilities is handled appropriately in accordance with the Company's policy.

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

Safety Incident /Number	Category	FY'2024-25	FY'2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company has implemented a comprehensive suite of measure to ensure a secure and health conscious workplace:

HSE Policy: Health, Safety, and Environment (HSE) policy is in place.

ISO 45001: The Company has implemented ISO 45001 at our organization.

Work Permit System: A work permit system is followed.

HIRA: Hazard Identification and Risk Assessment (HIRA) is conducted to identify hazards.

Internal Audits: Internal audits are conducted semi-annually.

Environmental Monitoring: Regular environmental monitoring is conducted.

TPI: Third-Party Inspection (TPI) is conducted for lifting tools and tackles.

Medical Examinations: Medical examinations are conducted to ensure the health of employees.

Training: Regular training is provided to employees.

Ergonomic Workstations: We have ergonomic workstations to ensure healthy workplace conditions.

Ventilation and Illumination: All workshops are fully ventilated, well-illuminated, and equipped with proper air conditioning systems.

Emergency Exits: Adequate emergency exit signage are in place.

Fire Fighting System: A comprehensive firefighting system is in place.

Mock Drills and Training: Regular mock drills and training sessions are conducted.

Safety Committee: A Safety Committee is established.

Near Miss Reporting: A near-miss reporting system is in place.

Accident Investigation: An accident investigation system is in place.

Documented Procedures: All types of procedures are documented.

OCP and WI: Operational Control Procedures (OCP) and Work Instructions (WI) are displayed.

Annual Audits: Annual audits by third parties are conducted.

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

	FY'2024-25			FY'2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	No complaints received	0	0	No
Health & Safety	0	0		0	0	Complaints received

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

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

The Company has reported no major safety incidents reported. However, recognising the importance of proactive measures, the Company has identified significant risks through assessments. In response to these identified risks, the Company has developed and implemented Operational Control Procedures (OCP) for the following areas:

- Fire safety
- Emergency preparedness
- Safe operation of electric stackers and hand pallets
- Soldering safety
- Safe use of handheld tools

These OCPs are implemented in the workplace to ensure safe working conditions.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the Company has Group Term Life Insurance policy for employees and workers.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company ensures payment of statutory dues by its value chain partners by obtaining challans and transaction certificates on a monthly basis as evidence of compliance.

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

	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY'2024-25	FY'2023-24	FY'2024-25	FY'2023-24
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, the Company provides comprehensive transition assistance programs to support the ongoing employability and smooth career transitions of permanent employees upon retirement. These programs are customized based on individual potential and specific needs. However, it's important to note that this provision does not apply in cases of termination of permanent employment for employees and workers.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

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

Not Applicable

Principle

4

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

Essential Indicator:

1. Describe the processes for identifying key stakeholder groups of the Company.

Stakeholder groups within the Company are classified based on their degree of engagement. Central stakeholders are those who directly contribute to the Company's value chain, including employees, investors, customers, and suppliers.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	Email, SMS, Advertisement	Need Basis	To get information about new market trends and responsible procurement.
Employees	No	Email, Meetings, Regular Interactions	Need Basis	Information about Company's business growth plan and performance, Employees' growth and benefits, professional development and continuing education, career growth and skill training etc.
Investors (other than Shareholders)	No	Email, Meetings	Need Basis	To understand Company's major events, and results.
Customers	No	Email, Meetings	Need Basis	Information on business offerings, customer satisfaction and feedback, to share monthly progress, encompassing all business verticals. The targets set at the beginning of the month have been pursued with diligence, resulting in notable achievements.

Leadership Indicators

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

The Company, in alignment with applicable regulations and governance principles, is committed to transparent and responsible communication with its stakeholders. It ensures access to relevant information on decisions impacting stakeholders while safeguarding sensitive and competitive business information. Stakeholder engagement is carried out through formal mechanisms such as Board-level committees and general meetings. The Stakeholders Relationship Committee addresses matters raised by shareholders and investors, ensuring timely resolution and feedback. In addition, the Company has a Board-approved Corporate Social Responsibility (CSR) Policy, under which the CSR Committee monitors the implementation of social initiatives and provides oversight to ensure alignment with stakeholder expectations. Through these structured engagements, the Company continues to foster trust, accountability, and inclusive growth.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company, with contributions from a diverse group of stakeholders, has conducted a comprehensive assessment. This process enabled the Company to identify and prioritise the environmental, social, governance and economic issues that are crucial to its long-term sustainability and success. As a result of this assessment, Exicom gained a deeper understanding of the key issues impacting its operations and value creation. Armed with this knowledge, the Company has set ambitious goals to drive its sustainability agenda forward, ensuring a prosperous future for both the Company and its stakeholders.

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

The Company is deeply committed to uplifting the communities in which it operates, with a strong focus on supporting the weaker and marginalised sections of society. Through active engagement with local communities, the Company strives to understand their specific needs and challenges. Guided by this insight, the Company undertakes a range of impactful initiatives spanning education, livelihood enhancement, sanitation, hygiene, preventive healthcare, plantation drives, and education and awareness programs particularly for underprivileged girls. These efforts are driven by a genuine commitment to creating meaningful, long-term change and improving the quality of life for those who need it most.

Principle

Business should respect and promote human rights

5

Essential Indicator:

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

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	322	322	100%	266	266	100%
Other than Permanent	14	14	100%	10	10	100%
Total Employees	336	336	100%	276	276	100%
Workers						
Permanent	541	541	100%	523	523	100%
Other than Permanent	421	421	100%	538	538	100%
Total Workers	962	962	100%	1061	1061	100%

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

Category	FY'2024-25					FY'2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	322	0	0	322	100%	266	0	0	266	100%
Male	284	0	0	284	100%	237	0	0	237	100%
Female	38	0	0	38	100%	29	0	0	29	100%
Other than Permanent	14	0	0	14	100%	0	0	0	0	0
Male	10	0	0	10	100%	0	0	0	0	0
Female	4	0	0	4	100%	0	0	0	0	0
Workers										
Permanent	541	0	0	541	100%	523	0	0	523	100%
Male	491	0	0	491	100%	463	0	0	463	100%
Female	50	0	0	50	100%	60	0	0	60	100%
Other than Permanent	421	0	0	421	100%	538	0	0	538	100%
Male	371	0	0	371	100%	485	0	0	485	100%
Female	50	0	0	50	100%	53	0	0	53	100%

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	9,85,000	3	10,25,000
Key Managerial Personnel	3	1,07,02,398	1	23,20,008
Employees other than BoD and KMP	257	13,27,152	29	11,98,776
Workers	491	4,62,000	50	4,51,152

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

	FY'2024-25	FY'2023-24
Gross wages paid to females as % of total wages	9.65%	8.96%

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

Yes, the Company has a strong commitment to upholding human rights and creating an environment at work that is welcoming, secure and safe for all. To enable workers and contractors to raise concerns without fear, the Company has put strong policies in place, such as a whistle-blower mechanism, grievance redressal and Prevention of Sexual Harassment (POSH). Frequent meetings of the safety and food committees offer public forums for debating any issues pertaining to human rights. To quickly resolve issues, committed teams—including members of the Human Resources department and the Environmental, Health and Safety department—closely collaborate with site managers. Issues are escalated to the corporate level when required, guaranteeing thorough oversight and efficient resolution. The Company hopes to establish a workplace that respects and upholds each person's rights and dignity by using this multifaceted approach.

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

Yes, the Company has instituted a dedicated committee at its offices and appointed representatives at the plant level to address human rights issues. This mechanism is accessible to all employees. It addresses issues related to discrimination or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification and expression, including transgender identity, political opinion, medical condition, and language, as protected by the laws in force. The Company has policies like Code of Conduct, Whistle Blower Policy and POSH Policy to safeguard the fundamental human rights of employees and workers. Any complaints concerning human rights can be submitted to the designated officials or committee within the Company. Upon receiving a grievance, the relevant official or committee initiates the redressal process as per the Company's policy. Once the process is completed, the concerned parties are informed about the decision made by the official or committee. The Company's comprehensive policies, procedures, and systems are actively designed to safeguard individual human rights.

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

The details are provided below:

	FY'2024-25			FY'2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	2	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY'2024-25	FY'2023-24
i) Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	2
ii) Complaints on POSH as a % of female employees / workers	0	2.50%
iii) Complaints on POSH upheld	0	0

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

The Company recognizes the sensitivity of such cases and has established a well-defined mechanism to uphold confidentiality & non-retaliatory culture to protect the privacy of both the complainant and the respondent throughout the process. This approach aims to mitigate any potential retaliation or adverse consequences.

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

Yes

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other- please specify	-

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

Not Applicable

Leadership Indicators

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company has not conducted a formal Human Rights Due Diligence assessment during the reporting period. However, the Company remains firmly committed to upholding and promoting human rights across its operations. It is dedicated to preventing and addressing any potential human rights violations, including those related to forced labour, child labour, human trafficking, discrimination, unequal remuneration, and the denial of freedom of association or collective bargaining rights.

As an equal opportunity employer, the Company fosters a work environment grounded in fairness, dignity, and respect. The Company does not tolerate any form of discrimination and actively works to ensure equitable treatment through inclusive employment practices and a safe, harassment-free workplace.

The Company's commitment to ethical conduct and responsible business practices is reflected in its Code of Conduct and Anti-Bribery and Anti-Corruption Policy. These frameworks guide employee behaviour and support the Company's broader efforts to operate with integrity and accountability.

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

The Company's premises diligently adhere to the provisions of the Rights of Persons with Disabilities Act, 2016. This adherence ensures that accessibility is not a barrier for visitors with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forced Labour/Involuntary Labour	0
Wages	0
Others – please specify	0

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

Not Applicable

Principle

6

Business should respect and make efforts to protect and restore the environment.

Essential Indicator:

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

Parameter	FY'2024-25	FY'2023-24
From renewable sources		
Total electricity consumption (A)	763.79	578.24
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	763.79	578.24
From non-renewable sources		
Total electricity consumption (D)	13,267.1	12,167.20
Total fuel consumption (E)	1,399.40	1,954.08
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	14,666.50	14,121.28
Total energy consumed (A+B+C+D+E+F)	15,430.29	14,699.52
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/Rs. in lakh)	0.18	0.14
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/Lakh US\$)	3.72	2.89
Energy intensity in terms of physical Output	0.15	0.13

While our current renewable energy usage is modest, the Company continues to explore and evaluate pathways for enhancement through solar and renewable sourcing initiatives.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY'2024-25	FY'2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	6,519.00	6,128.73
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,519.00	6,128.73
Total volume of water consumption (in kilolitres)	6,519.00	6,128.73
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/Rs. in lakh)	0.075	0.060
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/Lakh US\$)	1.55	1.24
Water intensity in terms of physical Output	0.06	0.05

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

4. Provide the following details related to water discharged:

Parameter	FY'2024-25	FY'2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment		
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of Treatment		
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of Treatment		
(v) Others		
- No treatment	0	0
- With treatment – please specify level of Treatment		
Total water discharged (in kiloliters)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

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

No, the Company is engaged in dry process manufacturing activities, which do not involve the use of water in core production. Hence, no industrial liquid effluents are generated, and the requirement for a Zero Liquid Discharge (ZLD) mechanism is not applicable. Water used for domestic and utility purposes is partially reused for plantation, and the remainder is discharged into the municipal system after ensuring it is non-hazardous and compliant with local norms.

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

Parameter	Unit	FY'2024-25	FY'2023-24
NO _x	µg/m ³	35.6	32.2
SO _x	µg/m ³	14.7	16.8
Particulate matter (PM)	µg/m ³	94.2	95.8
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	PPM	<0.1	<0.1
Hazardous air pollutants (HAP)	-	NA	NA
Others	-	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes / Spectra Testing Labs, Faridabad

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY'2024-25	FY'2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional)			

The Company acknowledges the importance of monitoring and managing greenhouse gas (GHG) emissions. While Scope 1 and Scope 2 emissions data is not currently available, the Company is in the process of establishing a structured framework to begin calculating and reporting these emissions.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

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

Yes, the Company has undertaken several initiatives aimed at reducing greenhouse gas emissions, primarily through the adoption of renewable energy and sustainable waste management practices:

1. Solar Energy Initiatives

- The Company has installed a 250 KW solar panel system, contributing to approximately 7% energy savings by harnessing renewable energy sources.
- Additionally, we have upgraded our solar inverters to more efficient and technologically advanced models. This enhancement has resulted in a measurable increase in solar energy generation, yielding an additional 10% energy savings. The upgrade optimizes the performance of the solar infrastructure and further reduces reliance on grid electricity.

2. Responsible Waste Management Practices

- Hazardous Waste:** All hazardous waste generated is disposed of exclusively through Central Pollution Control Board (CPCB)-approved recyclers, ensuring full regulatory compliance and minimizing environmental impact.
- Non-Hazardous Waste:** Non-hazardous waste is systematically segregated, recycled, and reused wherever feasible. For instance, recycled paper waste is repurposed for internal use in stationery and office supplies, promoting resource conservation and reducing landfill contributions.

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

Parameter	FY'2024-25	FY'2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	12.83	4.56
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.99	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.96	0.24
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	80.29	76.59
Total (A+B + C + D + E + F + G + H)	95.07	81.39
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/Rs. in lakh)	0.001	0.0008
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/Lakh US\$)	0.023	0.016
Waste intensity in terms of physical output	0.001	0.001
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	8.8	8.4
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	8.8	8.4
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	86.28	72.99
Total	86.28	72.99

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

10. Briefly describe the waste management practices adopted in your establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company employs multiple strategies to minimize the environmental impact of its products:

- **RoHS Compliance:** The Company uses RoHS-compliant components in its products, thereby avoiding hazardous substances and reducing environmental harm.
- **Lead-Free Soldering:** In its manufacturing processes, the Company utilizes lead-free solder dross, which is safer for the environment.
- **Carbon Emission Reduction:** The Company's products, such as electric vehicle (EV) chargers, contribute to the reduction of carbon emissions, supporting a cleaner environment.
- **Regenerative Testing:** The Company employs regenerative loads during product testing to minimize energy consumption and enhance overall energy efficiency.
- **Waste Management:** During manufacturing, the Company ensures that e-waste and hazardous waste are handled responsibly by sending them to authorized vendors for safe disposal.
- **Extended Producer Responsibility (EPR):** The Company is registered under the EPR framework to facilitate the collection and safe disposal of its products at the end of their life cycle, thereby promoting environmental sustainability.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
None					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes, the Company is fully compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment (Protection) Act, and the rules framed thereunder.

Leadership Indicators -

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

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

- (i) Name of the area – The Company does not have any locations situated in areas identified as being under water stress.
(ii) Nature of operations – Not Applicable
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY'2024-25	FY'2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY'2024-25	FY'2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No

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

Parameter	Unit	FY'2024-25	FY'2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		Not Applicable	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity			

Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

No

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy optimization by installation of lower capacity air compressor for non- peak production hours	Implemented a dual air compressor system, transitioning from a 22.5 kW unit to a 7.5 kW compressor during roughly 12 hours of non-peak production in a 24/7 operation. This strategic downsizing during lower demand periods significantly reduces unnecessary energy consumption, as the smaller compressor operates more efficiently at lighter loads. By minimizing the runtime of the larger, less efficient unit when full capacity isn't required, the facility directly lowers its electricity usage and associated costs. This decreased energy demand translates to a smaller carbon footprint, contributing to a more sustainable and environmentally responsible operation. This proactive approach demonstrates a commitment to resource conservation and embodies a tangible step towards a greener industrial practice.	Substantial energy optimization and aligns with green initiatives.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	Upgradation of solar inverters	The Company has upgraded our solar inverter which has resulted in increased solar energy generation.	10% energy saving.
3	Utilization of regenerative load	Regenerative Testing: The Company utilize regenerative loads during testing to minimize energy consumption.	Enhancing the energy efficiency of products.

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

The Company has BCP and DMP, ensures seamless operations and swift recovery during disruptions. It encompasses risk assessment, emergency response, and recovery strategies. Key elements include identifying critical processes, securing supply chains, and protecting data. The plan involves establishing communication protocols, backup systems, and alternate facilities. Regular training and simulations prepare staff for emergencies. By prioritizing employee safety, maintaining customer relations, and minimizing downtime, the plan enhances resilience. Continuous monitoring and updates ensure its effectiveness. Implementing this plan helps businesses quickly adapt, recover, and sustain operations, thereby mitigating the impact of disasters and maintaining a competitive edge.

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

Not Applicable

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

Not Applicable

8. How Many green credits have been generated or produced

a By the listed entity: Not Applicable

b By the top ten (in terms of value of purchase and sales respectively) value chain partners: Not Applicable

Principle

7

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

Essential Indicator:

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

Nil

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/ National)
		NIL

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

Name of the authority	Brief of the case	Corrective action taken
There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.		

Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
NIL					

Principle

Businesses should promote inclusive growth and equitable development.

8

Essential Indicator:

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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In the reporting year, the Company did not undertake any social impact assessment

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

- Describe the mechanisms to receive and redress grievances of the community.

The Company actively engages with the community, seeking feedback and conducting satisfaction surveys to gauge the impact of its work. The aim is to identify and address any shortcomings, ensuring the community needs are met.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY'2024-25	FY'2023-24
Directly sourced from MSMEs/small producers	8%	9%
Sourced directly from within India	54%	45%

- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY'2024-25	FY'2023-24
Rural		
% of Job creation in Rural areas	0	0
Semi-urban		
% of Job creation in Semi-urban areas	6%	7%
Urban		
% of Job creation in Urban areas	0	0
Metropolitan		
% of Job creation in Metropolitan areas	94%	93%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
----------------------------------------------	-------------------------

Not Applicable

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Delhi	Delhi	17,00,000
2	Rajasthan	Churu	16,17,770
3	Telangana	Rangareddy	6,93,030
4	Haryana	Palwal	2,00,000
5	Haryana	Gurugram	14,56,970

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?
No
- (b) From which marginalized/vulnerable groups do you procure?
-
- (c) What percentage of total procurement (by value) does it constitute?
-

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Mobile Medical Unit (MMU) Project	38,559	46.7%
2	Project Stuti	100	100%
3	Wheel of Care	1,200	100%
4	Vetkind Initiatives through People for Animals	Not directly quantifiable in terms of human beneficiaries, as the initiative primarily provides food and medical care for injured, sick, and handicapped cows. However, 200 rescued cows were served under this head.	Not directly applicable; however, the initiative indirectly supports marginalized communities, especially those in rural and peri-urban areas, by promoting animal welfare, reducing stray cattle-related risks, and enhancing awareness about compassionate care and community hygiene.
5	Adoption of Heritage Scheme	Not directly quantifiable, as it involves preservation and upkeep of public heritage sites.	Not specifically measurable. However, this initiative promotes inclusive access to cultural heritage, potentially benefitting the general public including tourists, local communities, and indirectly creating livelihood opportunities for economically weaker sections (e.g., guides, artisans, etc.)

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
6	Jeev Seva Initiative	Not quantifiable in terms of direct individual beneficiaries. The initiative focuses on procuring essential medicines, and providing emergency medical supplies and nutritious food for rescued, injured and abandoned animals.	Not directly applicable. However, the initiative indirectly benefits the broader community, including vulnerable and marginalized groups, by supporting animal welfare, improving public hygiene, and promoting compassionate social values.
7	Jaldhara	2,500	27.3% of the estimated population
8	Plantation Drive "Green Earth, Clean Future"	Cannot be anticipated as the plantation is done in public areas and benefits the community at large.	Since the impact is environmental and public in nature, it benefits all sections of society equally, including vulnerable and marginalized groups.

Principle

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

9

Essential Indicator:

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

The Company records customer complaints as they arise, promptly communicating them to designated employees. Subsequently, corrective and preventive actions are swiftly implemented and relayed back to the customers. Senior management internally reviews both the complaints and the effectiveness of these actions. Additionally, the Company actively seeks routine feedback on its performance during periodic interactions with customers and when customers visit the Company.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Number of consumer complaints in respect of the following:	FY'2024-25			FY'2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	NA	-	0	NA	-
Advertising	0	NA	-	0	NA	-
Cyber-security	0	NA	-	0	NA	-
Delivery of essential services	0	NA	-	0	NA	-
Restrictive Trade Practices	0	NA	-	0	NA	-
Unfair Trade Practices	0	NA	-	0	NA	-
Other	0	NA	-	0	NA	-

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

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

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

The Company is committed to safeguarding personal and sensitive data in compliance with applicable laws. The Company has adopted a Data Protection Policy which governs the collection, processing, storage, transfer and disclosure of data.

The Policy applies across the Exicom Group and is based on principles of fairness, transparency, accuracy, purpose limitation and security. The Company has implemented reasonable security practices and procedures, including ISO standards, to prevent unauthorised access or misuse of data.

A designated Data Protection Officer oversees compliance and addresses stakeholder grievances, reinforcing Company's commitment to privacy, accountability and responsible data governance.

Web-link: [Date Protection Policy](#)

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

Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	Nil
b. Percentage of data breaches involving personally identifiable information of customer	Not Applicable
c. Impact, if any, of the data breaches	Not Applicable

Leadership Indicators

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

The Company's products and service information can be accessed on <https://www.exicom.com/>, through the following:

<https://www.exicom.com/newsroom>

<https://www.exicom-ps.com/>

<https://www.exicom-cp.com/>

<https://in.linkedin.com/company/exicomgroup>

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

The Company provides information and educates clients on the safe and responsible usage of its products upon request. The usage of products and services is outlined in manuals and videos available on the Company's platforms.

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

As the Company is in the critical power and EV charging business, it has adequate mechanisms to inform consumers of any risk of disruption or discontinuation of services, including customer support channels, service teams, and real-time monitoring systems. Alternative solutions and service support are available, and hence, the discontinuation of any individual product does not materially impact the community at large.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)

Yes, the Company provides product information beyond the requirements of local laws. In addition to mandatory labels, Company's products are supported by user manuals, guides, and digital platforms that provide details on safe usage, installation, recycling, and disposal. For EV chargers, mobile applications and remote platforms (such as the Spin Control App and Harmony Connect) further enhance customer awareness and safe usage practices. The Company also actively gathers customer feedback through service teams, digital platforms, and application interfaces to assess satisfaction levels and identify areas for improvement. This input is analysed and used to enhance the quality, safety, and reliability of the Company's products and services.