Exicom Tele-Systems Limited
Plot No. 38, Institutional Area, Sector-32,
Gurugram, Haryana – 122 001, India
Tel : 0124 – 6615200

Date: August 26, 2026

BSE Limited 1st Floor, New Trading Wing, Rotunda Building Phiroze Jeejeebhoy Towers, Dalal Street, Fort Mumbai – 400001 corp.relations@bseindia.com **SCRIP Code- 544133**	**National Stock Exchange of India Limited** Exchange Plaza, 5th Floor, C – 1, Block G Bandra –Kurla Complex, Bandra (E), Mumbai – 400051 cmlist@nse.co.in **Symbol-EXICOM**

Re: **Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015, as amended ("SEBI Listing Regulations")**

Subject: **Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-26**

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI Listing Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2025-26.

You are requested to kindly take the same on record.

Thanking you,
Yours faithfully,
For Exicom Tele-Systems Limited

SANGEETA KARNATAK
Digitally signed by SANGEETA KARNATAK
Date: 2026.08.26 21:19:08 +05'30'

Sangeeta Karnatak
Company Secretary & Compliance Officer
Encl: Business Responsibility and Sustainability Report

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	3rd Floor, Plot No. 38, Institutional Area, Sector – 32, Gurugram, Haryana – 122001
6.	Email Address	investors@exicom.in
7.	Telephone	0124-6615200
8.	Website	www.exicom.com
9.	Financial Year Reported	FY 2025-26
10.	Name of the Stock Exchanges where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 13,907.98 Lakhs
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: sangeeta.karnatak@exicom.in Contact No.: 0124 – 6615200 Address : 3rd Floor, Plot No. 38, Institutional Area, Sector – 32, Gurugram, Haryana – 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).*	The disclosures in this Report have been prepared on a standalone basis, unless otherwise specifically stated.
14.	Name of assurance provider**	Not applicable
15.	Type of assurance obtained	Not applicable

** Comparative figures for FY 2024-25 have been presented based on the reporting boundary adopted during the previous reporting period. Accordingly, differences in reporting boundaries may affect the comparability of certain disclosures.*

*** The BRSR has been prepared based on internal data and management review. The Company may consider obtaining independent assurance for selected ESG parameters in future reporting periods , subject to business requirements.*

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	69.03
2.	Electric Vehicle Supply Equipment (EVSE)	Manufacturing & Selling of EV chargers to automobile players	30.97

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

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	EV Chargers	279	30.97
2.	Hybrid Power System and Switched Mode Power Supply (SMPS) & Switched Mode Rectifier (SMR)	279	69.03

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	4	36	40
International*	1	8	9

19. Markets served by the Company

a. Number of locations

Locations	Total
National (No. of States)	28 States and 7 Union Territories
International (No. of Countries)*	66

**including offices of subsidiaries.*

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

8.38%

c. **Types of customers**

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

In the **Critical Power Business**, the Company delivers end-to-end energy management solutions tailored for telecommunications infrastructure and enterprise applications. Its diversified product portfolio comprises DC power conversion systems ("DC Power Systems") and lithium-ion-based energy storage solutions, which function as reliable backup power sources during grid outages ("Li-ion Batteries" or "Energy Storage Solutions"). The Company primarily caters to telecom operators across key markets, including India, Southeast Asia, and Africa.

In the **EVSE Business**, the Company provides a comprehensive range of electric vehicle charging solutions, including slow charging systems (AC chargers designed mainly for residential applications) and fast charging systems (DC chargers deployed across commercial establishments and public charging networks in urban areas and along highways). Its customer base includes leading automotive OEMs (across passenger vehicles and electric 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)	311	278	89.39	33	10.61
2.	Other than Permanent (E)	6	4	66.67	2	33.33
3.	Total employees (D + E)	**317**	**282**	**88.96**	**35**	**11.04**
			WORKERS			
4.	Permanent (F)	526	473	89.92	53	10.08
5.	Other than Permanent (G)	397	343	86.40	54	13.60
6.	Total workers (F + G)	**923**	**816**	**88.41**	**107**	**11.59**

b. **Differently abled Employees and Workers:**

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

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	29
Key Management Personnel	4	1	25

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

Location	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.00%	25.00%	19.80%	16.60%	19.72%	18.99%	21.20%	20.70%	21.10%
Permanent Workers	39.00%	57.10%	40.80%	16.70%	22.02%	17.24%	15.80%	8.30%	14.90%

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	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 the Netherlands)#	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 the Netherlands)	Step-down Subsidiary	-	No
7	Tritium Power Solutions Limited** (Incorporated in United Kingdom)	Step-down Subsidiary	-	No
8	Tritium Power Solutions Inc.** (Incorporated in United States of America)	Step-down Subsidiary	-	No
9	Tritium Power Solutions Pty Ltd** (Incorporated in Australia)	Step-down Subsidiary	-	No
10	Exicom Energy Systems Private Limited*** (Incorporated in India)	Fellow Subsidiary	-	No
11	Exicom Power Systems Private Limited*** (Incorporated in India)	Fellow Subsidiary	-	No

#As on the date of this Report, Exicom Power Solutions B.V., Netherlands, ceased to be a wholly owned subsidiary consequent upon dilution of shareholding and continues as a material subsidiary of the Company.
**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 ₹): 89,479.94 Lakhs

(iii) Net worth (in ₹): 93,121.78 Lakhs

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 2025-26			FY 2024-25		
		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. The procedures are established within the Company to accommodate external Complaints from neighbouring community. Further, under the respective Memorandum of Understanding (MOU) entered into with its CSR partners, responsibility for addressing community grievances rests with the CSR project partners. Such grievances, if any, are addressed by the respective CSR partners in accordance with the agreed terms of the MOU and the prescribed guidelines, through a consultative approach. The web page is accessible at : https://www.exicom.com/investors#information-to-share-holders	0	0	-	0	0	-
Investors (other than shareholders)	Yes. The Company maintains a dedicated investor relations section on its website that lists designated email IDs to facilitate the submission and resolution of investor grievances and queries. The webpage is accessible at: https://www.exicom.com/investors	0	0	-	0	0	-
Shareholders	Yes. The Company has a designated email ID: investors@exicom.in to enable them to raise their grievances. Additionally, grievance redressal mechanism includes letters addressed to the Company through emails and correspondence to the Registrar and Transfer Agent (RTA) i.e. MUFG Intime India Private Limited, at rnt.helpdesk@in.mpms.mufg.com; the SEBI Complaints Redress System (SCORES platform); and the Smart Online Dispute Resolution (Smart ODR) portals of BSE and NSE. The webpage is accessible at: https://www.exicom.com/investors	4	0	Grievances were primarily related to the allotment of shares issued under the rights issue.	207	0	Majority of grievances / queries were related to blocked IPO application money.

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 2025-26			FY 2024-25		
		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
Employees and Workers	Yes. All employee grievances are addressed appropriately through multiple channels. Issues are discussed at various plant-level committees and corporate level. Ethics related issues may be raised as per the Vigilance Mechanism and Whistle-Blower policy available at web-link: https://www.exicom.com/investors#disclosure	0	0	-	0	0	-
Customers	Yes, customer feedback and grievance redressal mechanism is in place across business. Customers may raise complaints through toll-free numbers (18004194325, 18001035845), email at customer.support@exicom.in, or through the support section available on the Company's website at www.exicom.com.	15,852	266	Subsequent to the close of the financial year, all complaints except one were resolved. One complaint is pending before the District Consumer Disputes Redressal Commission, Shimla.	0	0	-
Value Chain Partners	Yes. The contractors and vendors have access to the whistle blower mechanism, through which they can reach out to the Chairperson of the Audit Committee or the Nodal Officer via the email address mentioned in the said policy. The policy is available at : https://www.exicom.com/investors#disclosure.	0	0	-	0	0	-

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 climate change and may result in increased regulatory requirements and changing stakeholder expectations.	Adopting energy-efficient technologies, increasing renewable energy usage, monitoring emissions, and implementing resource efficiency initiatives.	Negative: Increased energy costs, potential carbon pricing and regulatory compliance costs, changing customer preferences, and reputational impact.
2	Adoption of Renewable Energy	Opportunity	Shifting to renewable energy reduces dependency on fossil fuels and lowers long term operational costs.	-	Positive
3	Social Impact Through community Engagement	Opportunity	Strengthens stakeholder trust, enhances long-term social license to operate, and reinforces a culture of sustainability by actively supporting employee involvement and community well-being.	-	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)
4	Compliance with Environmental Regulation	Risk	Non-compliance with environmental regulations can result in legal penalties and operational disruptions.	Regular compliance monitoring, environmental audits, employee training, and continuous monitoring of regulatory developments.	Negative : Regulatory penalties, operational disruptions, increased compliance costs, and reputational impact.
5	Waste management and Recycling	Opportunity	Proper waste management through CPCB authorised vendors for safe disposal can reduce environmental impact, lower costs and enhance sustainability credentials.	-	Positive
6	Supply Chain Sustainability	Risk	Unsustainable supply chain practices may cause supply disruptions, increased costs, and reputational damage.	Engage suppliers to ensure sustainability 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 create operational challenges and community conflicts.	Ensure zero industrial effluent discharge, invest in recycling technologies, and engage with the community in water stewardship programs.	Negative: Production interruptions, increased operating costs, and regulatory restrictions in water-stressed regions.
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: Workplace injuries, production downtime, increased medical and insurance costs, regulatory liabilities, and reputational impact.

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 Board, or the responsible Internal Committee, or the respective department, depending on the context.								
c. Web-link of the policies, if available	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)	The Company requires its value chain partners to establish and maintain appropriate policies and processes to ensure compliance with applicable laws and regulatory requirements.								
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 System) iii. ISO 45001 (Occupational Health and Safety Management System) iv. IATF (International Automotive Task Force)								

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>5. Specific commitments, goals and targets set by the Company with defined timelines, if any.
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.</td><td colspan="9">i. Treatment, Recycling & Reuse 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 renewable energy – 15 % of electricity bill.
v. CO_2 abatement – 0.9 MT.
vi. Recycling/reuse of approximately 22,000 kg of cardboard during FY 2025-26.
Environmental Management Status:
i. Domestic sewage is adequately treated through the Sewage Treatment Plant (STP), and the treated water is fully reused for gardening and plantation purposes.
ii. Generators and air compressors have noise reduction measures.
iii. Monitoring of electricity consumption unit wise.
iv. Monitoring of electricity consumption, vehicle kilometer, Diesel consumption, Renewable energy.
v. Proper measures are undertaken for disposal of waste.</td></tr>
</table>

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)**

At Exicom, sustainability is closely aligned with our purpose of enabling reliable, efficient, and future-ready energy infrastructure. As a technology-driven company operating in the critical power and electric vehicle charging sectors, we recognize the important role we play in supporting the global transition towards cleaner energy systems and a lower-carbon future.

As the energy transition accelerates globally, Exicom is uniquely positioned through its EV charging and critical power businesses to contribute to the development of resilient and sustainable energy infrastructure. At the same time, we recognize the challenges associated with responsible resource management, climate resilience, supply chain sustainability, and evolving stakeholder expectations. We continue to strengthen our ESG framework to address these priorities while creating long-term value for all stakeholders.

During FY 2025-26, we continued to strengthen our position as a leading provider of EV charging solutions and critical power systems. Through our EV charging infrastructure business, we are contributing to the wider adoption of electric mobility by supporting automotive OEMs, charge point operators, fleet operators, and public charging networks. We believe that accelerating the deployment of reliable and accessible charging infrastructure is critical to India's clean mobility transition.

Within our own operations, we remain focused on improving resource efficiency and reducing environmental impact. During the year, we continued to invest in renewable energy adoption across our facilities, including solar power generation initiatives, energy-efficient lighting systems, regenerative testing technologies, water conservation measures, and responsible waste management practices. These initiatives reflect our commitment to responsible environmental stewardship and operational excellence.

Responsible manufacturing remains a key priority for Exicom. We strive to integrate environmental, health, safety, and quality considerations into our manufacturing processes and supply chain practices. Through adherence to internationally recognized management systems and continuous improvement initiatives, we seek to ensure operational excellence while minimizing environmental impact and maintaining high standards of product quality, reliability, and customer satisfaction.

Our employees remain at the heart of our success. We are committed to providing a safe, inclusive, and respectful workplace that promotes employee well-being, learning, and professional growth. Safety continues to be a core organizational value, supported by robust health and safety systems, regular training programmes, and proactive risk management practices.

Strong governance and ethical business conduct guide every aspect of our operations. We remain committed to transparency, accountability, regulatory compliance, and responsible decision-making. Supported by Board oversight, risk management processes, and a culture of integrity, our governance framework enables us to create sustainable long-term value for all stakeholders.

Sustainability is integral to Exicom's long-term business strategy. We are committed to integrating ESG considerations into strategic decision-making, capital allocation, product innovation, manufacturing excellence, supply chain management, and stakeholder engagement to build a resilient, future-ready business while creating sustainable value for all stakeholders.

As we move forward, we remain committed to embedding sustainability into our business strategy, strengthening our environmental, social and governance performance, and delivering innovative energy solutions that support a more sustainable future.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors of the Company oversees 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.	The Board has delegated oversight of sustainability-related risks and ESG matters to the Risk Management Committee, which periodically reviews climate-related risks, environmental performance, health and safety, cyber security, supply chain sustainability and other emerging ESG matters and reports significant observations to the Board.								

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 of the Board									The policies are reviewed periodically by the Board Committees and management, and whenever required based on regulatory changes, business requirements, or identified risks.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board of Directors									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)	Not Applicable								
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)									

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	4	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.	100
Key Managerial Personnel	7	Core value mapping, embedding core values into the organisational strategy, Strategic meets, POSH, Health awareness sessions, RISE (6 modules), Ownership and Accountability communication, Excellence collaboration (including managing conflicts), Problem solving, Navigating through change and People management.	100
Employees other than Board of Directors and KMPs	37	Technical capability development programmes for skill upgradation: Basics of APQP, Measurement system analysis, six sigma, 7Qc tools, IATF Auditor training, EVSE Product training, lithium-ion battery training and for behavioural competencies training and awareness sessions conducted were Basics of Leadership, Core value overview, High Impact Presentation Skills, Mental wellness, Ownership & Accountability, Interpersonal Communication, Supervisory Skills, Finance.	98
Workers	82	POSH, CoC, Mental wellness, Health awareness sessions, Ownership, Product training Fire Safety, 5S.	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:**

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			NIL	
Punishment				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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 comprehensive Code of Conduct and Fraud Risk Management policy which includes clear anti-corruption and anti-bribery provisions, supported by a Vigil Mechanism established in accordance with Section 177 of the Companies Act, 2013, to address unethical practices. The Company has also adopted a Fraud Risk Management Policy to prevent, detect and respond to instances of fraud through appropriate governance and internal control mechanisms. Further, an Anti-Bribery and Anti-Corruption Policy is implemented across all operational geographies, including subsidiaries, to ensure that business activities are conducted with integrity and the highest ethical standards. The Company strictly prohibits bribery, misuse of authority, facilitation payments, and the offering or acceptance of inappropriate gifts or favours. Employees are also required to disclose any actual or potential conflicts of interest in accordance with the Company's policies to promote transparency, accountability and ethical conduct.

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

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of Interest of the Directors	Nil	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 2025-26	FY 2024-25
Number of days of accounts payables	171	130*

**Previous year figures are presented on a consolidated basis.*

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25*
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	12.24%	7.51%
	b. Number of trading houses where purchases are made from	71	95
	c. Purchase to top 10 Trading houses as % of total purchase to Trading houses	79.68%	80.97%
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	0.80%	1.54%
	b. Number of dealers / distributors to whom sales are made	170	190
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	65.04%	66.25%
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	1.30%	0.70%
	b. Sales (Sales to related parties as % of Total Sales)	8.13%	3.18%
	c. Loans & advances given to related parties as % of Total loans & advances	99.71%	100%
	d. Investments in related parties as % of Total Investments made	99.84%	99.71%

**Previous year figures are presented on a consolidated basis.*

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
The Company is currently in the process of identifying critical suppliers and aligning key topics that require targeted training interventions. As this initiative is still underway during the current year, the disclosures related to supplier identification and training will be available in the upcoming reporting cycle.		

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 applicable to the Board of Directors (BoD) and Senior Management Personnel (SMPs), the Company follows established best practices to review and manage potential conflicts of interest. It periodically evaluates disclosures made by Board Members regarding their associations with other entities, in line with the Companies Act, 2013. Any transactions involving Board Members or entities in which they have an interest are subject to approval by the Audit Committee or the Board, as applicable. The concerned directors abstain themselves from deliberations and decision-making in such matters.

Examples of Conflict of Interest include, but are not limited to:

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

Principle 2:

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

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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R & D	14.53%	2.65%	The Company invests in R & D to support new product development, including the design of more scalable and efficient EV chargers.
Capex	72.41%	97.06%	

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

Yes, the Company is committed to responsible and sustainable sourcing. Environmental criteria are integrated into the terms and conditions agreed with suppliers, reinforcing expectations around compliance and sustainability performance. The Company has instituted structured procurement and supplier audit processes to ensure that sourcing decisions align with its environmental principles, reflecting its broader commitment to sustainable supply chain management and environmental stewardship.

b. **If yes, what percentage of inputs were sourced sustainably?**

Based on the Company's assessment of its procurement practices, approximately 61% of its inputs, particularly electronic & electrical components, are sourced from globally reputed suppliers that publicly disclose their environmental sustainability commitments through sustainability reports, ESG disclosures, environmental policies, or internationally recognised sustainability certifications, wherever applicable. These suppliers integrate sustainability principles across their operations and value chains. The Company continues to strengthen its sustainable sourcing framework and enhance its supplier due diligence and monitoring mechanisms to further improve the measurement and tracking of sustainably sourced inputs.

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 complies with the Extended Producer Responsibility (EPR) obligations prescribed under the Plastic Waste Management Rules. It partners with recyclers authorised by the Central Pollution Control Board (CPCB) for the collection and processing of plastic waste. These recyclers ensure environmentally sound treatment and recycling of plastics in line with the Company's assigned EPR targets. The Company continues to review and strengthen its EPR compliance processes to enhance operational efficiency and regulatory compliance.
(b) E-waste	The Company has established a structured e-waste collection mechanism for end-of-life Electrical and Electronic Equipment (EEE) across India in collaboration with an authorised e-waste aggregator. The collected equipment is subsequently channelled to registered e-waste recyclers for environmentally responsible processing and recycling.
(c) Hazardous waste	Hazardous waste generated at the Company's manufacturing facilities is disposed of through authorised hazardous waste management agencies and recyclers approved by the respective State Pollution Control Boards (SPCBs). The Company ensures full compliance with all regulatory requirements governing hazardous waste handling and disposal, reinforcing its commitment to responsible environmental management.
(d) Other waste	Non-hazardous solid waste is managed responsibly through authorized recycling partners. Biomedical waste, where generated, is disposed of safely through certified biomedical waste treatment agencies, ensuring adherence to applicable regulations and environmental safeguards.

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). The Company is in the process of fulfilling its EPR obligations, including achievement of the applicable CPCB collection target of 70 metric tons and filing of the prescribed returns.

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.
The Company has not undertaken a formal Life Cycle Assessment (LCA) for its products during the reporting period.					

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 2025-26	FY 2024-25
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 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	_	_	_
E-waste	-	-	0.96	_	_	12.83
Hazardous waste	-	-	0.3	_	_	0.96
Other waste (Gatta)	-	23.1	-	_	8.8	_

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
EPR obligations are registered with CPCB. Recycling fulfillment is in progress and will be reflected in subsequent reporting periods.	

Principle 3:

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

Essential indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	278	278	100	278	100	0	0	278	100	278	100
Female	33	33	100	33	100	33	100	0	0	33	100
Total	**311**	**311**	**100**	**311**	**100**	**33**	**10.61**	**278**	**89.39**	**311**	**100**
Other than Permanent employees											
Male	4	4	100	4	100	0	0	4	100	4	100
Female	2	2	100	2	100	2	100	0	0	2	100
Total	**6**	**6**	**100**	**6**	**100**	**2**	**33.33**	**4**	**66.67**	**6**	**100**

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	473	473	100	473	100	0	0	473	100	473	100
Female	53	53	100	53	100	53	100	0	0	53	100
Total	**526**	**526**	**100**	**526**	**100**	**53**	**10.08**	**473**	**89.92**	**526**	**100**
Other than Permanent Workers											
Male	343	343	100	343	100	0	0	0	0	0	0
Female	54	54	100	54	100	54	100	0	0	0	0
Total	**397**	**397**	**100**	**397**	**100**	**54**	**13.60**	**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 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.23%	0.22%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI*	NA	10.10	Yes	NA	0.02	Yes
Others- please specify	No other Benefits					

**The increase in ESI coverage from 0.02% in FY 2024-25 to 10.1% in FY 2025-26 is attributable to an increase in the number of workers eligible for coverage under the Employees' State Insurance Act 1948, during the year.*

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 thoughtfully developed its infrastructure to promote accessibility for employees and visitors with diverse abilities. Facilities are designed to ensure ease of movement, featuring accessible entry points, user-friendly doors, well-illuminated and spacious corridors, and clear, visible signage to enhance navigability across premises.

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 maintains a comprehensive non-discrimination policy that strictly prohibits any form of bias or unequal treatment in the workplace. In alignment with the Rights of Persons with Disabilities Act, 2016, Exicom is committed to providing equal opportunities to all employees, regardless of their abilities. The organisation values diversity and individual dignity and actively fosters a safe, respectful and inclusive work environment free from discrimination, gender bias or sexual harassment. The policy aims to cultivate an equitable and diverse workplace culture that supports fairness and inclusion at all levels. Web-link of the policy https://www.exicom.com/investors.

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%

**During FY 2025-26, 14 male employees and 2 female employees, as well as 30 male workers and 1 female worker, availed parental leave and subsequently returned to work. All such employees and workers continued to be employed with the Company at the end of the reporting period, resulting in a return-to-work rate and retention rate of 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, a grievance box is available at the Company's premises to enable permanent workers to raise complaints or concerns in a confidential and accessible manner.
Other than permanent workers	Yes, covered under the same grievance redressal mechanism applicable to permanent employees/workers.
Permanent employees	Yes, permanent employees can raise concerns or grievances through multiple channels, including their reporting manager, Human Resources Business Partner (HRBP). The Company has a grievance redressal process in place to ensure that employee concerns are addressed in a fair, timely, and confidential manner.
Other than permanent employees	Yes, covered under the same grievance redressal mechanism applicable to permanent employees/workers.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	**311**	**0**	**0**	**322**	**0**	**0**
Male	278	0	0	284	0	0
Female	33	0	0	38	0	0
Total Permanent Workers	**526**	**0**	**0**	**541**	**92**	**17.01**
Male	473	0	0	491	73	14.87
Female	53	0	0	50	19	38

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	282	150	53.19	188	66.67	284	128	45.07	193	67.96
Female	35	27	77.14	24	68.57	38	6	15.79	26	68.42
Total	**317**	**177**	**55.84**	**212**	**66.88**	**322**	**134**	**41.61**	**219**	**68.01**
Workers										
Male	473	292	61.73	227	47.99	491	293	59.67	365	74.34
Female	53	42	79.25	40	75.47	50	40	80.00	38	76.00
Total	**526**	**334**	**63.50**	**267**	**50.76**	**541**	**333**	**61.55**	**403**	**74.49**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	282	20	7.09	284	21	7.39
Female	35	4	11.43	38	4	10.53
Total	**317**	**24**	**7.57**	**322**	**25**	**7.76**
Workers						
Male	473	58	12.26	491	59	12.02
Female	53	4	7.55	50	6	12.00
Total	**526**	**62**	**11.79**	**541**	**65**	**12.01**

10. Health and Safety Management System:

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

Yes, the Company has established a comprehensive Occupational Health, Safety, and Environment (HSE) management framework that is consistently implemented across all operations. The HSE policy is prominently displayed at key locations within the premises to reinforce awareness and ensure adherence at all levels. The Company is certified under the ISO 45001:2018, Occupational Health and Safety Management System standard, underscoring its commitment to maintaining robust safety practices and promoting a safe and healthy working environment.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

To proactively manage workplace risks, regular safety inspections are undertaken to identify and address potential hazards. A structured Hazard Identification and Risk Assessment (HIRA) process is conducted periodically to evaluate operational risks, supported by timely reviews and corrective actions. Continuous training programmes are organised to strengthen employee awareness and ensure compliance with established safety protocols.

c. **Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Yes/No)**

Yes, the Company also convenes regular safety meetings under the guidance of the Safety Committee. These meetings focus on identifying emerging workplace hazards, assessing associated risks, reviewing incidents, and ensuring appropriate reporting and preventive measures are implemented.

d. **Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the Company extends access to non-occupational medical and healthcare services to its employees. These services are made available through in-house healthcare facilities as well as empanelled external medical institutions. Expenses incurred for treatment at external facilities are reimbursed in line with the Company's established medical and employee welfare policies, ensuring comprehensive healthcare support for its workforce.

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

Safety Incident /Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	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 established a comprehensive Environment, Health and Safety (EHS) Management System, supported by robust policies, systems, and procedures to ensure a safe and healthy workplace for all employees and individuals working on behalf of the organization. An EHS Policy is in place to promote a strong culture of workplace safety and well-being.

Periodic internal and external safety audits are conducted to assess compliance with safety practices and identify areas for improvement. Additionally, the Company also provides structured safety training programs and periodic safety drills for employees and contractors to strengthen their ability to identify, prevent, and respond to occupational health and safety risks. The Company also supports employee well-being through health awareness initiatives and access to medical facilities.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

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

**The assessment was conducted internally by the Company.*

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 :

No significant incidents were found during the assessment.

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 Yes/No:**

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

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

   The Company obtains statutory challans and supporting compliance certificates from value chain partners on a periodic basis to monitor compliance with applicable labour and social security laws.

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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
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 offers comprehensive transition assistance programmes aimed at supporting the continued employability and facilitating smooth career transitions of permanent employees upon retirement. These programmes are tailored to individual capabilities and specific needs to ensure effective post-retirement support.

   However, it is important to note that such provisions are not applicable in cases of termination of permanent employment for employees or 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 Working Conditions	The Company is presently engaged in the process of identifying critical value chain partners and assessing them against the key topics outlined. As this exercise is ongoing during the current year, the related disclosures will be made available in the subsequent reporting cycle. However, the Company undertakes a partial evaluation of its value chain partners covering key aspects of Occupational Health and Safety (OHS) and working conditions. The assessment includes a review of historical incident rates, availability and adequacy of task-specific Personal Protective Equipment (PPE), implementation of Permit-to-Work (PTW) systems, and emergency preparedness and response mechanisms. With respect to working conditions, the evaluation covers compliance with applicable statutory requirements relating to working hours, provision and maintenance of hygienic sanitation facilities, and workplace ergonomics, with the objective of promoting a safe, healthy and conducive working environment.

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 indicators

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

   Key stakeholders are identified based on their roles, responsibilities, and the extent of their involvement in the company's operations and business activities. The Company evaluates stakeholders based on their influence on business decisions and their relevance to operational, strategic, and sustainability objectives.

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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	Periodic basis	To get information about new market trends and responsible procurement.
Employees	No	Email, Meetings, Regular Interactions	Continuous 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	Event based	To understand Company's major events, and results.
Customers	No	Email, Meetings	Continuous 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.
Communities	Yes	Community Meetings, CSR initiatives, etc.	Periodic basis	Engagement with local communities in relation to community development, social initiatives, environmental conservation and other matters of mutual interest.

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 :**

   In accordance with applicable regulations and governance practices, the Company is committed to maintaining transparent, timely, and responsible communication with all stakeholders. It facilitates access to relevant information concerning decisions that may impact stakeholder interests, while simultaneously protecting confidential and competitively sensitive business information. Engagement is undertaken through structured and formal channels, including Board-level committees and general meetings. The Stakeholders' Relationship Committee oversees and addresses concerns raised by shareholders and investors, ensuring prompt resolution and effective feedback mechanisms. Additionally, pursuant to Board approved Corporate Social Responsibility (CSR) Policy, the CSR Committee supervises the implementation of social initiatives, ensuring they remain aligned with stakeholder priorities and community needs. Through these institutionalised mechanisms, the Company reinforces trust, accountability, and sustainable value creation.

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 engages with its key stakeholder groups, including employees, customers, suppliers, investors and local communities, through structured channels such as meetings, regular interactions, feedback mechanisms and community engagement. The inputs and concerns arising from these engagements are considered in identifying and prioritising material environmental and social topics and in shaping the Company's sustainability initiatives and activities. These include initiatives relating to responsible sourcing, employee development and well-being, customer satisfaction, community development and environmental conservation. The Company's materiality assessment further supports the identification and prioritisation of key ESG issues and the formulation of focused sustainability objectives.

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

   The Company is equally committed to contributing meaningfully to the communities in which it operates, particularly by supporting vulnerable and marginalised sections of society. Through continuous dialogue and engagement with local communities, it identifies pressing needs and tailors its interventions accordingly. Its initiatives span education, livelihood development, sanitation and hygiene, preventive healthcare, environmental conservation through plantation drives, and targeted education and awareness programmes for underprivileged girls. These efforts reflect the Company's long-term commitment to inclusive development and sustainable social impact.

Principle 5:

Business should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	311	311	100	322	322	100
Other than Permanent	6	6	100	14	14	100
Total Employees	**317**	**317**	**100**	**336**	**336**	**100**
Workers						
Permanent	526	526	100	541	541	100
Other than Permanent	397	397	100	421	421	100
Total Workers	**923**	**923**	**100**	**962**	**962**	**100**

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**311**	**0**	**0**	**311**	**100**	**322**	**0**	**0**	**322**	**100**
Male	278	0	0	278	100	284	0	0	284	100
Female	33	0	0	33	100	38	0	0	38	100
Other than Permanent	**6**	**0**	**0**	**6**	**100**	**14**	**0**	**0**	**14**	**100**
Male	4	0	0	4	100	10	0	0	10	100
Female	2	0	0	2	100	4	0	0	4	100
Workers										
Permanent	**526**	**0**	**0**	**526**	**100**	**541**	**0**	**0**	**541**	**100**
Male	473	0	0	473	100	491	0	0	491	100
Female	53	0	0	53	100	50	0	0	50	100
Other than Permanent	**397**	**0**	**0**	**397**	**100**	**421**	**0**	**0**	**421**	**100**
Male	343	0	0	343	100	371	0	0	371	100
Female	54	0	0	54	100	50	0	0	50	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 (₹ in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)
Board of Directors (BoD)#	3	9.29	2	9.68
Key Managerial Personnel (KMP)	3	127.28	1	28.00
Employees other than BoD and KMP	275	13.80	32	14.25
Workers	475	4.80	51	4.26

#Excluding Managing Director & CEO and Whole-time Director, who have been included in KMP category.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	10.11%	9.65%

**The disclosure pertains only to on-roll employees.*

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 remains firmly committed to upholding human rights and fostering a workplace that is inclusive, secure, and respectful for all. To enable employees and contractors to raise concerns without fear of retaliation, the Company has established robust governance mechanisms, including a Whistle Blower Policy, a structured grievance redressal framework, and a Prevention of Sexual Harassment at Workplace (POSH) policy. Regular meetings of safety and food committees provide open platforms to deliberate on matters relating to employees welfare and human rights. Dedicated teams comprising representatives from Human Resources and Environment, Health and Safety (EHS) functions work closely with site management to address concerns promptly. Where necessary, matters are escalated to the corporate level to ensure comprehensive oversight and effective resolution. Through this multi-layered approach, the Company strives to create a workplace that respects and safeguards the dignity and rights of every individual.

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

Yes, the Company has also constituted a dedicated committee at its offices and appointed representatives at plant locations to address human rights-related concerns. This mechanism is accessible to all employees and covers grievances relating to discrimination or harassment on grounds such as race, gender, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identity and expression (including transgender identity), political opinion, medical condition, and language, in accordance with applicable laws. Foundational policies—including the Code of Conduct, Whistle Blower Policy, and POSH Policy—reinforce the Company's commitment to protecting fundamental human rights. Complaints may be submitted to designated officials or committees, which initiate a structured redressal process in line with Company policy. Upon completion of the review, the concerned parties are duly informed of the outcome. The Company's integrated policies, procedures, and control systems are designed to actively safeguard individual rights and ensure accountability at all levels.

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

The details are provided below:

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	0	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 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Complaints on POSH as a % of female employees / workers	0	0
iii) Complaints on POSH upheld	0	0

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

Protection against retaliation and victimization is explicitly addressed under the Company's POSH Policy. The policy ensures that individuals who report concerns or participate in investigations are safeguarded against any form of retaliation, discrimination, or victimization. This framework reinforces a safe and respectful workplace environment while encouraging employees to report grievances without fear of 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	-

**The assessment was conducted internally by the Company.*

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 :

During the reporting period, the Company did not undertake a formal Human Rights Due Diligence (HRDD) assessment. Nevertheless, it remains steadfast in its commitment to uphold and advance human rights across all areas of operation. The Company actively works to prevent and address potential human rights risks, including issues related to forced labour, child labour, human trafficking, discrimination, wage inequality, and the denial of freedom of association and collective bargaining rights.

As an equal opportunity employer, the Company promotes a workplace culture founded on fairness, dignity, and mutual respect. It maintains a zero-tolerance approach toward discrimination and ensures equitable treatment through inclusive hiring practices, structured grievance mechanisms, and a safe, harassment-free working environment.

The Company's commitment to responsible and ethical conduct is reinforced through its Code of Conduct, Anti-Bribery and Anti-Corruption Policy, Fraud Risk Management Policy, and Vigil Mechanism Policy. These governance frameworks establish clear behavioural expectations and strengthen the Company's efforts to operate with integrity, transparency, facilitate the reporting and investigation of unethical conduct and potential violations, including human rights concerns, and strengthen the Company's commitment to operating with integrity, transparency, accountability, and respect for human rights.

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?

Yes, 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	NIL
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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 indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	819.09	763.79
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**819.09**	**763.79**
From non-renewable sources		
Total electricity consumption (D)	13,752.90	13,267.10
Total fuel consumption (E)	1,020.10	1,399.40
Energy consumption sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**14,773.00**	**14,666.50**
Total energy consumed (A+B+C+D+E+F)	**15,592.09**	**15,430.29**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/₹ Lakh)	0.17	0.21
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/Lakh US$)	3.64	4.33
Energy intensity in terms of physical output (GJ/unit)	0.11	0.15

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:

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	5,480	0
(iii) Third party water	27,812	6,519
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	***33,292**	**6,519**
Total volume of water consumption (in kilolitres)	**33,292**	**6,519**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/₹ lakh)	0.37	0.08
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/Lakh US$)	7.47	1.55
Water intensity in terms of physical output (KL/unit)	0.23	0.06

**The increase is primarily attributable to commencement of operations at the Hyderabad manufacturing facility and higher production volumes during the year.*

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

No

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
– No treatment	0	0
– With treatment – please specify level of Treatment	0	0
(ii) To Groundwater	0	0
– No treatment	0	0
– With treatment – please specify level of Treatment	0	0
(iii) To Seawater	0	0
– No treatment	0	0
– With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties	0	0
– No treatment	0	0
– With treatment – please specify level of Treatment	0	0
(v) Others	0	0
– No treatment	0	0
– With treatment – please specify level of Treatment	0	0
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 operates through dry-process manufacturing activities, which do not require water in its core production processes. Accordingly, no industrial liquid effluent is generated and a Zero Liquid Discharge (ZLD) mechanism for industrial effluent is not applicable. Wastewater generated from domestic and utility purposes is treated through the Sewage Treatment Plant (STP) and the treated water is fully reused for gardening and plantation purposes. Accordingly, there is no discharge of treated wastewater outside the premises.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NO_x	µg/m³	32.2	35.6
SO_x	µg/m³	16.8	14.7
Particulate matter (PM)	µg/m³	95.8	94.2
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	PPM	<0.1	<0.1
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify Mercury, Cadmium, Chromium etc.	-	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.

No

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2 equivalent	75.6 (Only stationary Fuel)	*Not available
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO_2 equivalent	2,811.7 (Electricity)	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO_2 equivalent/ ₹	0.0000003227	
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)	Metric tons of CO_2 equivalent/ US$	0.00000648	
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tons of CO_2 equivalent/Unit	0.020784802	

**FY 2024-25 Scope 1 and Scope 2 greenhouse gas emissions data was not available. The Company has subsequently established a framework for measuring and reporting greenhouse gas emissions and has commenced reporting from FY 2025-26.*

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 greenhouse gas emission? If yes, then provide details :**

Yes, the entity has undertaken multiple projects and initiatives focused on reducing greenhouse gas (GHG) emissions and promoting environmental sustainability. Details are as follows:

1) **Installation of 1.25 MW Solar Power Plant**

The Company has installed a 1.25 MW rooftop solar power system at its Hyderabad facility and Gurugram facility to reduce dependency on conventional grid electricity generated from fossil fuels. The solar plant generates approximately 4,000 units of renewable energy per day and contributes around 45% of the facility's energy requirement, significantly reducing carbon emissions and supporting clean energy transition.

2) **Implementation of Solar Street Lighting**

Solar-powered street lights have been installed across the facility premises, reducing electricity consumption from conventional power sources and contributing to annual energy savings of approximately 34,164 kWh.

3) **Integration of the Regenerative Load Testing System**

The Company has implemented regenerative load systems in testing operations, where energy generated during testing is recovered and reused instead of being dissipated as heat. This initiative reduces overall power consumption and associated greenhouse gas emissions.

4) **Automatic and Energy-Efficient Lighting Systems**

Sensor-based and auto-adjusting lighting systems have been implemented to minimize electricity usage by automatically controlling lighting based on occupancy and daylight availability.

5) **Development of Green Belt Area**

Approximately 33% of the plant area has been developed as green area and plantation zone, contributing to carbon absorption, improved air quality, and ecological balance.

6) **Water Recycling through Sewage Treatment Plant (STP)**

A 40 KLD Sewage Treatment Plant has been installed for treatment of wastewater. The treated water is fully reused for gardening and plantation purposes, thereby reducing freshwater consumption and supporting sustainable environmental management practices.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste **(A)**	0	0
E-waste **(B)**	0.92	12.83
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	*31.32	0.99
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	0.3	0.96
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	69.60	80.29
Total (A+B + C + D + E + F + G + H)	**102.14**	**95.07**
Parameter		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/₹ Lakh)	0.001	0.001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/Lakh US$)	0.021	0.023
Waste intensity in terms of physical output (MT/unit)	0.0006	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	23.1	8.8
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**23.1**	**8.8**
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	79.04	86.28
Total	**79.04**	**86.28**

**The significant increase in battery waste during FY 2025-26 is primarily attributable to battery waste quantities reported under applicable regulatory filings (Form 6) and enhanced collection mechanisms implemented during the year.*

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

No

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 has implemented systematic waste management practices across its establishments to ensure environmentally responsible operations and compliance with applicable environmental regulations. Waste segregation bins are placed at designated locations within the facility for proper segregation of waste at source into hazardous, non-hazardous, recyclable, and general waste categories. Separate and designated storage areas have been established for safe handling and temporary storage of waste prior to disposal.

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.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web-link
Not Applicable					

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N) ?**

If not, provide details of all such non-compliances, in the following format:

Yes, the Company is in full compliance with all applicable environmental laws and regulations 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, as well as the Noise Pollution (Regulation and Control) provisions.

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	Unit	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	NA	NA	NA
(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			
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	NA	NA	NA
– 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	FY2025-26	FY2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Not Available, the Company is presently focused on identifying emission sources, with particular emphasis on Scope 3 emissions. The process of calculating these emissions is currently underway, and the related disclosures are expected to be provided in the forthcoming reporting cycle.		
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.			

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 has undertaken 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	1.25 MW Solar Installation	The Company has commissioned a 1.25 MW rooftop solar power plant at its Hyderabad and Gurugram facility to enhance the adoption of renewable energy and reduce reliance on conventional grid power. The installation generates approximately 4,000 units of electricity per day, contributing to improved energy efficiency and sustainability performance.	The initiative contributes approximately 45% of the plant's total energy requirements, thereby significantly reducing carbon emissions. In addition, it delivers substantial operational benefits, resulting in annual electricity cost savings of approximately ₹53,72,800.
2	Solar Street Light	Solar-powered street lighting systems have been deployed across the plant premises to provide outdoor illumination through renewable energy, thereby reducing dependence on conventional electricity and supporting the Company's sustainability objectives.	The initiative delivers annual energy savings of approximately 34,164 kWh, resulting in cost savings of around ₹3,75,804, while simultaneously contributing to a reduction in greenhouse gas emissions and supporting the Company's decarbonization efforts.
3	Auto Tap Water System	Sensor-based automatic water taps have been installed across utilities and common areas to optimize water usage by minimizing wastage and strengthening the Company's water conservation practices.	This measure has led to a reduction in avoidable water consumption and has enhanced overall resource efficiency through the implementation of controlled and need-based water usage systems.
4	Natural Day Light in Plant Area	The plant and warehouse facilities have been strategically designed to optimize the use of natural daylight during operational hours, thereby reducing reliance on artificial lighting and improving overall energy efficiency.	This design approach has resulted in reduced electricity consumption for lighting and has enhanced overall energy efficiency during operations through greater reliance on natural illumination.
5	Regenerative Load Testing System	Regenerative load technology has been incorporated into product testing operations, enabling the recovery and reuse of energy generated during testing processes instead of allowing it to be dissipated as heat, thereby improving overall energy efficiency.	This intervention has resulted in a significant reduction in overall power consumption, enhanced testing efficiency, and a marked decrease in energy losses, thereby contributing to lower associated emissions.
6	Waste Segregation & Recycling Practices	Waste segregation systems have been implemented across the facility through dedicated bins and clearly demarcated storage areas for hazardous and non-hazardous waste streams. Disposal is carried out exclusively through SPCB/CPCB-authorized recyclers, with non-hazardous waste being recycled to the extent feasible, thereby ensuring environmentally responsible waste management practices.	This system has enhanced overall waste management efficiency and ensured regulatory compliance, while significantly reducing landfill dependency. It has also strengthened recycling initiatives and supported the adoption of circular economy principles within the facility.

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

   The Company has established a Business Continuity Plan (BCP) and Disaster Management Plan (DMP) as part of its Risk Management Policy Framework to strengthen organisational resilience and ensure the continuity of critical business operations during unforeseen disruptions. The framework encompasses risk assessment, emergency preparedness, incident response, business recovery, and continuity strategies. It includes identification of critical business processes, protection of key assets and information systems, supply chain continuity measures, communication protocols, backup systems, and alternate operational arrangements. Regular training programmes, mock drills, and periodic reviews are conducted to assess the effectiveness of the plans and enhance organisational preparedness. By prioritising employee safety, safeguarding customer commitments, and minimising operational downtime, the Company aims to ensure swift recovery and sustained business continuity in the event of disruptions. Policy can be accessed at https://www.exicom.com/investors#policies-practices.

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	Nil
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 indicators

1. a. **Number of affiliations with trade and industry chambers/associations: 0**

   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
Not Applicable		

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
Not Applicable					

Principle 8:

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **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
Not Applicable					

2. **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)
Not Applicable						

3. **Describe the mechanisms to receive and redress grievances of the community:**

In respect of CSR initiatives, the responsibility for addressing community grievances rests with the respective CSR implementation partners, as stipulated in the Memorandum of Understanding (MOUs) executed with them. Any such grievances are addressed by the concerned CSR partners in accordance with the terms of the applicable MOUs and the prescribed guidelines, through a consultative and stakeholder-inclusive approach.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2025-26	FY2024-25
Directly sourced from MSMEs/small producers	19%	8%
Directly from within India	51%	54%

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

Location	FY 2025-26	FY2024-25
Rural		
% of Job creation in Rural areas	0	0
Semi-urban		
% of Job creation in Semi-urban areas	0	6
Urban		
% of Job creation in Urban areas	100	0
Metropolitan		
% of Job creation in Metropolitan areas	0	94

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

Leadership Indicators

1. **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)
Not Applicable			

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?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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
Not Applicable				

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 beneficiaries from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Mobile Medical Unit (MMU) Project in Telangana and Churu	21,918	100
2	Electrical Medical Bed (For Senior Citizen and Person with Disabilities)	850	100
3	Project Smartshiksha for Government Primary Schools located at Telangana	251	100
4	Adoption of Heritage Scheme	The impact is not directly quantifiable, as it pertains to the preservation and maintenance of public heritage sites, where benefits are primarily qualitative in nature.	The initiative contributes to the preservation of cultural heritage and is expected to enhance the visitor experience for the broader public, including tourists and local communities. It may also indirectly support livelihood opportunities for local guides, artisans, and other service providers associated with heritage tourism.
5	Project Jaldhara (Water Conservation Project)	The impact is not quantifiable in nature rather it will directly contribute to the enhancement of groundwater level resulting in water security.	The project is expected to facilitate the recharge of approximately 1,47,000 litres of rainwater during each monsoon season, thereby contributing to groundwater recharge and improved water security.

S. No.	CSR Project	No. of beneficiaries from CSR Projects	% of beneficiaries from vulnerable and marginalized group
6	Plantation Drive	The long-term environmental impact is primarily qualitative in nature and is not directly quantifiable.	The plantation activities, undertaken in public spaces, are intended to benefit local communities by improving environmental quality, enhancing green cover, supporting biodiversity, and contributing to long-term ecological balance.
7	Animal Welfare (construction of protective sheds at a gaushala)	Approximately 200 cows benefited.	The construction of covered shelters enhanced the welfare of injured, sick, and differently abled cows by providing protection from adverse weather conditions, particularly during the winter season, thereby improving their safety and comfort.

Principle 9:

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

Essential indicators

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

   The Company has a structured mechanism for recording customer complaints as they are received, with timely escalation to designated personnel. These complaints are addressed through prompt corrective and preventive actions, which are subsequently communicated back to the respective customers. Senior management periodically reviews both the nature of complaints and the effectiveness of the actions taken. In addition, the Company proactively seeks regular feedback on its performance through periodic customer interactions and during customer visits to the facility.

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:	FY2025-26		Remarks	FY2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	15,852	266	Out of the 266 complaints, one complaint, is currently under adjudication before the District Consumer Disputes Redressal Commission, Shimla.	0	0	-

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 :

Yes. The Company is committed to the protection of personal and sensitive data in accordance with applicable legal and regulatory requirements. It has established a comprehensive Data Protection Policy governing the collection, processing, storage, transfer, and disclosure of data across the Exicom Group.

The policy is founded on core principles of fairness, transparency, accuracy, purpose, limitation, and data security. To strengthen data protection measures, the Company has implemented robust security practices and procedures aligned with relevant ISO standards, aimed at preventing unauthorized access, misuse, or data breaches. A designated Data Protection Officer is responsible for overseeing compliance and addressing stakeholder grievances, thereby reinforcing the Company's commitment to privacy, accountability, and responsible data governance.

Web-link: Data 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; recurrence 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://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 customers with comprehensive guidance on the safe and responsible use of its products through user manuals, installation and operating instructions, technical documentation, product labelling, and dedicated customer support. For project-based solutions, particularly in the Critical Power business, the Company conducts product familiarisation programmes, on-site installation and commissioning support, and operational training for customers' technical and operating teams to promote the safe, efficient, and optimal use of its solutions. The Company also provides ongoing technical assistance and after-sales support, wherever required, to address customer queries and facilitate the safe and reliable operation of its products throughout their lifecycle.

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

Given its presence in the critical power and EV charging segments, the Company has established robust systems to promptly inform customers of any potential disruption or discontinuation of services. These mechanisms include dedicated customer support channels, trained service teams, and real-time monitoring systems that enable proactive communication and swift resolution. Where required, alternative solutions and technical assistance are made available, ensuring that the discontinuation of any specific product does not have a material impact on the wider community.

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 also goes beyond statutory labelling requirements by providing comprehensive product-related information to customers. In addition to mandatory disclosures, products are accompanied by detailed user manuals, installation guides, and digital resources outlining safe usage, maintenance, recycling, and disposal practices. For EV charging solutions, digital interfaces such as the Spin Control App and Harmony Connect platform further enhance user awareness, operational safety, and system monitoring. Customer feedback is actively collected through service interactions, digital platforms, and application interfaces, and is systematically analysed to improve product quality, safety, and reliability, reinforcing the Company's commitment to continuous improvement and customer-centric innovation.