BUSINESS RESPONSIBILITY AND

FY 2025-26

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FY 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity**[1] – L31908KA2011PLC061686
2. **Name of the Listed Entity** – DCX Systems Limited
3. **Year of incorporation** – 2011
4. **Registered office address** – Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadadasanahalli, Bengaluru Rural, Karnataka, India, 562110
5. **Corporate address** – Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadadasanahalli, Bengaluru Rural, Karnataka, India, 562110
6. **E-mail** – cs@dcxindia.com
7. **Telephone** – +91-80-6711 9555
8. **Website** – www.dcxindia.com
9. **Financial year for which reporting is being done** –2025-26
10. **Name of the Stock Exchange(s) where shares are listed:**

Name of the Exchange	Stock Code
BSE Ltd.	543650
National Stock Exchange of India Ltd.	DCXINDIA

11. **Paid-up Capital** – ₹ 22,27,72,854/-
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** –

    Name: Mr. Gurumurthy Hegde,

    Company Secretary, Legal and Compliance Officer

    Ph.: +91-80-6711 9555

    Email Id.: cs@dcxindia.com
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).** –

    All the disclosures in this report pertain to DCX systems Limited and have been made on a standalone basis.
14. **Name of assessment or assurance provider**[2] –

    Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.
15. **Type of assessment or assurance obtained**[3] –

    Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

[1] Numbers have been rationalised in this year's BRSR, wherever required.
[2] The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025
[3] The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of Defence and aerospace related products	100.00

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	System Integration Assemblies	27320	*Kindly refer the note below
2.	Cable and Wire Harness	27900	
3.	Kitting	27320	

* We operate as a single business segment, all products and services referenced above to that segment. (For internal data purposes, we have only classified them into three product/service categories.)

III. Operations

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

Location	Number of plants	Number of offices	Total
National	02	02	04
International	00	00	00

* The Company's Corporate Office is located within its Bengaluru SEZ unit, and it operates an additional plant/office in the Domestic Tariff Area (DTA) located in Defence and Aerospace Park, Bengaluru.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	03
International (No. of countries)	06

* International Markets Served- Israel, Canada, Netherlands, USA, UAE, and UK.

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

The contribution of exports to the Company's total turnover is 58.04% (including deemed exports). As the Company operates from a Special Economic Zone (SEZ), supplies made to another SEZ or to an Export Oriented Unit (EOU) within India are treated as deemed exports.

c. A brief on types of customers:

The Company serves Original Equipment Manufacturers (OEMs) across and around domestic and international markets, with a focus on the Defence and Aerospace sectors. Its customer base spans geographies including Israel, and the United States. The Company caters to specific customer requirements through value-added services such as system integration, build to print solutions, and cable and wire harness capabilities. Through its continued engagement with both global and domestic customers, the company has built a reputation as a dependable partner in the Defence and Aerospace industry, supported by its technical expertise, skilled workforce, quality standards, and commitment to timely delivery.

IV. Employees

20. Details as at the end of Financial Year: -

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	90	82	91.11	08	8.89
2.	Other than Permanent (E)	00	00	0.00	00	0.00
3.	**Total employees (D + E)**	**90**	**82**	**91.11**	**08**	**8.89**
		WORKERS				
4.	Permanent (F)	55	50	90.91	05	9.09
5.	Other than Permanent (G)	87	83	95.40	04	4.60
6.	**Total workers (F + G)**	**142**	**133**	**93.66**	**09**	**6.34**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		DIFFERENTLY ABLED EMPLOYEES				
1.	Permanent (D)	00	00	0.00	00	0.00
2.	Other than Permanent (E)	00	00	0.00	00	0.00
3.	**Total differently abled employees (D + E)**	**00**	**00**	**0.00**	**00**	**0.00**
		DIFFERENTLY ABLED WORKERS				
4.	Permanent (F)	00	00	0.00	00	0.00
5.	Other than permanent (G)	00	00	0.00	00	0.00
6.	**Total differently abled workers (F + G)**	**00**	**00**	**0.00**	**00**	**0.00**

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B / A)
Board of Directors	06	01	16.67
Key Management Personnel	09	00	0.00

22. Turnover rate for permanent employees and workers (in percent)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.29	30.77	13.14	11.68	40.00	26.89	08.93	0.00	08.93
Permanent Workers	57.83	0.00	55.17	08.51	0.00	04.26	09.30	0.00	09.30

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Raneal Advanced Systems Private Limited	Subsidiary	100	No
2.	NIART Systems Limited (Israel)	Subsidiary	100	No
3.	ELTX Systems Private Limited	Associate & Joint Venture	37	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover (in ₹): 7,398.72 Million

(iii) Net worth (in ₹): 11,870.05 Million

VII. Transparency and Disclosures Compliances

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

<table>
<tr><th rowspan="2">Stakeholder group from whom complaint is received</th><th>Grievance Redressal Mechanism in Place (Yes/ No)</th><th colspan="3">FY 2025-26</th><th colspan="3">FY 2024-25</th></tr>
<tr><th>(If Yes,then provide web-link for grievance redress policy)</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th></tr>
<tr><td>Communities</td><td>Yes, for community grievances this link can be accessed: https://dcxindia.com/contact-us/</td><td colspan="6" rowspan="6">Nil, No complaints or grievances were received from any of the specified stakeholder groups during the reporting period.</td></tr>
<tr><td>Investors (other than shareholders)</td><td>Yes, for grievances from investors (other than shareholders) this link can be accessed: https://dcxindia.com/contact-us/</td></tr>
<tr><td>Shareholders</td><td>Yes, for grievances from shareholders this link can be accessed: https://dcxindia.com/contact-us/
Further, the complaints can be raised at SEBI specified mechanism through: https://scores.sebi.gov.in/</td></tr>
<tr><td>Employees and workers</td><td>For Employees and Workers Grievances, the Company has an established Code of Business Conduct & Ethics and Employee’s Handbook which is available on the Company’s Intranet</td></tr>
<tr><td>Customers</td><td>Yes, for grievances from customers this link can be accessed: https://dcxindia.com/contact-us/</td></tr>
<tr><td>Value Chain Partners</td><td>Yes, for grievances from Value Chain Partners this link can be accessed: https://dcxindia.com/contact-us/</td></tr>
</table>

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format[4]

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)
Waste & Hazardous Materials Management	Risk	Aerospace and defence manufacturing processes may generate hazardous waste, including heavy metals and wastewater treatment sludge, requiring careful handling and disposal. Managing such waste presents regulatory and operational challenges, as its transportation, treatment, storage and disposal are governed by applicable environmental regulations. Effective waste management practices, such as waste reduction, proper treatment, recycling and resource recovery, help minimise environmental impacts, ensure regulatory compliance and reduce long-term operational costs and potential liabilities.	To mitigate waste management risks, the Company has adopted a systematic approach to minimising waste generation and ensuring its safe handling, treatment and disposal in accordance with the applicable environmental regulations, in order to reduce the risks with waste management. It encourages responsible waste separation, recycling and recovery of resources. As far as possible to minimise the amount of waste that needs to be disposed. The company also follow the safe disposal of hazardous waste through authorised agencies and monitors regularly its waste management practices to improve operational efficiency. Ongoing awareness programs conducted by the company to reduce the environment impacts and regulatory risks.	Negative Implication (There were no negative financial implications for the FY 25-26)
Energy Management	Risk	Energy is an essential input for defence and aerospace manufacturing operations, with fuel and electricity accounting for a significant part of operational energy consumption. The options of energy sources, energy management practices, and consumption levels differ based on the nature of manufacturing activities. The Company's energy mix, containing grid electricity, on site power generation, and alternative energy sources, can influence energy costs, compliance with evolving regulatory requirements, and supply reliability, as a result impacting operational efficiency and overall cost structure.	Effective energy management is a key priority for the Company, particularly in the aerospace and defence manufacturing sector, where energy costs significantly impact operations. The Company strives to optimize energy consumption and reduce its environmental footprint through energy-efficient practices, including the efficient use of air-conditioning systems, tree plantation initiatives, and employee awareness programmes on responsible energy use. The Company also explores cost-effective and sustainable energy sources to reduce dependence on conventional energy. These initiatives help mitigate energy-related risks, improve operational efficiency, and support the Company's long-term sustainability objectives.	Negative Implication (There were no negative financial implications for the FY 25-26)
Data Security	Risk	Data Security in the aerospace and defence industry handle sensitive military and aviation related information, making them expose to cyber threats and data security breaches. A breach of information systems can result in operational disruptions, financial losses and damage to reputation, as well as expose the company to regulatory and legal consequences. To protect critical information the company ensure continuous investment in technology, system upgrades and cyber security measures are required.	To mitigate the risk to data security, the company has implemented dedicated information security protocols and standard operating procedures to safeguard sensitive information regarding the products from cyber-attacks, data theft and unauthorised access. The company also conducts routine security audits and vulnerability assessments to detect possible loopholes and strengthen its cybersecurity. The company organise periodic training programs on cybersecurity to employees and also works with cybersecurity experts and uses threat intelligence to improve its capacity to detect and respond to new cyber threats.	Negative Implication (There were no negative financial implications for the FY 25-26)

[4] Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at https://sasb.ifrs.org/ on 20th June, 2025 at 11:10 IST

Product Quality & Safety	Opportunity	The aerospace and defence industry places a high priority on product safety because of the critical nature of the products used in aviation and military operations. This is an opportunity for the company to create customer confidence through the provision of reliable, high quality products that meet safety and regulatory requirements. The company's strong product design, effective supplier evaluation and strong quality focus throughout the product lifecycle allows the company to improve product reliability, build long term customer relationships and strengthen its competitive position in the industry.	Not Applicable	Positive
Product and Design	Opportunity	Growing customer expectations and evolving regulatory requirements are increasing the demand for energy-efficient and low-emission products in the aerospace and defence industry. This provides an opportunity for the company to align its products and operations with evolving market and regulatory expectation while helping customers achieve their sustainability goals. By delivering high quality standards and adapting to the changing needs of the industry, the Company can build customer relationships and improve its competitive position in the aerospace and defence industry.	Not Applicable	Positive
Materials Sourcing & Efficiency	Risk	The aerospace and defence manufacturing industry depends on the availability of critical raw materials have few substitutes and are sourced from a small number of countries. Supply chain disruptions, geopolitical uncertainties and increasing global demand for these materials could impact availability and price volatility. These factors can impact the continuity of production, increases input costs, and financial risks for the business.	To mitigate supply chain risks, the Company takes a proactive approach to procurement and supplier management and ensure the timely availability of critical materials. The company also works closely with qualified suppliers, monitors supply chain developments and evaluates alternative sourcing options, wherever feasible, to reduce dependence on a small supplier base. The Company also focuses on maintaining appropriate inventory levels for key materials and strengthening supplier relationships to enhance supply chain resilience. These measures help minimise the impact of supply disruptions, manage input cost volatility and ensure continuity of operations.	Negative Implication (There were no negative financial implications for the FY 25-26)
Business Ethics	Opportunity	Aerospace and defence companies operating across multiple jurisdictions can gain stakeholder confidence by maintaining high standards of business ethics and corporate governance. Adherence to robust ethical practices and compliance with applicable laws enables entities to enhance transparency, build long-term customer and investor trust, and strengthen their brand reputation. To take advantage of this opportunity and ensure effective governance, the Company has adopted and follows all applicable regulations, policies and laws, fostering a culture of integrity, accountability and responsible business conduct.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1. a.	**Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)**	Y	Y	Y	Y	Y	Y	Y	Y	Y
b.	**Has the policy been approved by the Board? (Yes/No)**	Y	Y	Y	Y	Y	Y	Y	Y	Y
c.	**Web Link of the Policies, if available**	Policies available at: https://dcxindia.com/investors/policies/ (Refer to the table below for individual policy web links)								

S. No.	Name of the Policy	Link to Policy	Principles governed by the Policy
1.	Code of Conduct for Regulate Monitor and Report of Trading in Securities of the Company by Insiders	https://dcxindia.com/wp-content/uploads/2025/12/Code-of-Conduct-for-trading-in-securities-of-the-Company-by-Insiders.pdf	P3
2.	Corporate Social Responsibility Policy	https://dcxindia.com/wp-content/uploads/2025/12/CSR-Policy.pdf	P4, P8
3.	Risk Management Policy	https://dcxindia.com/wp-content/uploads/2025/12/Risk-Management-Policy.pdf	P1, P2
4.	Familiarisation Programme for Independent Directors	https://dcxindia.com/wp-content/uploads/2025/12/Familiarisation-Programme-for-Independent-Directors.pdf	P1
5.	Vigil Mechanism Policy	https://dcxindia.com/wp-content/uploads/2025/12/Vigil-Mechanism-Policy.pdf	P1
6.	Information Technology and its Security Guidelines Procedure	https://dcxindia.com/wp-content/uploads/2026/07/Cyber-Security-Policy.pdf	P1
7.	Vigil Mechanism and Whistle Blower Operating Guidelines	https://dcxindia.com/wp-content/uploads/2025/12/Whistle-Blower-Operating-Guidelines.pdf	P1
8.	Remuneration Policy	ttps://dcxindia.com/wp-content/uploads/2022/04/5_Remuneration_Policy.pdf	P5
9.	Code of Conduct	https://dcxindia.com/wp-content/uploads/2025/12/Code-of-Conduct.pdf	P1, P7
10.	Risk Management Policy	https://dcxindia.com/wp-content/uploads/2025/12/Risk-Management-Policy.pdf	P1
11.	Procedure for intimation the board about risk assessment and minimization risk assessment and minimization	https://dcxindia.com/wp-content/uploads/2025/12/Risk-Assessment.pdf	P1
12.	Policy on Succession Planning	https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Succession-Planning.pdf	P1, P3
13.	Board Diversity Policy	https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Board-Diversity.pdf	P1
14.	Policy on Preservation of Documents and Archival Policy	https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Preservation-of-Documents-Archival-Policy.pdf	P1, P4
15.	Policy for Determination of Materiality of Event or Information	https://dcxindia.com/wp-content/uploads/2025/12/Policy-for-Determination-of-Materiality-of-Event-or-Information.pdf	P1
16.	Materiality Policy	https://dcxindia.com/wp-content/uploads/2025/12/Materiality-Policy.pdf	P1

S. No.	Name of the Policy	Link to Policy	Principles governed by the Policy
17.	Policy for determining Material Subsidaries	https://dcxindia.com/wp-content/uploads/2025/12/Material-Subsidaries.pdf	P1, P4
18.	Dividend Distribution Policy	https://dcxindia.com/wp-content/uploads/2025/12/Dividend-Distribution-Policy.pdf	P1
19.	Policy on Determination of Legitimate Purpose	https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Determination-of-Legitimate-Purpose.pdf	P1
20.	Policy on Materiality of Related Party Transactions	https://dcxindia.com/wp-content/uploads/2026/05/Policy-on-materiality-of-Related-Party-Transactions.pdf	P1, P7
21.	Anti-Bribery & Anti-Corruption Policy	https://dcxindia.com/wp-content/uploads/2025/12/Anti-Bribery-Anti-Corruption-Policy.pdf	P1
22.	Policy against Sexual Harassment at Workplace	https://dcxindia.com/wp-content/uploads/2025/12/POSH-Policy.pdf	P5
23.	Code of Practices and Procedures for fair disclosure of unpublished price sensitive information	https://dcxindia.com/wp-content/uploads/2025/12/Code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price-sensitive-information.pdf	P1
24.	Policy on Succession Planning for the Board and Senior Management	ttps://dcxindia.com/wp-content/uploads/2025/03/Policy-on-Succession-Policy-for-the-Board-and-Senior-Management.pdf	P1
25.	Occupational, Health and Safety Policy	Intranet	P3, P6
26.	Environmental, Health and Safety Procedure	Intranet	P2, P6
27.	Store Management Procedure	Intranet	P2, P3
28.	Resource Planning and Control	Intranet	P2,P6

2. **Whether the entity has translated the policy into procedures. (Yes / No)**

Yes, the entity has translated its policies into appropriate procedures for effective implementation.

3. **Do the enlisted policies extend to your value chain partners? (Yes/No)**

No, The Company's policies do not currently extend to its value chain partners.

4. **Name of the national and international codes/certifications/ labelsj/ standards (e.g.Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle**.

The Company holds the following certifications in place:
(Following certifications are applicable to the Aerospace SEZ unit only)

- ANSI ESD S20.20-2014 - Protection of Electrical and Electronic Parts, Assemblies and Equipment (Excluding Electrically Initiated Explosive Devices)
- AS9100:2016 - Quality Management Systems- Requirement of Aviation, Space and Defence Organization
- ISO 9001:2015 - Quality Management Systems
- IPC/WHMA-A-620 - Certified IPC trainer
- In addition, The Company has initiated the certification process for ISO 14001, ISO 27001 and ISO 45001.

5. **Specific commitments, goals and targets set by the entity with defined timelines, if any.**

The Company is committed to the timely renewal and continuous enhancement of its certifications. To achieve this, it establishes defined commitments, objectives, and timelines for certification and recertification activities, enabling systematic monitoring of progress. Regular evaluations, training, and skill development initiatives help employees stay aligned with evolving industry standards and best practices. This structured approach supports ongoing compliance with regulatory requirements while strengthening the Company's operational excellence, credibility, and reliability.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has established long-term sustainability goals and regularly monitors progress against these objectives. To support their achievement, it has developed a structured action plan covering resource allocation, stakeholder engagement, performance monitoring, and continuous improvement. This approach enables the Company to effectively tract progress, optimize resource utilization, strengthen stakeholder collaboration, and identify opportunities for improvement. Through periodic reviews and ongoing enhancements, the Company remains committed to achieving its sustainability objectives and embedding sustainable practices across its operations.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges challenges, targets and achievements.

Dr. H S Raghavendra Rao
Chairman and Managing Director

At DCX Systems Limited, I believe that integrating Environmental, Social and Governance (ESG) principles into our business is essential for creating long-term value for all stakeholders. As a responsible company, we are committed to minimising our environmental impact by promoting resource efficiency, renewable energy adoption, and sustainable business practices.

Our employees remain at the heart of our success. We strive to provide a safe inclusive, and supportive workplace that encourage diversity, equal opportunity, continuous learning, and professional growth. We also recognise our responsibility towards that communities we serve and continue to contribute through meaningful social initiatives.

Strong governance is the foundation of our business, we are committed to conducting our operations with integrity, transparency, and accountability while ensuring compliance with applicable laws, regulations, and industry standards. Through regular stakeholder engagement and robust risk management practices, we identify and address emerging ESG-related risks and opportunities.

While evolving regulatory expectations & climate-related challenges continue to shape the business landscape, we remains focused on strengthening our ESG performance through continuous improvement, responsible decision-making, and innovation. Our commitment to sustainable growth enables us to create lasting value for our shareholders, customers, employees and society while contributing to more sustainable future.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Dr. H S Raghavendra Rao Chairman and Managing Director DIN: 00379249
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Risk Management Committee oversees sustainability related matters and provides recommendations to the Board to support informed decision making on ESG related issues. The members of Committee are as follows: 1. Dr. H.S. Raghavendra Rao - Chairman 2. Mr. Prakash Nagabushan - Member 3. Mr. Kalyanasundaram Chandrasekaran – Member

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review wasunder taken by Director /Committee of the Board/ Any other Committee P1 P2 P3 P4 P5 P6 P 7 P8 P9	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	The Board of Directors periodically reviews the Company's performance against the policies aligned with the National Guidelines on Responsible Business Conduct (NGRBCs).	The Company addresses operational issues on an ongoing basis as they are identified.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is committed to complying with all applicable legal and statutory requirements across its operations. During the reporting period, no instances of non-compliance were reported, reflecting the Company's strong commitment to regulatory compliance and ethical business practices.	

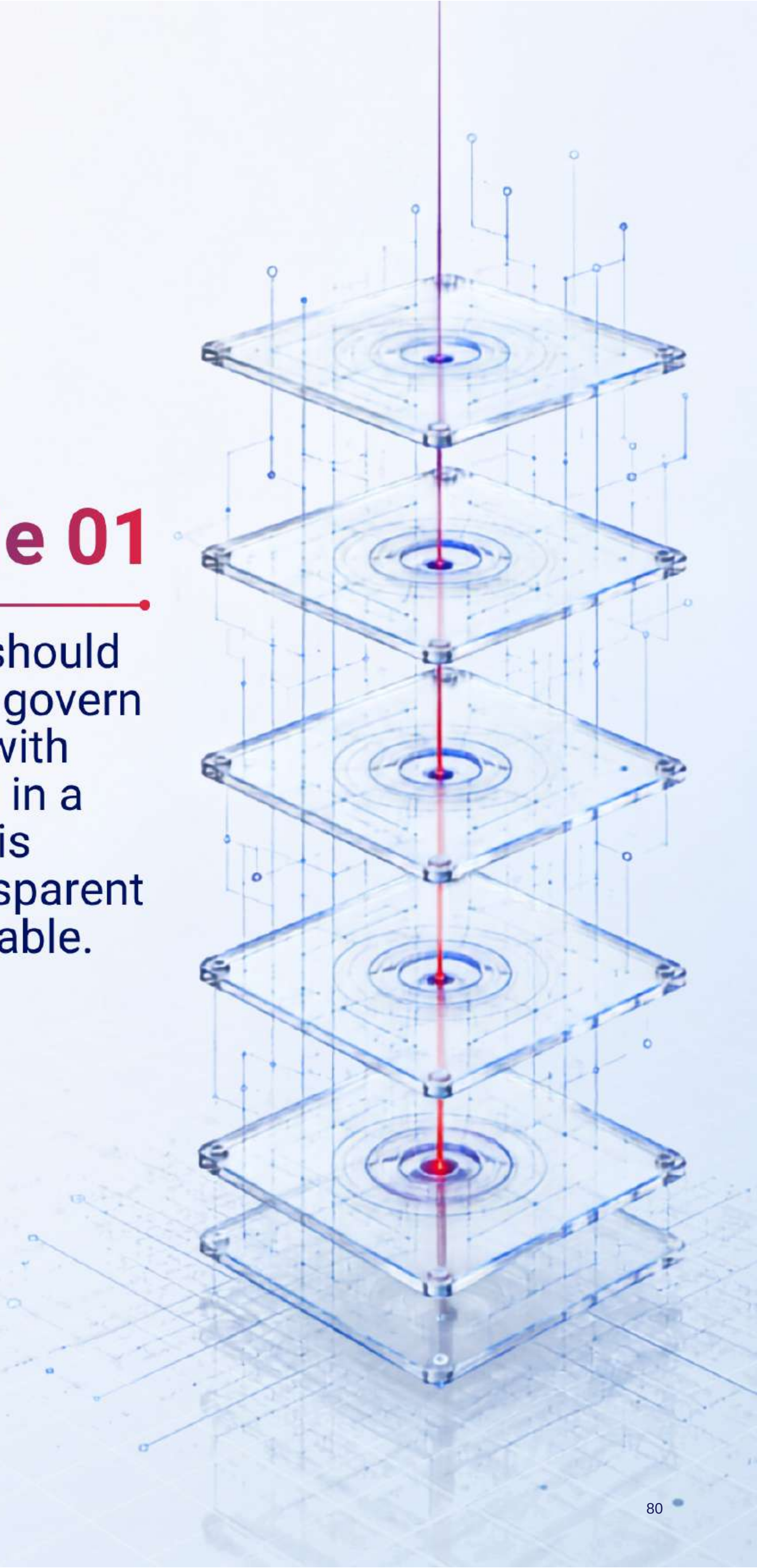
	P1 P2 P3 P4 P5 P6 P7 P8 P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes. The Company's policies have been independently assessed by Dhir and Dhir Associates, a leading law firm, to evaluate their effectiveness and implementation. In addition, the policies are periodically reviewed by the respective department and business heads to ensure they remain relevant and effective. Any revisions are subsequently approves by the Board or the Management, as applicable.

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 Principles 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)									

Principle 01

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



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 INDICATORS

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	01	Visited the newly commissioned Oversized PCB manufacturing facility at the DTA unit of our wholly owned subsidiary Raneal Advanced Systems Pvt. Ltd., assessing its applications in complex assemblies, and engaged with the company's senior management to review business model, expansion plans and future projects, including successful RDSO accumulation trials of the Long-Range Obstacle Detection System by subsidiary NIART Systems Ltd. and a successful Indian Army demonstration of the Counter Unmanned Aerial System.	100.00
Key Managerial Personnel	03	Safety Trainings	100.00
Employees other than BoD and KMPs	05	Awareness Program (Quality Policy, Safety, Company Policy Procedures) Etc.	100.00
Workers	15	Awareness Program (5S*, On Job Training, Safety, Quality Policy, Company Policy Procedures) Etc.	100.00

*5S stands for Sort, Set in Order, Shine, Standardize, and Sustain. The Company has adopted this methodology to improve efficiency and eliminate waste by maintaining an organized work environment.

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 *(basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)***

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (in INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	The Directors and Key Managerial Personnel (KMPs) were not subject to any fines, penalties, punishments, compounding fees, settlement amount, or other monetary sanctions under the applicable materiality thresholds during the financial year.				
Settlement					
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	Not Applicable, as no monetary or non-monetary fines, penalties or punishment were imposed on the Company during the reporting period.			
Punishment				

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable, as no monetary or non-monetary fines, penalties or punishment were imposed on the Company during the reporting period.	

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

The Company follows a strict zero-tolerance approach towards bribery and corruption and is fully committed to conducting all its business activities with the highest standards of professionalism and ethical conduct. To uphold integrity across its operations, it has established a robust framework designed to prevent, detect, and address any instances of bribery or corruption.

This commitment is supported by full compliance with all applicable anti-bribery and anti-corruption laws across the jurisdictions in which the Company operates. The Anti-Bribery and Anti-Corruption Policy provides a clear and structured framework aligned with global standards, outlining expected behaviors and responsibilities for all employees. It ensures that ethical conduct remains at the core of everyday decision-making.

The Company considers the prevention of bribery and corruption to be a fundamental pillar of its corporate governance framework, recognizing its critical importance in building trust, maintaining transparency, and safeguarding long-term sustainability.

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, During the reporting year, no disciplinary action was initiated by any law enforcement agency against any of our Directors/KPMs/Employees/Workers in connection with allegations of bribery or corruption.	
KMPs		
Employees		
Workers		

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil. No complaints relating to conflicts of interest were received against any of the Directors or Key Managerial Personnel (KMPs) during either of the reporting years.			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable, as no such complaints were reported during the reporting year.

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:**[5]

	FY 2025-26	FY 2024-25
Number of days of accounts payables	70.25	27.58

* The increase in trade payable days during the year was primarily driven by the extension of supplier credit terms from 30–60 days to 60–90 days pursuant to revised commercial arrangements with vendors.

[5] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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:[6]

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	0.00	0.00
	b. Number of trading houses where purchases and made from	00	00
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00	0.00
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.00	0.00
	b. Number of dealers/distributors to whom sales are made	00	00
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	0.00	0.00
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	43.23	21.44
	b. Sales (Sales to related parties/Total Sales)	0.13	37.43
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	88.09	81.44
	d. Investments (Investments in related parties/Total Investments made)	34.63	91.90

LEADERSHIP INDICATORS

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

Total number of awareness programs held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil, No awareness programmes were conducted for the Company's Value Chain Partners during the reporting year.		

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.**

The Company has put in place a well-defined Code of Conduct to effectively manage conflicts of interest involving Directors and Senior Management. This policy sets out clear guidelines and expectations to guide their decisions and actions, ensuring they remain aligned with the Company's ethical standards and overall objectives. The comprehensive employee handbook has been written to provide information on how to identify and handle conflicts of interest.

[6] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Principle 02

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

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

ESSENTIAL INDICATORS

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

	2025-26	2024-25	Details of Improvements in environmental and social impacts
R&D	During reporting years, the Company maintained a prudent investment approach and did not allocate resources to R&D or capex in specific technologies aimed at improving the environmental and social impacts of its products and processes.		
Capex			

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

DCX Systems Ltd. requires suppliers to comply with the terms and conditions of the purchase order and follow sustainable business practices, including labour, human rights, environmental, and health and safety standards. Sourcing is done systematically. Potential suppliers are first assessed for compatibility with our requirements and then evaluated based on supplier rating criteria before being added to the Approved Vendor List (AVL).

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

The Company has well-established procedures for sustainable sourcing, with approximately 65% of our inputs being sustainably sourced.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling anddisposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

DCX systems Ltd has a defined process in place for **reuse, recycle, rethink and reduce** for the products used in its operations.

(a) Metal & Plastic (including packaging): All Metal & plastic waste, including packaging materials, is disposed of through an agency authorized by the Pollution Control Board. This ensures that the disposal process complies with environmental regulations and standards, minimizing the environmental impact of the Company's waste.

(b) E-waste: All E-waste generated by the Company is handed over to an agency authorized by the Pollution Control Board. This ensures that the disposal and recycling of electronic waste is conducted in compliance with environmental regulations and standards.

(c) Hazardous waste: Hazardous waste is carefully categorized and properly disposed of in accordance with both local and national regulations. This meticulous approach ensures that the handling, treatment, and disposal of hazardous materials meet all legal requirements and safety standards

(d) Left over food waste is used for the agriculture land as fertilizers.

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.**

Extended Producer Responsibility (EPR) is not applicable to the Company as per CPCB (Central Pollution Control Board)'s regulations considering the Company's Business operations.

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 conducted any Life Cycle Assessment (LCA) for its products or services during the reporting year.					

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
The Company does not carry out any design activities. It manufactures sub-assembly products as per customer-provided designs.		

3. **Percentage of recycled or reused input material to total material (by value) used inproduction (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
Not Applicable		

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 (MT)	Re-Used	Recycled	Safely Disposed (MT)
Plastics (including packaging)	Nil	Nil		Nil		Nil
E-waste						
Other Hazardous Waste						
Other waste						

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 percentage of products sold) for each product category
Not Applicable	

Principle 03

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

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

ESSENTIAL INDICATORS

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

	% 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	82	82	100.00	82	100.00	00	0.00	00	0.00	00	0.00
Female	08	08	100.00	08	100.00	08	100.00	00	0.00	00	0.00
Total	**90**	**90**	**100.00**	**90**	**100.00**	**08**	**100.00**	**00**	**0.00**	**00**	**0.00**
Other than Permanent Employees											
Male	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Female	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Total	**00**	**00**	**0.00**	**00**	**0.00**	**00**	**0.00**	**00**	**0.00**	**00**	**0.00**

*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated May 10, 2024.

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

	% 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	50	50	100.00	50	100.00	00	0.00	00	0.00	00	0.00
Female	05	05	100.00	05	100.00	05	100.00	00	0.00	00	0.00
Total	**55**	**55**	**100.00**	**55**	**100.00**	**05**	**100.00**	**00**	**0.00**	**00**	**0.00**
Other than Permanent workers											
Male	83	83	100.00	83	100.00	00	0.00	00	0.00	00	0.00
Female	04	04	100.00	04	100.00	04	100.00	00	0.00	00	0.00
Total	**87**	**87**	**100.00**	**87**	**100.00**	**04**	**100.00**	**00**	**0.00**	**00**	**0.00**

*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated May 10, 2024.

c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**[7]

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.14	0.07

[7] The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI*	100.00	100.00	Y	100.00	100.00	Y

* ESI benefits are provided to eligible employee and worker

3. Accessibility of workplaces:

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

Yes, The Company ensures that its facilities are accessible to employees and workers with disabilities by complying with the requirements of the Rights of Persons with Disabilities Act, 2016. This includes providing ramps, designated work areas, and accessible restroom facilities to support an inclusive and comfortable working environment.

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

The Company has not yet formalized a dedicated policy in this area but is actively taking steps to ensure equal opportunities for all employees. It recognizes the importance of building an inclusive workplace and is working towards creating an environment where everyone has fair access to opportunities. In line with this, The Company is in the process of developing and implementing an equal opportunity policy that aligns with the requirements of the Disabilities Act.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100.00	100.00	100.00	100.00
Total	**100.00**	**100.00**	**100.00**	**100.00**

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.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has established a grievance redressal mechanism for employees and workers through a structured escalation matrix. In the first instance, grievances may be raised with the Reporting Manager as the Single Point of Contact (SPOC). If the grievance remains unresolved, it may be escalated to the Dept. Head as the second SPOC, and thereafter to the HR Department as the third SPOC. Employees and workers may also reach out to hr@dcxindia.com for further assistance.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. **Membership of employees and worker in association(s) or Unions recognized 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	The Company's employees and workers were not affiliated with any associations or unions in both financial years					
Male						
Female						
Total Permanent Worker						
Male						
Female						

8. **Details of training given to employees and workers:**

	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures No. (B)	% (B/A)	On Skill upgradation No. (C)	% (C/A)	Total (D)	On Health and Safety measures No. (E)	% (E/D)	On Skill upgradation No. (F)	% (F/D)
Employees										
Male	82	82	100.00	82	100.00	77	77	100.00	00	0.00
Female	08	08	100.00	08	100.00	11	11	100.00	00	0.00
Total	**90**	**90**	**100.00**	**90**	**100.00**	**88**	**88**	**100.00**	**00**	**0.00**
Workers										
Male	50	50	100.00	50	100.00	52	52	100.00	52	100.00
Female	05	05	100.00	05	100.00	05	05	100.00	05	100.00
Total	**55**	**55**	**100.00**	**55**	**100.00**	**57**	**57**	**100.00**	**57**	**100.00**

*The Numerical are basis all permanent employees and workers and excludes other than permanent workers.

9. **Details of performance and career development reviews of employees and worker:**

Category	FY 2025-26 Total (A)	No. (B)	% (B/A)	FY 2024-25 Total (C)	No. (D)	% (D/C)
Employees						
Male	82	82	100.00	77	77	100.00
Female	08	08	100.00	11	11	100.00
Total	**90**	**90**	**100.00**	**88**	**88**	**100.00**
Workers						
Male	50	50	100.00	52	52	100.00
Female	05	05	100.00	05	05	100.00
Total	**55**	**55**	**100.00**	**57**	**57**	**100.00**

*The figures reported are based on all permanent employees and workers and excludes other than permanent workers.

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 a robust occupational health and safety management system in place, covering all key aspects of workplace safety. This includes identifying and assessing risks, developing and implementing relevant policies and procedures, conducting regular training and awareness programs, and establishing clear processes for incident reporting and investigation.

The system is designed to create and maintain a safe and healthy work environment, protect employee well-being, and ensure compliance with applicable health and safety standards. It also emphasizes continuous improvement, enabling the Company to consistently strengthen its approach to occupational health and safety management.

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

The Company follows a structured approach to identify work related hazards and assess risks on both a routine and non-routine basis. Regular safety reviews and risk assessments are conducted across operations, particularly in areas involving the handling of hazardous materials, to identify potential risks and implement appropriate control measures.

Hazardous materials are stored in designated areas with proper labelling and access to Material Safety Data Sheets (MSDS) to support safe handling and management. In addition, employees are provided with suitable Personal Protective Equipment (PPE), including safety glasses, gloves, masks, safety shoes, aprons, and ESD slippers, based on the nature of their work. These measures help minimize workplace risks and promote a safe working environment.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company has processes in place that enable employees to report work related hazards and unsafe conditions. Appropriate safety measures and reporting mechanisms are followed to ensure that identified hazards are addressed in a timely manner. The Company is also working towards the adoption of ISO 14001 and ISO 45001 standards, which will further strengthen its occupational health and safety framework, particularly for activities such as soldering, potting, and conformal coating.

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

Yes. The Company ensures that employees and workers have access to non-occupational medical and healthcare services. It provides free health check-ups to support their overall physical and mental well-being, enabling them to perform effectively. Moreover, the Company encourages its vendors to adopt similar health and safety practices to ensure a stable and reliable supply chain with minimal disruptions. It has also strengthened its transportation and security arrangements to enhance the employees and workers safety and convenience.

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	No safety related incidents occurred during the reporting period.	No safety related incidents occurred during the reporting period.
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

The Company places strong emphasis on employee health and well-being, and regularly conducts first aid and fire safety training programs. It also ensures that fire prevention systems are properly maintained, with fire extinguishers serviced on time, emergency evacuation routes clearly displayed, and mock drills conducted at regular intervals. In addition, health and safety posters are prominently displayed across work areas, serving as constant visual reminders for employees to follow established safety practices and protocols.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	The company received no complaints regarding working conditions and health & safety in both financial years.					
Health & Safety						

14. **Assessments for the year:**

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

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.**

Not Applicable.

LEADERSHIP INDICATORS

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

The Company currently does not have a life insurance or compensation policy in place. However, it continues to evaluate measures to provide appropriate support to employees and their families in such situations.

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company ensures timely payment of contractor invoices through a structured verification process. Before processing any payment, it verifies that all applicable statutory dues have been deposited with the relevant authorities. This is done by reviewing the supporting challans or remittance proofs along with the invoice, ensuring accuracy and compliance.

3. **Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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	00	00	00	00
Workers	00	00	00	00

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)**

Formal transition assistance programmes for continued employability or career transitions arising from retirement or termination of employment are currently not in place.

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	Nil
Working Conditions	Nil

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 conditionsof value chain partners.**

Not Applicable

Principle 04

Businesses should respect the interests of and be responsive to all their stakeholders.

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

ESSENTIAL INDICATORS

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

   The Company regular engagement with its key stakeholders, including investors, customers, suppliers, and employees. Through ongoing interactions and communication, the Company seeks to understand stakeholder expectations and strengthen its relationships with them. In addition, dedicated committees such as the Risk Management Committee and the Corporate Social Responsibility (CSR) Committee oversee matters relating to economic, environmental, and social performance, while monitoring progress and ensuring appropriate reporting and governance.

2. **List stakeholder groups identified as key for your entity and the frequency ofengagement with each stakeholder group.**

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-Mail, Notice Board, Workshops, One-on-One interactions	Regular	Compensation structure, providing a safety culture and inculcating healthy and safe work condition among employees, ongoing desire for more flexible working hours, Improving Diversity and Inclusion, Incidents and grievance redressal, Information on Company activities.
Shareholders	No	General Meeting, E-Mail, Annually/As and Website, Newspaper when required Publications, Annual Report	Annually/As and when required	Financial and non-financial (ESG) performance of the Company, shareholder return, Effective Corporate Governance.
Customers	No	Plant visits, Meetings, Personal visits, E-Mail	Regular	Feedback of Products, Updates/requirement for improvement if any, Customer trust and satisfaction, Timely and efficient redressal of complaints.
Suppliers and Contractors	No	Suppliers Meetings, E-Mail	Frequent	Fair and accountable supply chain practices.
Investors and Shareholders	No	Investor Meet, E-mail, Website	Periodic Quarterly	Financial Performance of the Company.
Communities	Yes	In person meeting, E-Mails	Need Based	The Company interacts with the Communities through its CSR Activities.
Government and Regulatory authorities	No	E-Mail, Letters, Meeting	Need Based	To ensure compliance of applicable statutory laws environmental and social impact of business.

LEADERSHIP INDICATORS

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

   The Company maintains regular and meaningful engagement with its key stakeholders, including investors, customers, suppliers, and employees. The management recognizes the importance of building strong, long-term relationships with these groups and values their inputs. To strengthen governance and effectively address relevant matters, the Company has established dedicated committees for Risk Management and Corporate Social Responsibility (CSR). These committees regularly update the Board of Directors on the progress of initiatives related to economic, environmental, and social aspects, ensuring transparency and accountability.

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 places strong emphasis on maintaining consistent and forward-looking engagement with its key stakeholders. This active involvement enables the Company to effectively design and implement strategies related to Environmental, Social, and Governance (ESG) initiatives, while ensuring transparency in its disclosures. In line with applicable regulations and insights gathered through stakeholder interactions, the Company periodically reviews and updates its policies wherever necessary.

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

   The Company maintains active communication with its stakeholders through multiple channels and undertakes various initiatives to encourage meaningful engagement. This includes mechanisms such as feedback systems, Code of Conduct orientation, and regular investor interactions, ensuring open dialogue and continuous connection.

Principle 05

Businesses should respect and promote human rights

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIALS 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	82	82	100.00	88	88	100.00
Other than Permanent	08	08	100.00	00	00	0.00
Total Employees	**90**	**90**	**100.00**	**88**	**88**	**100.00**
Workers						
Permanent	55	55	100.00	57	57	100.00
Other than permanent	87	87	100.00	25	25	100.00
Total Workers	**142**	**142**	**100.00**	**82**	**82**	**100.00**

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	90	00	0.00	90	100.00	88	00	0.00	88	100.00
Male	82	00	0.00	82	100.00	77	00	0.00	77	100.00
Female	08	00	0.00	08	100.00	11	00	0.00	11	100.00
Other than Permanent	00	00	0.00	00	0.00	00	00	0.00	00	0.00
Male	00	00	0.00	00	0.00	00	00	0.00	00	0.00
Female	00	00	0.00	00	0.00	00	00	0.00	00	0.00
Workers										
Permanent	55	00	0.00	55	100.00	57	00	0.00	57	100.00
Male	50	00	0.00	50	100.00	52	00	0.00	52	100.00
Female	05	00	0.00	05	100.00	05	00	0.00	05	100.00
Other than Permanent	87	00	0.00	87	100.00	25	00	0.00	25	100.00
Male	83	00	0.00	83	100.00	24	00	0.00	24	100.00
Female	04	00	0.00	04	100.00	01	00	0.00	01	100.00

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

a. **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (Rs. In crore /Yearly)	Number	Median remuneration/ Salary/ Wages of respective category (Rs. In crore / Yearly)
Board of Directors (BoD)	04	53,53,250	Nil	Nil
Key Managerial Personnel	07	24,30,021	Nil	Nil
Employees other than BoD and KMP	77	5,77,858	13	2,79,756
Workers	52	6,11,843	5	4,04,020

*Executive Director cum CFO/KMP are excluded from the calculation of median remuneration of KMPs.

** Only those Board of Directors (BODs) who were drawing remuneration have been considered for the numerical count.

*** Independent Directors' sitting fees have been excluded from this calculation under BODs.

b. **Gross wages paid to females as % of total wages paid by the entity, in the following format:**[8]

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.45	4.38

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

Yes, the Company has designated the Head of Human Resources (HR) to oversee human rights-related matters within the organization. This responsibility spans key HR functions such as recruitment, employee relations, and training and development. The Head of HR plays an important role in ensuring effective workforce management while addressing employee needs and concerns in a fair and structured manner.

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

The Company considers respect for human rights to be a fundamental part of its core values. It is committed to promoting and protecting these rights across its operations and employment practices, guided by principles of fairness, integrity, and ethical conduct. The Company places strong emphasis on creating a safe, inclusive, and respectful work environment. Where every individual feels secure and valued. To support this commitment, a Vigil Mechanism has also been established, allowing stakeholders to confidentially report any concerns related to unethical or inappropriate behaviour.

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

	2025-26			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 Discrimination at workplace	Nil. No complaints were raised with regards to the human rights issues in both reporting years.					
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

7. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**[9]

	2025-26	2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

The Company is committed to providing equal opportunities for all and maintains a zero tolerance stance towards any form of discrimination or harassment. It strictly prohibits unfair treatment based on factors such as race, gender, nationality, ethnicity, religion, age, disability, sexual orientation, gender identity, medical condition, language, or any other criteria protected under applicable laws. To reinforce this commitment, the Company has implemented Key policies, including the Prevention of Sexual Harassment (POSH) Policy, the Business Conduct and Ethics Policy, and

[8] The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[9] The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

a Vigil Mechanism. These frameworks are designed to promote a workplace culture that values diversity, inclusion, and mutual respect. Through these efforts, the Company aims to create an open and inclusive environment where individuals from all backgrounds feel respected and supported, with a clear emphasis on maintaining a workplace free from discrimination in any form.

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

Yes, human rights requirements have been incorporated into the Company's business agreements and contracts, wherever applicable. The Company recognizes the importance of embedding these considerations into its business relationships, ensuring that its commitments to ethical and responsible practices are upheld across all engagements.

10. **Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Not Assessed for the reporting year
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	

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.**

As no grievances or complaints related to human rights have been reported during this financial year within the Company, This reflects that there have been no known instances or concerns of human rights violations within the organisation.

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

Human rights due diligence processes are presently not in place. The Company may evaluate the relevance and feasibility of implementing such processes in the coming years.

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

Yes, the Company complies with the provisions of the Rights of Persons with Disabilities Act, 2016, and has undertaken measures to make its facilities accessible to differently abled employees, workers, and visitors. These measures include the provision of ramps, accessible work areas, and appropriate restroom facilities to promote ease of access and inclusivity.

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	Not Assessed for the reporting year
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 06

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

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. **Details of total energy consumption (in Gigajoules) and energy intensity, in the following format:[10]**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	2,042.82	1,310.83
Total fuel consumption (E)	513.55	304.92
Energy consumption through other sources (F)		-
Total Energy consumption from non-renewable sources (D+E+F)	**2,556.37**	**1,615.75**
Total energy consumed (A+B+C+D+E+F)	**2,556.37**	**1,615.75**
Energy intensity per rupee of turnover- GJ/Rupee *(Total energy consumption/ Revenue from Operations)*	0.00000035	0.00000015
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[11] GJ/USD (*Total energy consumed / Revenue from operations adjusted for PPP*)	0.0000070	0.0000030
Energy intensity in terms of physical output-[12]	**-**	**-**
Energy Intensity per Employee - GJ/Employee	**28.40**	**18.36**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No independent assessments or evaluations have been conducted by an external agency. However, all necessary statutory inspections, internal inspections, and audits are carried out periodically.

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

No, the facilities of DCX Systems Ltd. have not been identified as designated consumers under the Perform, Achieve, and Trade (PAT) Scheme of the Government of India.

[10] The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[11] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[12] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

3. **Provide details of the following disclosures related to water, in the following format:**[13]

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater -	-	-
(iii) Third party water	3,221.72	1,925.10
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal *(in kilolitres) (i + ii + iii + iv + v)*	**3,221.72**	**1,925.10**
Total volume of water consumption (*in kilolitres*)	**855.60**	**232.10**
Water intensity per rupee of turnover *(Water consumed / Revenue from operations)* – KL/Rupee	0.00000012	0.0000000021
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[14] KL/USD *(Total water consumption / Revenue from operations adjusted for PPP)*	0.0000024	0.00000043
Water intensity in terms of physical output[15]	**-**	**-**
Water intensity per Employee- KL/Employee	**9.51**	**2.64**

Note: For both financial years, water consumption has been calculated as the difference between water withdrawal and water discharge.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Sea water	-	-
- 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	2,366.12	1,693.00
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**2,366.12**	**1,693.00**

[13] The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[14] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[15] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

The Company has not adopted Zero Liquid Discharge (ZLD) practices at present. Nevertheless, as part of its commitment to responsible water stewardship, wastewater generated from operations is reused for agricultural and farming activities. This practice facilitates the productive utilization of treated wastewater, conserves freshwater resources, and contributes to minimizing the Company's environmental footprint.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Mg/m3	26.55	Stack emission monitoring was not conducted for the reporting period.
SOx	Mg/m3	19.05	
Particulate matter (PM)	Mg/m3	46.20	
Persistent organic pollutants (POP)	-	-	
Volatile organic compounds (VOC)	-	-	
Hazardous air pollutants (HAP)	-	-	
Others – please specify	-	-	

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

Yes, SLN Testing Laboratory Private Limited.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**[16]

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	49.29	45.08
Total Scope 2 emissions[17] (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	402.89	264.72
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/rupees	0.000000061	0.000000028
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)[18] (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent/USD	0.00000124	0.00000058
Total Scope 1 and Scope 2 emissions intensity in terms of physical output[19]		-	-
Total Scope 1 and Scope 2 emissions intensity per Employee	**Metric tonnes of CO2 equivalent/Employee**	**5.02**	**3.52**

[16] The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[17] The above calculations as per the updated emission factors provided in the CO_2 Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

[18] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[19] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

   Yes, the Company has implemented various initiatives to reduce greenhouse gas (GHG) emissions and improve energy efficiency across its operations. These measures include promoting the judicious use of air-conditioning systems, ensuring regulatory compliance and certification of diesel generator (DG) sets, and replacing conventional fluorescent lighting with energy-efficient LED fixtures. Additionally, non-essential electrical and electronic equipment are switched off after working hours to avoid unnecessary energy consumption. Through these initiatives, the Company seeks to optimize energy usage, reduce its carbon footprint, and contribute to environmental sustainability.

9. **Provide details related to waste management by the entity, in the following format:**[20]

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste *(A)*	0.70	0.70
E-waste *(B)*	1.01	0.07
Bio-medical waste *(C)*	-	-
Construction and demolition waste *(D)*	-	-
Battery waste *(E)*	-	-
Radioactive waste *(F)*	-	-
Other Hazardous waste. Please Specify, if any. *(G)*	-	-
Lead and Non-lead material	0.01	1.00
Other Non-hazardous waste generated (H). Please specify, if any.		
Carton Box Waste	7.06	2.13
Pallet Wood Waste	1.10	0.97
Metal	0.01	0.83
Other General Scrap/Food waste	0.02	0.01
***Total** (A+B + C + D + E + F + G + H)*	**9.90**	**4.71**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)- MT/Rupee	0.0000000013	0.00000000042
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) MT/USD (Total waste generated / Revenue from operations adjusted for PPP)[21]	0.000000027	0.0000000088
Waste intensity in terms of physical output[22] -	**-**	**-**
Waste intensity per Employee MT/ employee	**0.11**	**0.05**

[20] The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[21] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[22] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2025-26	FY 2024-25
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	-	The Company did not recover any waste.
(ii) Re-used	0.01	
(iii) Other recovery operations	-	
Total	**0.01**	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste – Plastic waste, E-waste and Other than Non-Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations- Through third- party vendors	9.90	4.71
Total	**9.90**	**4.71**

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

DCX is committed to minimizing waste generation through responsible resource management and adherence to the principles of the 3R approach—Reduce, Reuse, and Recycle. The Company actively works to limit the generation of hazardous waste by optimizing processes and promoting environmentally responsible practices. Clearly labelled waste collection bins are provided throughout the facility to ensure effective segregation of different waste streams at the source. Segregated waste is safely stored, transported, and disposed of through vendors authorized by the Pollution Control Board, in compliance with applicable environmental regulations.

To ensure effective liquid waste management, secondary containment systems are installed in areas where spills may occur, and spill response kits are readily available to address accidental releases promptly and mitigate environmental impact. Non-hazardous waste streams, including paper, wood, and electronic waste, are managed with a strong emphasis on reuse, recycling, and responsible disposal.

The Company continually strives to reduce or eliminate the use of hazardous and toxic substances in its operations and products wherever feasible. By prioritizing waste reduction, material recovery, reuse, and recycling initiatives, DCX seeks to minimize the quantity of waste requiring final disposal while supporting environmental sustainability and regulatory compliance.

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	Types 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, as no Environmental Impact Assessment (EIA) was conducted for any projects during the current financial year.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
The Company did not report any material non-compliances in the reporting period.				

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- NA

(ii) Nature of operations- NA

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third-party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
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	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3* emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (Optional) – the relevant metric may be selected by the entity		-	-

*Scope 3 emissions relating to Category 5 – Waste Generated in Operations could not be calculated, as the definitive disposal, reclamation, or end-of-life treatment methods for the waste are unknown. Since the waste is handed over to third-party agencies for disposal, no assumptions have been made regarding the subsequent treatment processes, and the associated emissions have therefore not been quantified.

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 external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

3. **With respect to the ecologically sensitive areas reported at Question 11 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.**

The Company consciously avoids operating in environmentally fragile or ecologically sensitive areas, reflecting its strong commitment to responsible and sustainable business practices. This strategic approach is rooted in the Company's dedication to environmental stewardship and the protection of delicate ecosystems. By selecting operational locations that are not situated within ecologically vulnerable zones, the Company actively minimizes its environmental footprint and supports the preservation of biodiversity and natural habitats.

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.	**Water Conservation**	Aerator filters have been installed across all taps. Each press now dispenses 550 ml of water, compared to the previous 1,150 ml — achieving a saving of approximately 600 ml per use.	The initiative has led to a 50–60% reduction in water consumption, without compromising the functional efficiency of the taps.
2.	**Energy Conservation/ Efficiency Measures**	All conventional lighting fixtures in the factory have been replaced with energy-efficient LED lighting. Additionally, the company has undertaken a tree plantation drive, planting 50 trees to enhance carbon sequestration in the surrounding environment.	Achieved an annual reduction of approximately 1,000 kWh in electricity consumption, resulting in a reduction of 1.05 tonnes of CO_2 emissions per year.

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

Yes, the Company has established a comprehensive Business Continuity and Disaster Management Plan (BCP) applicable to all units of DCX Systems Ltd. to ensure the continuity of critical operations during and after disruptive events. The plan addresses both natural and man-made emergencies, including fire, flood, earthquake, chemical spills, power outages, cyber-attacks, and other unforeseen incidents. Its objective is to minimize operational disruption, protect employees and assets, and ensure the timely recovery of essential business functions.

The BCP identifies critical operational processes such as testing, potting, and the storage and dispatch of finished goods. A structured risk assessment framework is used to evaluate potential disaster scenarios based on their likelihood and impact, with appropriate mitigation measures defined for each risk. Recovery strategies include the use of alternate facilities, engagement of qualified third-party laboratories for testing support, and secure remote access to critical systems through VPN connectivity. The Company aims to resume key business activities within two weeks of a disruption by utilizing suitable alternative arrangements where necessary.

The plan is periodically reviewed and updated by the designated BCP management team to ensure its effectiveness and relevance. Regular training programs, awareness sessions, and mock drills are conducted to strengthen employee preparedness and response capabilities. In addition, critical business data is routinely backed up on cloud-based platforms and external storage media, while emergency contact lists, communication protocols, and response resources are maintained to facilitate effective crisis management and the rapid restoration of operations.

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?**

   The Company has not identified any significant adverse environmental impacts arising from its value chain during the reporting period.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

   DCX Ltd. engages solely with value chain partners who demonstrate compliance with all applicable statutory and regulatory requirements.

8. **How many Green Credits have been generated or procured?**[23]

   a) **By the listed entity-** Nil

   b) **By the top ten (in terms of value of purchases and sales, respectively) value chain partners-** Nil

[23] The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

Principle 07

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

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.**

The Company is only affiliated with 1 (One) trade and industry chambers/associations.

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Society of Indian Aerospace Technologies and Industries (SIATI)	National

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

Name of authority	Brief of the case	Corrective active taken
During the reporting period, the Company was not subject to any adverse orders from regulatory authorities or any instances of anti-competitive conduct. So, no corrective actions were necessary.		

LEADERSHIP INDICATORS

1. **Details of public policy positions advocated by the entity:**

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
Nil					

Principle 08

Businesses should promote inclusive growth and equitable development.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not Applicable					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

The Company has established mechanisms for receiving and addressing grievances from stakeholder groups. A Register of Grievances is maintained by the Human Resources (HR) department to record and address concerns raised by community members and other stakeholders, in addition, the Company has adopted a Whistle blower Policy that provides employees, vendors, and external stakeholders with a formal channel to report grievances or unethical conduct in a confidential manner. These mechanisms reflect the Company's commitment towards the transparency, accountability and stakeholder engagement. The Whistle blower Policy is available on the Company's website at: https://dcxindia.com/investors/policies/

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:[24]**

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	**0.88**	**0.02**
Directly from within India	**53.38**	**26.09**

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[25]**

Location	FY 2025-26	FY 2024-25
Rural	Nil	Nil
Semi-Urban	Nil	Nil
Urban	100.00	100.00
Metropolitan	Nil	Nil

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	

[24] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.
[25] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

S. No.	State	Aspirational District	Amount spent (In INR)
The company has no ongoing projects in any of the aspirational district			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Procurement decisions are guided by factors such as quality, cost, technical requirements, and supplier capabilities, as specified by OEMs. As the Company operates in the defence and aerospace sector, sourcing is carried out through preapproved supplier lists provided by OEMs. Consequently, a separate preferential Procurement Policy for suppliers from marginalized or vulnerable groups is not presently in place.

(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 your entity (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
The Company is a build to print manufacturer and system integrator and does not own any intellectual property rights (IPR) in the product it manufactures. Its main activity is the production of electromechanical assemblies to Original Equipment Manufacturers (OEMs) specifications for its customers, adding value to them.				

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

Name of authority	Brief of the case	Corrective Action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Jagadguru Sri Sivarathreeswara Mahavidyapeetha	The Company's CSR initiatives were undertaken with the objective of creating positive social impact and supporting underserved communities across key focus areas such as education, hunger alleviation, women's empowerment, child welfare, and support for senior citizens.	The Company's CSR initiatives are a reflection of its commitment to build a better and sustainable society, during the year CSR funds were used to support children's education, to promote opportunities for higher education to differently able children and to aid Vrudhashramas for underprivileged Individuals. These initiatives have positively impacted a significant number of people, including vulnerable and marginalized groups, though the exact number of beneficiaries cannot be quantified.
2.	Sri Vyasateertha Vidyapeeta Trust		
3.	Shri Soda Vadiraja Mutt Education Trust		
4.	Keshavlal V. Bodani Education Foundation		

Principle 09

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

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 implemented a robust Quality Management System in accordance with AS 9100 standards. Customer feedback and complaints, if any, are addressed through established procedures to ensure timely and effective resolution.

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	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

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

	FY 2025-26			FY 2024-25		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	Nil. No such complaints were received during either of the reporting year.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	None
Forced recalls	Nil	None

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

   Yes, the Company recognised the importance of protecting its information and digital assets. To strengthen cyber security, it has implemented a Cyber Security Policy that outlines the measures to safeguard sensitive information, prevent unauthorized access, and manage cyber security risks across the organization. The policy is accessible through the Company's internal portal and serves as a guiding framework for employees to ensure secure information handling and support the continuity of business operations.

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

   Not Applicable

7. **Provide the following information relating to data breaches:**
   a. **Number of instances of data breaches:** Nil
   b. **Percentage of data breaches involving personally identifiable information of customers:**[26] Nil
   c. **Impact, if any, of the data breaches:** Not Applicable

LEADERSHIP INDICATORS

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

   Information about the products and services offered by the Company is accessible through multiple channels and platforms. Comprehensive details can be found on the Company's official website at https://www.dcxindia.com

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

   The Company supplies its products directly to Original Equipment Manufacturers (OEMs), who are responsible for integrating them into the final products delivered to end customers. As a result, the Company does not have direct interaction with end users and therefore has limited opportunities to communicate with them regarding the safe and responsible use of its products.

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

   The Company has established contingency measures to address potential disruptions to critical services and minimize their impact on customers. It follows a proactive approach to identifying and resolving operational issues at an early stage while working closely with customers to ensure timely and effective solutions. The Company also keeps stakeholders informed through its regularly updated website, which serves as a platform for sharing important announcements, operational updates, and other relevant information.

4. **(Yes/No/Not Applicable) Does the entity display product information on the product over and above what is mandated as per local laws? 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 a whole? (Yes/No)**

   Considering the confidentiality requirements associated with the defence and aviation sectors, which are closely linked to national security, the Company restricts the disclosure of product information to the extent required under applicable laws and regulations.

[26] The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.