



08 June 2026

BSE Limited
PJ Towers, 25th Floor,
Dalal Street,
Mumbai 400 001.
Scrip Code: 543933

National Stock Exchange of India Ltd
Exchange Plaza,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051.
Scrip Code: CYIENTDLM

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2025-26.

This is for your information and records.

For **Cyient DLM Limited**

S. Krithika
Company Secretary & Compliance Officer

Cyient DLM Limited

Mysore Office
Plot no.347, D1 &2, KIADB
Electronics City, Hebbal Industrial
Area, Mysore 570 016,
Karnataka, India

Registered Office
Plot No.5G, Survey No.99/1
Mamidipalli Village,
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CIN: L31909TG1993PLC141346

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L31909TG1993PLC141346
2	Name of the Listed Entity	Cyient DLM Limited
3	Year of incorporation	1993
4	Registered office address	Plot No.5G, Survey No.99/1, Mamidipalli Village, GMR Aerospace & Industrial Park Limited, Rajiv Gandhi International Airport, Shamshabad, Hyderabad, Telangana, India - 500108
5	Corporate address	Cyient DLM Limited, Plot no.347, D1 & 2, KIADB, Electronics City, Hebbal Industrial Area, Mysuru, Karnataka, India - 570016
6	E-mail	company.secretary@cyientdml.com
7	Telephone	8214282222/4004500
8	Website	www.cyientdml.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	NSE; BSE
11	Paid-up Capital	₹793,643,960
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Suchitra Royroth Head - Business Excellence Email - suchitra.royroth@cyientdml.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).	This report is prepared on a standalone basis and excludes the Torrington (USA) facility, acquired in October 2024, as Cyient DLM does not currently exercise operational control over it. Certain data points in this report have been restated for the comparative year due to change in approach, methodology and re-computation of certain attributes in this report. This includes Water Footprint and Job creation in smaller towns. These re-statements have been made to ensure accuracy, completeness and consistency. The restated data reflects our commitment to transparency and continual improvement in reporting practices.
14	Name of assessment or assurance provider	N.A
15	Type of assessment or assurance obtained	N.A

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	B2P (Build-to-Print)	The manufacturing process entails producing products based on thorough engineering drawings and detailed specifications provided by the client. This approach spans various industries, including Aerospace, Defence, Healthcare, and Life Sciences, ensuring that each product meets the stringent requirements specific to each sector.	75
2	B2S (Build-to-Specification)	Our manufacturing process involves collaborating closely with clients to develop product specifications. We take these specifications and design and manufacture the products in-house, ensuring they meet the standards set by the client.	25

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electronics Manufacturing Services - Manufacture of printed circuit board assemblies (loading of components onto printed circuit boards), manufacture of interface cards (e.g., sound, video, controllers, network, modems), manufacture of cable harness assemblies and manufacture of electromechanical systems and subsystems.	26104	100

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	4	0	4
International	1	0	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	30

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

92

c. A brief on type of customers

Our clientele encompasses both global and regional industry leaders, functioning as OEMs and Tier-1 suppliers within the Aerospace & Defense, MedTech, and Industrial sectors.

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)	913	695	76.12	218	23.88
2.	Other than Permanent (E)	1	1	100	0	0
3.	Total employees (D + E)	914	696	76.14	218	23.86
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	763	596	78.12	167	21.88
6.	Total workers (F + G)	763	596	78.12	167	21.88

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)	7	6	85.72	1	14.28
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	7	6	85.72	1	14.28
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel*	2	1	50

*Key Managerial Personnel excludes Executive Director who is already included under Board of Directors

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

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.38	13.39	12.61	16.36	9.46	14.98	19.5	11.5	17.9
Permanent Workers	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A	N.A

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sr. 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	Cyient DLM Inc.	Subsidiary company	100	Yes
2	Cyient Limited	Holding company	52	No

VI. CSR DETAILS

	Response
24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	9,426,520,000
(iii) Net worth (in ₹)	9,889,330,000

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Current Financial Year (FY 2025-26)			Previous Financial Year (FY 2024-25)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes SOP for Grievance Redressal at Cyient Foundation CSR Projects.pdf	11	0	The complaints have been resolved as of 31 st March 2026.	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	0	0	NA
Employees and workers	Yes DLM has certified standing orders implemented annually across all locations, which include a structured process for capturing and addressing grievance details	0	0	NA	0	0	NA
Customers	Yes	0	0	NA	0	0	NA
Value Chain Partners	No	0	0	NA	NA	NA	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA



26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability 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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk & Opportunity	Risk: Energy management is a significant risk due to its reliance on a stable energy supply. Disruptions such as power outages can severely impact production schedules and operational efficiency. Regulatory pressures to reduce carbon emissions and adopt sustainable practices can lead to substantial compliance costs and potential penalties for non-compliance. Key risks include dependence on grid electricity, energy cost fluctuations, and inefficient energy usage across operations. Additionally, the volatility of energy prices makes it challenging to predict and manage operational costs, further exacerbating financial risks. The environmental footprint, including greenhouse gas emissions, can attract negative attention from stakeholders, potentially harming the company's reputation and market position. Opportunity: Energy management offers a major advantage. Adopting energy-efficient technologies reduces consumption and costs, boosting profitability and competitiveness. Shifting to renewables like solar ensures cost stability and shields against fossil fuel price swings. Companies excelling in energy management enhance their reputation, attracting eco-conscious investors and customers. Additionally, proactive strategies help meet environmental regulations, avoiding fines and unlocking government incentives for sustainable practices.	Cyient DLM addresses energy-related risks through a combination of mitigation and adaptation measures under its energy management approach. To mitigate these risks, the Company is increasing the share of renewable energy through adoption of solar power, leading to a reduction in dependence on conventional electricity sources. It has also implemented energy efficiency initiatives such as transition to LED lighting systems, installation of solar-powered infrastructure, and power optimization measures including power factor improvement. In addition, operational initiatives such as process optimization, use of energy-efficient equipment, and deployment of solutions like motion sensor lighting contribute to reducing overall energy consumption. These measures support improved energy efficiency, reduced environmental impact, and enhanced operational resilience.	Negative / Positive
2	Waste and Hazardous Materials Management	Risk	Risk: Risk of inappropriate handling and disposal of hazardous waste, caused by insufficient training or lack of adherence to safety protocols. This may result in environmental pollution, health risks to employees and communities, and legal penalties. Compliance with regulations such as the ISO 14001 can help in avoiding fines and regulatory compliance. Employee training and engagement regarding waste management and disposal are also crucial.	Cyient DLM follows defined processes for management of waste and hazardous materials across its operations, in line with applicable regulatory requirements. Waste is segregated at source, handled safely, and disposed of through authorized channels, including disposal of hazardous waste in accordance with CPCB guidelines.	

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				The Company has undertaken multiple initiatives to minimize waste generation and promote resource efficiency. These include elimination of single-use plastics and disposable items, implementation of vermicomposting for biodegradable waste, and adoption of reusable materials within operations. Such measures support reduction of landfill waste and improved circular use of resources. To manage hazardous materials, Cyient DLM follows defined protocols for safe storage, handling, and usage in line with applicable safety and regulatory requirements. Efforts are also made to reduce dependence on hazardous substances through substitutions with safer alternatives and process optimization. These practices support safe handling of wastes and chemicals while minimizing environmental impact and ensuring compliance with applicable regulations.	Negative
3	Green House Gases & Climate Change	Risk	Risk: The shift to a low-carbon economy presents significant risks due to its reliance on global supply chains and energy-intensive operations. Climate change can lead to severe weather events, disrupting supply chains and impacting raw material availability. Transitioning to renewable energy sources poses financial challenges, requiring substantial capital investment. Rapid innovation is necessary to keep pace with low-carbon technologies, posing risks for companies that lag. Additionally, climate change can exacerbate the scarcity of critical raw materials, increasing costs and supply chain vulnerabilities. Also, physical risks, such as extreme weather events and rising sea levels, can damage facilities and disrupt supply chains.	Cyient DLM addresses greenhouse gas (GHG) emissions and climate-related impacts through a combination of renewable energy adoption and energy efficiency measures across its operations. The Company has implemented solar power generation to reduce dependence on grid electricity, contributing to a reduction in Scope 2 emissions. In addition, initiatives such as transition to energy-efficient LED lighting systems, deployment of solar-powered infrastructure, and implementation of power optimization measures are undertaken to improve energy performance and minimize associated emissions.	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Human capital Management	Opportunity	Opportunity: In the highly competitive landscape effective human capital and labour management present significant opportunities. Given the sensitivity to labour costs and the necessity to meet stringent production deadlines for new technology releases, maintaining positive relations is crucial. Poor management can lead to work stoppages and production disruptions, which not only reduce near-term revenue but also adversely affect long-term productivity due to diminished employee morale. By fostering good human relations, companies can mitigate these risks and ensure smooth operations. Furthermore, these practices enhance an entity's brand value and social license to operate, as they demonstrate a commitment to ethical standards and employee well-being. Additionally, investing in human capital through continuous training and development equips employees with the latest skills, fostering innovation and adaptability in a rapidly evolving industry. Thus, strategic human capital and labour management are not merely operational necessities but pivotal opportunities for resilience and competitiveness.	NA	Cyient DLM monitors energy consumption and is progressing towards structured GHG accounting for Scope 1 and Scope 2 emissions, with evaluation of Scope 3 emissions underway. These measures support the Company's efforts to manage climate-related risks and reduce its overall environmental footprint.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Product Stewardship	Opportunity	Opportunity: Product design and innovation are pivotal for, driving technological progress and market competitiveness. Innovative designs help companies stand out, attract consumers, and build brand loyalty by integrating technologies into product functionality and user experience. Sustainable design using eco-friendly materials can help in meeting consumer and regulatory demands. Economically, advanced design techniques reduce production costs and increase profit margins. New products can generate additional revenue and expand market share. Adopting various tools and software streamlines the design process and improves quality. Collaborative innovation and customer-centric design ensure products meet market needs.	NA	Positive
6	Customer Relations	Opportunity	Opportunity: Customer satisfaction is an integral part in driving growth and competitive advantage. High satisfaction levels foster brand loyalty and repeat business, while satisfied customers often become brand advocates, attracting new customers through word-of-mouth. This differentiation provides a significant competitive edge and contributes to market share growth. To leverage this, organizations should employ knowledgeable customer service representatives, gather insights through regular surveys, and ensure high product quality and reliability. Offering customizable options, comprehensive after-sales support, and leveraging digital technologies for seamless communication and personalized interactions.	NA	Positive
7	Corporate Governance	Opportunity	Opportunity: Corporate governance offers significant benefits such as enhancing efficiency, stakeholder trust, and sustainability. Effective governance ensures regulatory compliance and robust risk management, protecting assets and reputation. Transparent practices build stakeholder trust, while accountability promotes ethical behavior and strategic decision-making. Implementing strong governance structures, including a diverse board and a code of ethics, ensures oversight and integrity. Regular audits and stakeholder engagement through open communication and feedback mechanisms further strengthen governance.	NA	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Supply chain Management	Risk & Opportunity	Risk: Supply chain management is fraught with risks due to its complexity and global reach. Geopolitical tensions, trade restrictions, and regulatory changes can disrupt the intricate network of suppliers and manufacturers. Rapid shifts in consumer demand and technological advancements make accurate forecasting difficult, leading to potential overproduction or stockouts. Natural disasters, transportation issues, and supplier insolvency further threaten supply continuity. Ensuring consistent quality is challenging, as defective parts can result in costly recalls and reputational damage. Price volatility of raw materials and components impacts production costs and profitability. Compliance with environmental regulations and ethical sourcing practices is essential to avoid legal penalties and maintain consumer trust. Opportunity: Supply chain management offers significant opportunities by enhancing efficiency, reducing costs, and improving product quality. Streamlined processes reduce lead times and expedite production cycles, while optimized inventory levels and strategic sourcing lower costs. Robust quality control and supplier monitoring ensure consistent product reliability. Diversifying suppliers and establishing contingency plans mitigate risks, ensuring production continuity. By leveraging these opportunities, we can develop resilient and efficient supply chains.	To mitigate supply chain risks, we have adopted a comprehensive strategy. This includes diversifying our supplier base, implementing strategic sourcing, and optimizing inventory management practices. We leverage industry-leading software like Kinaxis Rapid Response in supply chain to improve on-time delivery (OTD) and customer satisfaction. We are in the process of conducting regular assessments to ensure resilience and quality. There is a lot of focus and emphasis in terms of supplier onboarding and thereafter monitoring supplier performance. Additionally, we have invested in tools, people, and processes to integrate and optimize business performance.	Negative / Positive
10	Data security and privacy	Risk	Risk: Data security and privacy are critical due to the digitization and interconnectedness of processes. Protecting intellectual property (IP) is essential to prevent competitive disadvantages and financial losses. Ensuring operational continuity is vital, as cyberattacks like ransomware can disrupt production and cause significant damage. The interconnected supply chain amplifies these risks, with breaches potentially compromising the entire network. Regulatory compliance with data protection laws such as GDPR and CCPA are required, with non-compliance leading to severe penalties. Cyberattacks, insider threats, and outdated systems pose significant risks.	Cyient DLM maintains a zero-violation standard for data privacy, we implement advanced data protection and backup systems to secure critical information. Our policies align with the stringent EU GDPR requirements, and our Information Security Management System (ISMS) is ISO/IEC 27001: 2022 certified. The effectiveness of our systems is reviewed half yearly by the ISMS internal audit team to ensure continuous improvement and robust protection.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Human Rights	Risk & Opportunity	Risk: There is a risk of non-compliance with human rights laws due to inadequate data collection on labor practices, potentially resulting in legal penalties and reputational damage. Opportunity: Leveraging ethical business practices to strengthen brand reputation, drive customer loyalty, and reduce legal risks. A commitment to human rights can differentiate the company in the market, fostering trust and long-term stakeholder support.	Conducting surveys and audits across all operations to collect data on labor practices, ensuring adherence to human rights laws.	Negative/ Positive
12	Occupational Health & Safety	Risk	Risk: There is a risk of workplace accidents due to insufficient hazard identification and safety measures, potentially leading to employee harm and financial liabilities.	Implementing rigorous hazard identification, regular safety audits, employee training, and protective equipment usage minimizes workplace risks. Real-time monitoring and a strong safety culture further enhance employee protection and reduce financial liabilities.	Negative
13	Labor Practices	Opportunity	Opportunity: Emphasizing ethical business practices strengthens supplier, employee, and investor relationships, fostering trust and credibility. This trust helps electronic manufacturers navigate price negotiations, contracts, and regulatory scrutiny while enhancing reputation and long-term sustainability.	NA	Positive
14	Business Ethics, Integrity and Transparency	Opportunity	Opportunity: Effective risk management minimizes potential losses by identifying and addressing risks early, protecting company assets and financial stability.	NA	Positive
15	Risk & Crisis Management	Opportunity	Opportunity: Strengthening labor relations helps EMS and ODM entities boost productivity, ensure smooth operations, and enhance brand reputation. Fair wages, safe conditions, and employee engagement reduce turnover, prevent disruptions, and improve efficiency. Ethical labor practices also attract investors and customers, fostering long-term competitiveness.	NA	Positive



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put 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)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	Cyient DLM Philosophy on Investor Corporate Governance Code of Business Ethics Policy.pdf								
b. Has the policy been approved by the Board? (Yes/No)	Cyient DLM_ Anti_Corruption_Policy_2024.pdf Cyient_DLM-Whistle_Blower_Policy.pdf								
c. Web Link of the Policies, if available	Cyient-DLM-Code_of_Conduct_for_Board_and_Senior_Management.pdf Cyient_DLM-Board_diversity_policy.pdf Cyient_DLM-Policy_on_Board_Evaluation.pdf Cyient DLM - Policy to determine materiality-V2_2023.pdf Cyient_DLM-CSR_Policy.pdf Cyient_DLM-NRC_Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	No	Yes	No	No	No	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	AS9100: 2016 ISO/ TS 22163 : 2017 ANSI/ ESD S20.20- 2021	ISO 45001: 2018	-	-	ISO 14001: 2015	-	-	ISO 9001: 2015 ISO/ IEC 27001 : 2013 ISO 13485 : 2016
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Cyient DLM is dedicated to achieving excellence through a series of well-defined commitments, goals, and targets. Here are the key areas we are focusing on: Implementing Carbon Footprint Reduction Initiatives: We are actively working to reduce our carbon footprint through various initiatives aimed at minimizing emissions and promoting eco-friendly practices. Enhancing the Use of Renewable Energy Sources: We are committed to increasing our reliance on renewable energy sources, thereby reducing our dependence on non-renewable resources and contributing to a greener planet. Upholding a Zero-Violation Standard for Data Privacy Information: We ensure the highest standards of data privacy through continuous monitoring and annual audits, adhering to compliance and safeguarding sensitive information.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	• Increasing Community Engagement Programs: We are dedicated to fostering strong relationships with the communities we serve by increasing our involvement in community engagement programs that address local needs and promote social well-being. • Achieving Gender Diversity: We strive to create a diverse and inclusive workplace by setting and achieving gender diversity targets, ensuring equal opportunities for all employees. • Continuous Employee Training & Development: We prioritize the growth and development of our employees through continuous training programs that enhance their skills and knowledge, preparing them for future challenges. • Promoting Ethical Labour Practices and Fair Trade: We are committed to upholding ethical labor practices and promoting fair trade, ensuring that our operations are conducted with integrity and respect for human rights. • Strengthening Corporate Governance and Transparency: We aim to strengthen our corporate governance framework and enhance transparency in our operations, fostering trust and accountability among our stakeholders.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have undertaken several initiatives aimed at meeting our commitments, goals, and targets. Here are the key actions and their outcomes in FY 2025-26: • Installation of LED Lights: We have embarked on a significant initiative to replace outdated lighting fixtures with energy-efficient LED lights across all our sites. As of now, 100% of our sites are equipped with LED lighting. These lights not only reduce heat generation but also provide the required LUX levels, enhancing the effectiveness of air conditioning systems due to lower heat emissions. • Energy Audits: We conduct comprehensive energy audits for all critical equipment at our sites. Based on the audit reports, we initiate corrective actions and implement necessary steps to optimize power consumption, ensuring efficient energy use. • Renewable Energy: In FY 2025-26, renewable energy (RE) accounted for 63.61% of our total electricity consumption. We are aiming to increase RE utilization to 80% by expanding rooftop solar capacity and enhancing its adoption at our Mysuru facility. • Power Factor Correction for Better Energy Savings: We have upgraded our capacitor bank with new capacitors to improve the power factor, contributing to better energy savings. • Installation of New Air Compressor: We have replaced conventional compressors with Variable Frequency Drive (VFD) controlled compressors that adjust their operation based on load, thereby reducing power consumption.								
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Electronics Manufacturing Services (EMS) industry is navigating a rapidly evolving landscape marked by significant Environmental, Social, and Governance challenges, including high carbon emissions, complex global supply chains, and increasing cybersecurity threats. At Cyient DLM, we view these challenges as catalysts for transformation and have embedded ESG principles at the core of our strategic vision. Our environmental initiatives are focused on maximizing our renewable energy, reducing waste, and reducing water usage through ensuring we have rainwater harvesting on all of our locations. These efforts have led to a measurable reduction in our environmental footprint.								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	On the social front, we are committed to driving gender equality, upholding responsible labor standards and enhancing worker welfare across our operations. We want our associates to be holistically healthy individuals that can bring their best authentic selves to work everyday, so we focus on an inclusive, open and safe culture. We also know it is critical to contribute to the communities in which we work. Through our Cyient Foundation we continue to support underprivileged children and unemployed women by providing access to education, skill development, and employment opportunities, thereby contributing to the socio-economic upliftment of communities. In terms of governance, we have implemented stringent cybersecurity protocols and strengthened our internal controls to ensure data integrity and operational resilience. Our Design-led Manufacturing approach, which spans the entire product lifecycle from concept to certification, reflects our commitment to delivering high-reliability solutions that meet the most rigorous standards of safety, performance, and cost-efficiency. With advanced manufacturing facilities across India and a global footprint, we are well-positioned to deliver value-driven solutions that transform businesses through innovation and technology. As part of our ongoing evolution, we are transitioning our Corporate Social Responsibility (CSR) Committee into a broader CSR and ESG Committee. This integrated governance structure will enable us to align our sustainability efforts more effectively and drive long-term value creation for all stakeholders. Our unwavering focus on excellence, accountability, and innovation continues to guide us as we build a more sustainable and inclusive future.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Rajendra Velagapudi, CEO								
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, Cyient DLM has a dedicated CSR/ESG Committee responsible for overseeing sustainability initiatives and guiding strategic decision-making on sustainability-related matters.								
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action			Yes				No	Yes	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances			Yes				No	Yes	
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
									No

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

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

***Note on P7:**

Cyient DLM maintains an active presence in relevant industry forums, contributing to discussions on sectoral issues and sharing its perspectives to support collective progress. The Company also undertakes public interest initiatives, both independently and in collaboration with trade associations and industry partners. These engagements are aligned with its core values and commitment to responsible industry participation; accordingly, a standalone policy governing these activities has not been formalized.

SECTION C: PRINCIPLE WISE PERFORMANCE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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	1	Extensive training sessions were conducted, encompassing critical aspects of corporate governance such as compliance, antitrust legislation, anti-corruption protocols, conflict of interest management, regulatory updates and other pertinent topics. Furthermore, the program underscored the importance of proactive stakeholder engagement.	100%

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
Key Management Personnel	1	A comprehensive training program was delivered, addressing key elements of corporate governance including compliance, antitrust regulations, anti-corruption initiatives, conflict of interest management, and other critical areas. Additionally, the training emphasized the importance of engaging with stakeholders effectively.	100%
Employees other than BoD and KMPs	100	At Cyient DLM, we offer a diverse range of training programs aimed at enhancing our associates' technical expertise, safety awareness, crisis management skills, operational efficiency, policy comprehension, and soft skills. This comprehensive approach is vital to our business success, allowing us to remain agile in the dynamic industry landscape and fostering a proficient team ready to address any challenge or seize any opportunity. Our training initiatives cover essential topics such as leadership, diversity, customer service, and sustainability, promoting leadership qualities, inclusivity, and environmental stewardship. We strive to develop a workforce that is both technically proficient and ethically sound. Additionally, we provide specialized training sessions on leadership and cross-functional team collaboration for our associates above band D. Our interactive training sessions incorporate practical exercises, case studies, and feedback mechanisms to ensure knowledge retention and practical application. We are dedicated to fostering a culture of continuous learning, empowering our associates to grow and contribute to Cyient DLM's ongoing success.	100%
Workers	100	At Cyient DLM, we prioritize the continuous development of our associates through specialized training programs. These programs cover a wide range of areas, including technical expertise, safety protocols, quality assurance, operational efficiency, EHS (Environmental, Health, and Safety) awareness, waste management, and behavioral development. This comprehensive approach ensures that our team remains at the forefront of industry advancements and maintains the highest quality standards, leading to exceptional customer satisfaction. Our commitment to ongoing improvement and skill enhancement enables us to effectively tackle industry challenges and consistently exceed customer expectations. We leverage feedback mechanisms and regular evaluations to continuously refine our training programs, ensuring they remain relevant and responsive to evolving market conditions. This adaptability helps us maintain a competitive advantage in the industry.	100%

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

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

Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment			Nil		

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	N.A

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.

Yes, Cyient DLM has an [Anti-Corruption and Anti-Bribery Policy](#) in place, which outlines the Company's zero-tolerance approach towards bribery and corruption and establishes guidelines for ethical conduct, including prohibition of improper payments, facilitation payments, and kickbacks, as well as controls around gifts, hospitality, and third-party engagements.

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 (Current Financial year)	FY 2024-25 (Previous Financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2025-26 (Current Financial year)		FY 2024-25 (Previous Financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A	0	N.A
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A	0	N.A

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.

N.A



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

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Number of days of accounts payable	125	71

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

Parameter	Metrics	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c.. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A	N.A
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A	N.A
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0	0.6%
	b. Sales (Sales to related parties/ Total Sales)	1.25	0
	c. Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	0	100%
	d. Investments (Investments in related parties/ Total Investments)	0	100%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
7	Our awareness programs for value chain partners cover critical topics such as Human Rights, Code of Conduct, Integrity, Equal Remuneration, Compliances, Social Security, Environment Health & Safety.	100

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

Yes, Cyient DLM has processes in place to identify, prevent and manage conflicts of interest involving members of the Board and Senior Management. As per the [Code of Conduct for Board and Senior Management](#), individuals are required to avoid situations where personal interests may conflict, or appear to conflict, with the interests of Cyient DLM.

The Code requires disclosure of actual or potential conflicts to the Board, including matters such as external employment, board memberships, related party transactions, close personal relationships, financial investments, potential diversion of business opportunities, and use of Company assets.

These mechanisms support transparent governance and help ensure that decisions are taken in the best interests of Cyient DLM and its stakeholders.

PRINCIPLE

2

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



Essential Indicators

- 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.**

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	Nil	0.32	Nil

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

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

Yes, Cyient DLM follows a structured approach to sustainable sourcing, integrating environmental and social considerations into supplier selection and evaluation processes.

Supplier assessment includes verification of recognized certifications such as ISO 45001, SA 8000, or OHSAS 18001, reflecting adherence to health, safety, and social responsibility standards.

Through these practices, Cyient DLM aims to strengthen supply chain resilience while promoting responsible and ethical sourcing behaviors.

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

Cyient DLM has established robust processes to manage end-of-life treatment of products, including mechanisms for safe reclamation, reuse, recycling, and disposal across applicable waste streams, in alignment with regulatory requirements and environmental best practices.

For plastics, the Company complies with applicable Extended Producer Responsibility (EPR) requirements and engages authorized partners to procure green credits, offsetting its plastic footprint and supporting the responsible collection and recycling of plastic waste. Additionally, we have undertaken conscious efforts to eliminate plastic bottle usage across our facilities, significantly reducing costs, enhancing our brand image, and strengthening our ESG commitments. As a result, we have been able to avoid approximately 500 kg of plastic waste annually.



Hazardous waste generated at the site is stored and disposed of in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. The waste generated is handed over to authorized vendors for environmentally responsible disposal.

E-waste is similarly transferred to authorized recyclers in compliance with the E-Waste (Management) Rules, 2022, ensuring proper handling and recycling in line with regulatory requirements. These initiatives contribute to environmentally sound waste management and reinforce Cyient DLM's commitment to circular economy principles.

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

Yes. Cyient DLM manages plastic waste in accordance with Extended Producer Responsibility (EPR) requirements. The Company has engaged authorized consultants/agencies to procure green credits, enabling equivalent recovery of its plastic footprint through certified recyclers and authorized channels. Relevant data and disclosures are submitted to the Central Pollution Control Board (CPCB) to ensure regulatory compliance and transparency.

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 the 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
Currently, Cyient DLM addresses environmental considerations through compliance with applicable regulatory requirements, along with implementation of waste management practices, resource optimization measures, and energy efficiency initiatives across its operations. The Company is also exploring the adoption of Life Cycle Assessment (LCA) methodologies to enable a more structured evaluation of environmental impacts across the product lifecycle, and to support informed decision-making towards sustainable product design.					

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
Cyient DLM has not yet implemented a formal Life Cycle Assessment (LCA) framework for assessing lifecycle-related social and environmental impacts of its products and services. In the absence of LCA, the Company addresses associated risks through its existing EHS systems, compliance reviews, and operational risk assessments. These processes enable identification and management of key environmental aspects, including hazardous and e-waste management, resource use, emissions, and disposal practices, in line with applicable regulatory requirements.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
NIL		-

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	At present, Cyient DLM does not have a formal system to quantify the volume of products and packaging reclaimed at end-of-life in metric tonnes. Accordingly, data on quantities reused, recycled, or safely disposed is not available for the reporting period. The Company is evaluating the feasibility of implementing mechanisms to track such information in a structured manner over time.				Nil	
E-waste						
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 % of total products sold in respective category

Cyient DLM currently does not maintain a formalized system to measure end-of-life recovery of products and packaging as a percentage of products sold by category. As a result, quantitative disclosures for the reporting period are not available. The Company may progressively explore establishing mechanisms to improve visibility and tracking of these parameters.

PRINCIPLE

3

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



Essential Indicators

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	695	674	96.9	695	100	NA	-	695	100	695	100
Female	218	194	90.3	218	100	218	100	NA	-	218	100
Total	913	868	95.1	913	100	218	23.87	695	76.1	913	100
Other than Permanent Employees											
Male	1	0	0	0	0	NA	-	0	0	0	0
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	1	0	0	0	0	0	0	0	0	0	0


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

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent Workers											
Male	596	596	100	596	100	NA	NA	596	100	596	100
Female	167	167	100	167	100	167	100	NA	NA	167	100
Total	763	763	100	763	100	21.88	100	596	78.11	763	100

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

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.19	0.19

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

Benefits	FY 2025-26 (Current Financial year)			FY 2024-25 (Previous Financial year)		
	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	97.81	100	Y	97.84	100	Y
Gratuity	97.81	100	NA	97.84	100	N.A
ESI	4.92	100	Y	8.77	98.15	Y
Others- please specify	NA	NA	NA	NA	NA	NA

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.

Cyient DLM ensures accessibility across its premises in line with the Rights of Persons with Disabilities Act, 2016. Workplace infrastructure includes provisions such as ramps, elevators, and appropriate workspace arrangements to support employees with disabilities. The Company undertakes ongoing assessments of its facilities and addresses identified gaps to strengthen accessibility and promote an inclusive work 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.

Cyient DLM is committed to fostering an inclusive and equitable workplace through its Equal Opportunity Policy, which is aligned with the Rights of Persons with Disabilities Act, 2016. The Policy ensures equal employment opportunities without discrimination on the basis of gender, religion, race, color, age, national origin, marital status, or disability. These principles are reinforced through the Company's Code of Business Ethics and are implemented across its operations to promote a diverse and inclusive work environment. The Policy is accessible to all employees via the intranet portal.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	0%	N.A	
Female	0%	0%		
Total	100%	0%		

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

Yes/ No (If yes, then give details of the mechanism in brief)	
Permanent Workers	N. A
Other than Permanent Workers	The designated Committee oversees the resolution of employee and human rights-related grievances in line with the Grievance Redressal Policy and Problem Resolution Policy. It facilitates a formal grievance handling mechanism, enabling employees to report concerns, ensuring appropriate review, and addressing issues in a fair and timely manner.
Permanent Employees	Yes, Cyient DLM has constituted multiple committees to address employee welfare and workplace-related concerns. The Works Committee facilitates dialogue between management and employees to support harmonious industrial relations and resolve workplace issues. The Workmen Welfare Committee focuses on employee well-being, including health, safety, and working conditions. The Canteen Committee oversees canteen operations, including quality, hygiene, and related grievance handling. These committees provide structured platforms for engagement and grievance resolution, supporting employee welfare and effective workplace management.
Other than Permanent Employees	

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

Category	FY 2025-26 (Current Financial year)			FY 2024-25 (Previous Financial year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees	913	0	0	741	0	0
Male	695	0	0	593	0	0
Female	218	0	0	148	0	0
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial year)					FY 2024-25 (Previous Financial year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/A)
Employees										
Male	696	696	100	696	100	594	594	100	594	100
Female	218	218	100	218	100	149	149	100	149	100
Total	914	914	100	914	100	743	743	100	743	100
Workers										
Male	596	596	100	596	100	569	569	100	569	100
Female	167	167	100	167	100	135	135	100	135	100
Total	763	763	100	763	100	704	704	100	704	100

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	696	534	76.72	594	526	88.56
Female	218	133	61.01	149	124	83.22
Total	914	667	72.98	743	650	87.48
Workers						
Male	596	596	100	569	0	0
Female	167	167	100	135	0	0
Total	763	763	100	704	0	0

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
 - Yes, Cyient DLM follows a structured Occupational Health and Safety (OHS) Management System across its four sites to manage workplace health and safety risks. All the sites are certified to ISO 45001:2018, reflecting adherence to international standards on occupational health and safety management. The OHS framework enables consistent implementation of safety practices and supports a safe working environment across operations.
 - Cyient DLM has established a systematic framework for identification and assessment of workplace hazards in line with ISO 45001:2018. This framework covers both routine and non routine activities across operations. Hazard Identification and Risk Assessment (HIRA) is conducted on a periodic basis, including annual exercises and updates linked to process changes, new equipment, or operational modifications. All incidents and near misses are documented and subject to Root Cause Analysis (RCA) to enable effective corrective and preventive actions. Risks are assessed based on defined criteria, and mitigation controls are implemented to minimize potential impacts and maintain safe working conditions.
 - Yes, Cyient DLM has implemented an Incident Management Protocol supported by a digital Environmental, Health and Safety (EHS) reporting platform. The system enables employees to promptly report work related incidents, hazards,

or near misses. In line with ISO 45001:2018 requirements, Cyient DLM has established Hazard Identification and Risk Assessment (HIRA) procedures to identify workplace hazards, assess associated risks, and implement appropriate control measures. These processes support systematic risk management and continual improvement in occupational health and safety performance. Reported incidents are automatically escalated to relevant teams, including fire and safety personnel, to ensure timely response and investigation. The process includes automated communication to the reporting employee, tracking of investigation progress, Root Cause Analysis (RCA), and implementation of corrective actions. Incidents are formally closed once actions are completed and relevant stakeholders are informed.

- (d) Yes, employees and workers at Cyient DLM have access to non occupational medical and healthcare services. The Company facilitates general health check ups, medical consultations, and treatment support through tie ups with external healthcare providers and hospitals. In addition, periodic health assessments such as annual health check ups, pre employment medical screening, and diagnostic tests (including vision tests, audiometry, and blood investigations) are made available to support preventive healthcare. These initiatives enable employees to access essential healthcare services and support overall well being.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*including the contract workforce

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

Cyient DLM is committed to maintaining a safe and healthy workplace through a structured Occupational Health and Safety (OHS) framework aligned with ISO 45001:2018 and implemented across all sites.

The Company undertakes regular Hazard Identification and Risk Assessment (HIRA) to identify workplace hazards and implement appropriate control measures. Safety training is provided at induction and through periodic programmes to reinforce awareness of safety protocols. Additional measures include air quality monitoring, periodic health screenings, adherence to machinery and electrical safety practices, and provision of appropriate personal protective equipment (PPE). These initiatives support effective risk mitigation and employee well being.

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	0	0	NA	0	0	N.A
Health and Safety	19	0	NA	0	0	N.A

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	100
Working conditions	100



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

At present, Cyient DLM has not identified any major safety related incidents or significant risks requiring specific corrective actions during the reporting period. The Company continues to monitor workplace safety through its established OHS systems and processes to ensure timely identification and management of any emerging risks.

Leadership Indicators

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

Yes, Cyient DLM provides life insurance and compensation support to employees and workers to safeguard their families in the event of demise. This includes coverage such as Group Term Life Insurance, Group Medical Insurance, and Group Personal Accident Insurance. In addition, the Company has an Employee Compensation Policy to provide financial assistance to the bereaved families. These measures aim to provide financial security and support during unforeseen circumstances.

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

Yes, Cyient DLM has established measures to ensure statutory compliance by its value chain partners.

Vendor agreements require suppliers to maintain accurate books and records in accordance with applicable laws and generally accepted accounting principles. In addition, the Vendor Business Code of Conduct mandates compliance with all relevant legal and regulatory requirements, including obligations relating to statutory deductions and payments. Compliance is supported through defined monitoring mechanisms, including periodic audits and verification processes. These measures enable oversight and promote transparency and accountability across the value chain.

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	0	0	0	0
Workers	0	0	0	0

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

Yes, Cyient DLM has mechanisms to support employees during transition phases, including retirement and separation. The Company evaluates roles and business requirements to identify opportunities for engaging employees in contractual positions, where relevant. These measures support knowledge retention while facilitating a structured transition for employees.

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	100
Working Conditions	100

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

Cyient DLM engages with its value chain partners to encourage adoption of environmentally responsible and safe operational practices. As part of this, the Company has supported suppliers in improving process efficiency and workplace safety, including the adoption of automated and ergonomically designed production lines (e.g., powder coating processes). Based on assessments of health, safety, and working conditions across value chain partners, no significant risks or concerns were identified during the reporting period. Accordingly, no specific corrective actions were required.

PRINCIPLE

4

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.



1. Describe the process for identifying key stakeholder groups of the entity.

Cyient DLM has established a formal process for stakeholder identification involving the Board and Management. Stakeholders are identified and prioritized based on factors such as level of engagement, business dependence, industry significance, and potential impact on operations and reputation. The Company maintains continuous engagement with stakeholders through defined communication and feedback mechanisms, enabling it to track expectations, respond to concerns, and support informed decision making. This approach strengthens stakeholder relationships and supports sustainable business performance.

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

Stakeholder Group	Whether identified as vulnerable and 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
Investors	No	- Annual General Meeting - Quarterly Meetings - Annual Report - Shareholder information on the website - Timely response to shareholder queries - Press release	Quarterly/ Need to know Basis	Performance of the organization
Employees	No	- Employee surveys - Annual Report - Press release	Quarterly/ Continuous	Employee Engagement, Learning & development
Senior Management	No	- Employee surveys - Annual Report - Press release	Quarterly/ Continuous	Board Evaluation, Discussions
Local Community	Yes	- Community workshops - Press release	Quarterly/ Need Basis/ Continuous	Education & IT Literacy, Skill Development, Innovation & Infrastructure, Healthcare, Community Development
Suppliers	No	- Supplier workshops - Annual Report	Need Basis/ Continuous	Business-related discussions, awareness

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.

Cyient DLM engages with its stakeholders on economic, environmental, and social matters to inform its ESG approach. The Company interacts with stakeholders through established channels such as meetings, surveys, and industry platforms to understand their expectations and concerns. Feedback from these engagements is reviewed and integrated into decision making processes. Where applicable, summaries of stakeholder inputs are shared with the Board to support informed oversight and alignment with business objectives and broader societal considerations. This approach enables Cyient DLM to align its operational priorities with stakeholder expectations and support sustainable business practices.

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, Cyient DLM undertakes stakeholder consultations to support identification and management of material environmental and social topics. The process includes development of a comprehensive list of ESG issues, assessment of their relevance to business operations and objectives, and evaluation through risk assessment frameworks. Stakeholder input is obtained through consultations and incorporated into the prioritization of issues based on their significance and the Company's ability to address them. The identified priorities are integrated into the Company's policies and operational practices to ensure alignment with stakeholder expectations and business objectives.

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

Cyient DLM engages with local communities, including vulnerable and marginalized groups, through initiatives focused on community development, environmental sustainability, skill development, and IT education.

The Company undertakes regular interactions to understand community needs and concerns, and implements programmes aligned with these priorities. Mechanisms are in place to address emerging issues in a timely manner, supporting effective community engagement and responsiveness.

PRINCIPLE

5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.



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	913	913	100	741	741	100
Other than permanent	1	1	100	2	2	100
Total Employees	914	913	100	743	743	100
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	763	763	100	704	704	100
Total Workers	763	763	100	704	704	100

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	913	0	0	913	100	741	0	0	741	100
Male	695	0	0	695	100	593	0	0	593	100
Female	218	0	0	218	100	148	0	0	148	100
Other than Permanent	1	0	0	1	100	2	0	0	2	100
Male	1	0	0	1	100	1	0	0	1	100
Female	0	0	0	0	100	1	0	0	1	100
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	763	0	0	763	100	704	0	0	704	100
Male	596	0	0	596	100	569	0	0	569	100
Female	167	0	0	167	100	135	0	0	135	100

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	1,200,000	1	1,200,000
Key Management Personnel*	1	5,900,883	1	2,085,921
Employees other than BoD and KMP	688	853,900	216	540,000
Workers	596	499,224	167	494,580

* Key Managerial Personnel excludes Executive Director as already included under Board of Directors.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	15.17	15.55

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, Cyient DLM has established mechanisms to address human rights impacts and concerns arising from its business activities. These responsibilities are embedded within the Company's Grievance Redressal Policy, Discipline Policy, and Problem Resolution Policy. These frameworks provide formal channels for reporting, assessing, and resolving human rights related concerns, enabling systematic identification and mitigation of potential risks.

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

Cyient DLM has established mechanisms to address and resolve human rights related grievances through its Grievance Redressal Policy, Discipline Policy, and Problem Resolution Policy. These policies provide structured processes for reporting, assessment, and resolution of concerns across the organization. Oversight is further supported through the Stakeholder Relationship Committee, which also functions as the Grievance Redressal Committee. In addition, the Company has a [Whistle-Blower Policy](#) that enables employees, including those in subsidiaries, to confidentially report unethical behavior or suspected violations to the Ombudsperson. The policy includes provisions to ensure confidentiality and protection against retaliation, supporting a transparent and accountable work environment.

6. 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
Sexual Harassment	0	0	N.A	0	0	N.A
Discrimination at workplace	0	0	N.A	0	0	N.A
Child Labour	0	0	N.A	0	0	N.A
Forced Labour/ Involuntary Labour	0	0	N.A	0	0	N.A
Wages	0	0	N.A	0	0	N.A
Other human rights related issues	0	0	N.A	0	0	N.A

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

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employee/ workers	0	0
Complaints on POSH upheld	0	0

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

Cyient DLM is committed to providing a workplace free from discrimination, gender bias, and sexual harassment. The Company has implemented a Prevention of Sexual Harassment (POSH) Policy, which is communicated to employees and outlines procedures for reporting, investigation, and resolution of complaints. Mechanisms are in place to ensure confidentiality, impartial investigation, and protection of complainants against retaliation or victimization. Complaints are addressed through defined processes by trained personnel, ensuring appropriate support and timely resolution.

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

Yes, Cyient DLM incorporates human rights expectations within its engagement framework for vendors. Suppliers are required to adhere to internationally recognized human rights principles as outlined in the Vendor Business Code of Conduct and applicable contractual provisions. These requirements prohibit practices that are inconsistent with such standards and promote responsible conduct across the value chain.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

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

N.A.

Leadership Indicators

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

Not Applicable

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

Cyient DLM conducts regular assessments to uphold ethical standards across its operations and supply chain. These assessments focus on key areas such as labor law compliance, prevention of child and forced labor, promotion of fair labor practices, and the protection of vulnerable groups, including young and female workers. The company remains fully compliant, with all relevant requirements validated through regulatory inspections and social audits covering these aspects.

Going forward, Cyient DLM aims to further strengthen its approach by expanding these efforts across its entire supplier base through dedicated human rights focused due diligence, aligned with its evolving sustainability goals and targets.

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

Yes, Cyient DLM ensures accessibility across its offices and premises in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Facilities include accessibility features such as ramps, elevators, and designated parking spaces to support mobility for differently abled visitors. These measures aim to provide an accessible and inclusive environment across locations.



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	-
Discrimination at workplace	100
Child labour	100
Forced/involuntary labour	-
Wages	100
Others – please specify	-

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

Not Applicable

PRINCIPLE

6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (in GJ)	8,218	6,632
Total fuel consumption (B) (in GJ)	0	0
Energy consumption through other sources (C) (in GJ)	0	0
Total energy consumed from renewable sources (A+B+C) (in GJ)	8,218	6,632
From non-renewable sources		
Total electricity consumption (D) (in GJ)	12,919	14,718
Total fuel consumption (E) (in GJ)	828	1,028
Energy consumption through other sources (F) (in GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F) (in GJ)	13,746	15,746
Total energy consumed (A+B+C+D+E+F) (in GJ)	21,965	22,378

Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/ ₹)	0.00000233	0.00000166
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ revenue from operations adjusted for PPP) (GJ/ \$)	0.0000474**	0.0000343**
Energy intensity in terms of physical output (GJ/Total number of Product manufactured)	0.00324	0.0999
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

**The intensity adjusted for PPP has been calculated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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, Cyient DLM is not classified as a Designated Consumer (DC) under the Government of India's Performance, Achieve and Trade (PAT) Scheme. Accordingly, the Company is not subject to the energy consumption targets or related compliance requirements under the scheme.

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

Parameter	FY 2025-26	FY 2024-25#
	Water withdrawal by source (in Kilolitres)	
(i) Surface water	0	0
(ii) Groundwater	10,924	10,160
(iii) Third party water	24,965	22,354
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in Kilolitres) (i + ii + iii + iv + v)	35,889	32,514
Total volume of water consumption (in Kilolitres)	34,392	31,228
Water intensity per rupee of turnover (Kilolitres/₹) (Water consumed / revenue from operations)	0.000003648	0.00000232
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / revenue from operations adjusted for PPP) (Kilolitres / \$)	0.00007420**	0.00004662**
Water intensity in terms of physical output (per unit product manufactured) (Kilolitres/Total number of Product manufactured)	0.005	0.189
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

The water consumption and intensities have been re-stated for FY 2024-25 owing to reconciliation of the wastewater discharge mechanism at the Hyderabad Facility.

**The intensity adjusted for PPP has been calculated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.



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	1,497	1,286
- With treatment – please specify level of treatment	-	0
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	1,497*	1,286*

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.

#The water discharge has been re-stated for FY 2024-25 owing to reconciliation of the wastewater discharge mechanism at the Hyderabad Facility.

* The water discharge has been estimated wherever primary tracking is not done. We have taken a conservative approach and calculated considering 85% of water withdrawal is discharged as wastewater.

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

Yes, Cyient DLM has implemented Zero Liquid Discharge (ZLD) mechanism at three of its operational sites. This ensures treatment and reuse of wastewater within the facility, minimizing discharge and supporting responsible water management practices. The remaining site currently operates with alternative wastewater management systems in compliance with applicable regulatory requirements.

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	MT	2.20	2.10
SOx	MT	0.47	0.50
Particulate matter (PM)	MT	1.07	1.10
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.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	114	118
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,747	2,972
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ revenue from operations)	tCO ₂ / ₹	0.000000409	0.000000229
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total scope 1 and scope 2 GHG emissions/ revenue from operations adjusted for PPP)	tCO ₂ / \$	0.00000833**	0.00000474**
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/Total number of products manufactured	0.0005	0.014
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	NA	NA

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

**The intensity adjusted for PPP has been calculated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

Yes, Cyient DLM has implemented projects focused on reduction of greenhouse gas emissions through renewable energy and energy efficiency improvements.

Key initiatives include:

- Installation of solar power at the Mysuru plant, targeting approximately a 30% reduction in dependence on grid electricity. In FY 2025–26, the plant achieved a 38% reduction in grid electricity usage compared to FY 2024–25.
- Implementation of energy efficiency measures such as LED lighting and power optimization systems, resulting in reduced energy consumption across operations
- Deployment of solar-powered street lighting, eliminating reliance on grid electricity for outdoor illumination

These initiatives contribute to lowering Scope 2 emissions and improving overall environmental performance.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	32.04	45.06
E-waste (B)	6.14	15.85
Bio-medical waste (C)	0.006	0.004
Construction and demolition waste (D)	0	0
Battery waste (E)	2.00	8.85
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	11.38	7.23



Parameter	FY 2025-26	FY 2024-25
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	81.87	71.70
Total (A+B + C + D + E + F + G + H)	133.43	148.69
Waste intensity per rupee of turnover (Total waste generated / revenue from operations) (MT/₹)	0.0000000142	0.0000000110
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/\$) (Total waste generated/ revenue from operations adjusted for PPP)	0.000000288**	0.000000228**
Waste intensity in terms of physical output (MT/Total number of products manufactured)	0.000019	0.0006643
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
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	129.65	132.22
(ii) Re-used	0	3.48
(iii) Other recovery operations	0	0
Total	129.65	135.7
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	3.78	1.48
(ii) Landfilling	0	0
(iii) Other disposal operations	0	11.51
Total	3.78	12.99

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

**The intensity adjusted for PPP has been calculated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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.

Cyient DLM follows a structured waste management approach across its operations, including segregation, safe storage, authorized disposal of hazardous waste, and compliance with applicable regulatory requirements such as KSPCB guidelines.

The Company has adopted measures to reduce dependency on hazardous chemicals, including:

- Substitution with less hazardous alternatives, where feasible
- Process optimization to reduce chemical usage and waste generation
- Implementation of controlled storage and handling practices
- Adherence to MSDS and regulatory protocols for safe handling

These practices enable responsible chemical management and minimize environmental and health impacts from operations.

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:

Sr No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
No, Cyient DLM does not have operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, or coastal regulation zones. The Company has obtained necessary environmental approvals, including Consent for Operation (CFO) and Hazardous Waste Authorization from relevant regulatory authorities, to ensure compliance with applicable environmental regulations across all its sites.			

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
During the reporting period, Cyient DLM did not undertake any projects requiring a formal Environmental Impact Assessment (EIA) under applicable laws and regulations.					

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

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, Cyient DLM is compliant with applicable environmental laws, regulations, and guidelines in India.				
The Company has obtained the necessary approvals and authorizations from relevant regulatory authorities, including Consent to Establish (CTE), Consent for Operation (CFO), and Hazardous Waste Authorization, as applicable, for its operations.				

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:

- Name of the area:
- Nature of operations:
- Water withdrawal, consumption and discharge in the following format:

Not applicable, as none of our sites are situated in areas of water stress.

Parameter	FY 2025-26	FY 2024-25#
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,761	1,523
(iii) Seawater	-	-
(iv) Third Party Water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	1,761	1,523
Total volume of water consumption (in kilolitres)	264	237
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000000280	0.0000000176



Parameter	FY 2025-26	FY 2024-25#
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	-	-
- No treatment	1,497	1,286
- 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)	1,497	1,286

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.

#The water footprint from water stress areas for FY 2024-25 have been restated due to reconciliation of withdrawal locations as per Central Ground Water Authority (CGWA) assessment of water stress areas.

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	Not calculated	Not calculated
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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.

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

Not applicable, as none of our facilities are in ecologically sensitive areas.

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	Renewable Energy Adoption - (Solar Power Generation)	Cyient DLM implemented a solar power generation project to reduce dependency on grid electricity and lower Scope 2 emissions. The initiative forms part of its environmental management objectives aligned with ISO 14001.	~38% reduction in grid electricity consumption at Mysuru plant. ~19.73 lakh kWh annual solar power generation ~6.52 lakh kWh grid power savings annually ~421.08 tonnes of CO₂ emissions avoided annually
2	Solar Street Lighting	Replacement of conventional streetlights with solar-powered LED lighting across ~2.5 acres, covering ~45 units to reduce grid dependency and improve energy efficiency.	100% off-grid outdoor lighting - Elimination of electricity consumption for street lighting - Reduced maintenance requirements and improved operational efficiency
3	Energy Efficiency - LED Lights on Shop floor	Replacement of conventional lighting systems (fluorescent tubes and metal halide lamps) with energy-efficient LED lighting across shop floors.	~40-60% reduction in lighting energy consumption - Improved workplace illumination and safety conditions - Reduced maintenance frequency and associated costs.
4	Power Factor Improvement	Installation of Automatic Power Factor Correction (APFC) panels to optimize energy utilization and reduce inefficiencies.	- Improvement in power factor from ~0.85 to ~0.93 - Reduction in electricity bills and avoidance of penalty charges - Enhanced efficiency and lifespan of electrical equipment
5	Elimination of Disposable Cups	Replacement of single-use paper cups with reusable steel cups in workplace facilities.	- Elimination of ~300-500 disposable cups per day - Reduction in non-recyclable waste generation - Lower recurring procurement costs.
6	Organic Waste Management (Vermicomposting)	Implementation of vermicomposting for canteen food waste to convert biodegradable waste into usable compost	100% diversion of biodegradable waste from landfill - Generation of ~150-200 kg compost per month - Reduced waste disposal costs and improved internal utilization for landscaping
7	Water Conservation -Rainwater Harvesting Expansion	Upgradation of rainwater harvesting infrastructure capacity to improve water capture and groundwater recharge	- Increase in storage capacity from 18,000 L to 28,000 L - Improvement in rainwater capture efficiency (~60% to ~95%) - Elimination of overflow events and improved water resilience
8	Reduction of Plastic Waste	Elimination of single-use plastic bottles and promotion of alternative sustainable practices.	- Avoidance of ~26,000 plastic bottles annually - Reduction of ~500 kg plastic waste per year - Improved environmental footprint and employee awareness

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

Yes, Cyient DLM has established a Business Continuity and Disaster Management Plan to ensure continuity of operations and effective response to emergencies. The plan covers risk identification, impact assessment, and defined procedures for scenarios such as fire, natural disasters, and equipment failures. Roles and responsibilities are clearly defined, supported by trained Emergency Response Teams (ERT). Regular mock drills, inspections, and periodic reviews are conducted to assess effectiveness. Critical resources, communication protocols, and recovery strategies are in place to minimize disruption and enable timely restoration of operations while safeguarding employees, assets, and the environment.

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.

At present, Cyient DLM has not identified any significant adverse environmental impacts arising from its value chain during the reporting period. The Company continues to engage with its value chain partners to promote sustainable practices and compliance with environmental requirements. Monitoring mechanisms and periodic assessments are undertaken to identify potential risks, and appropriate mitigation measures are implemented where required.

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

12% of value chain partners have been assessed for environmental impacts.

8. How many Green Credits have been generated or procured:

- a. By the listed entity: NIL
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NIL

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 an active member of two prominent 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.

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Electronics and Computer Software Export Promotion Council	National
2	Software Technology Parks of India	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 action taken
	Nil	

Leadership Indicators

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

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

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
Education & IT Literacy: Quality Education through School Adoption	CF/ CSR00004617/2026/ EDU/SD/EP	5/1/2026	Yes	Yes	https://www.cyientdml.com/about-us/social-responsibility
Rural Skill Development Centre: Women Empowerment through Skilling & Employment	CF/ CSR00004617/2026/ EDU/SD/EP	5/1/2026	Yes	Yes	https://www.cyientdml.com/about-us/social-responsibility



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

Sr No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Nil						

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

Cyient Foundation has established comprehensive [grievance redressal mechanisms](#) at Cyient DLM Adopted Schools and Cyient DLM Operated Rural Skill Centers. Grievance registers have been strategically placed to ensure easy accessibility for all stakeholders. These registers are designed to be language-appropriate and gender-sensitive, enabling inclusive participation. The system ensures that grievances receive prompt attention from the Cyient Foundation for swift resolution. Additionally, the Foundation has actively sensitized and educated the community on grievance redressal procedures, emphasizing timely and priority-based resolution of concerns.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	14.2	4.77
Directly from within India	22.33	10.39

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

Location	FY 2025-26	FY 2024-25
Rural	-	-
Semi urban	-	-
Urban	67	74
Metropolitan	33	26

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

The numbers for FY 2024-25 have been restated owing to reclassification of locations in alignment with RBI's classification.

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
No negative impact has been identified.	

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

Sr No	State	Aspirational District	Amount Spent (in ₹)
Nil			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- (b) From which marginalized /vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?
- (a) No
- (b) Not Applicable
- (c) 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
1	CYIENT DLM – Class 9	Yes	No	NA
2	CYIENT DLM – Class 35	Yes	No	NA
3	CYIENT DLM – Class 39	Yes	No	NA
4	CYIENT DLM – Class 42	Yes	No	NA

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 the authority	Brief of the Case	Corrective action taken
	N.A	

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	Education & IT Literacy: Quality Education through School Adoption	1,591	42.23
2	Rural Skill Development Centre: Women Empowerment through Skilling & Employment	361	41.82



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.

Our organization has established robust mechanisms to effectively receive and respond to consumer complaints and feedback. Here is a detailed mechanisms that helps us ensure transparency, prompt resolution, and continuous improvement:

1. Primary Point of Contact: The Program Manager (PM) acts as the Single Point of Contact (SPOC) for all customer-related issues on a daily basis. The PM works in close collaboration with the DLM team to promptly address and resolve consumer complaints.
2. Quarterly Customer Reviews: We conduct quarterly reviews with our customers to foster continuous improvement and address any recurring concerns. These reviews help us stay aligned with customer expectations and enhance our service quality.
3. Escalation Matrix: An escalation matrix is in place to handle unresolved issues. If a complaint remains unresolved, it is escalated to the CEO for swift resolution and strategic oversight, ensuring that critical issues receive the highest level of attention.

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	Not applicable. Cyient DLM operates as a contract electronic manufacturing service provider for OEMs, and we do not produce the final product.
Safe and responsible usage	
Recycling and/or safe disposal	

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	0	0	N.A	0	0	N.A
Advertising	0	0	N.A	0	0	N.A
Cyber Security	0	0	N.A	0	0	N.A
Delivery of essential services	0	0	N.A	0	0	N.A
Restrictive Trade Practices	0	0	N.A	0	0	N.A
Unfair Trade Practices	0	0	N.A	0	0	N.A
Other	0	0	N.A	0	0	N.A

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

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, our Data Privacy policy is compliant with EU-General Data Protection Regulation (EU-GDPR), and our Information Security Management System (ISMS) holds ISO/IEC 27001:2013 certification. Additionally, we mandate information security and privacy requirements for our suppliers. The Information Security and Data Privacy Council evaluates the system's effectiveness on a quarterly basis.

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.

Nil

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil
- Impact, if any, of the data breaches - Nil

Leadership Indicators

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

Information on our products and services can be accessed through our website, which provides detailed information and updates: <https://cyientdml.com/>

Additionally, we maintain an active presence on LinkedIn, where we share the latest news, insights, and updates about our offerings: <https://www.linkedin.com/company/cyientdml/>

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

Not applicable. Cyient DLM operates as a contract electronic manufacturing service provider for OEMs, and we do not produce the final product.

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

Not applicable. Cyient DLM operates as a contract electronic manufacturing service provider for OEMs, and we do not produce the final product.

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

Not applicable. Cyient DLM operates as an electronic manufacturing service provider for OEMs, and we do not produce the final product. The product information displayed is determined by our customers' specifications. As we are not the proprietors of the final product, we do not assume responsibility for compliance with local laws; rather, we adhere to the requirements set forth by our customers.