

Date: August 01, 2026

To
BSE Limited
Listing Department
Phiroze Jeejeebhoy Towers, Dalal
Street Fort, Mumbai -400001
Scrip Code: 544614

To,
National Stock Exchange of India Limited
Listing Department
Exchange Plaza , Bandra Kurla Complex
Bandra (East), Mumbai -4000051
Symbol: CAPILLARY

Dear Sir/Madam,

Subject: Business Responsibility and Sustainability Report for the financial year ended March 31, 2026.

Pursuant to Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the business responsibility and sustainability report of the Company for the financial year ended March 31, 2026, which also forms part of the annual report.

The Annual Report is also available on the website of the Company at <https://www.capillarytech.com/investors/finances-and-reports/annual-reports/2025-26/>

We request you to take the above information on records.

Yours faithfully,

For Capillary Technologies India Limited

Gireddy Bhargavi Reddy
Company Secretary and Compliance Officer
Membership No. A17091
Place: Bengaluru

Capillary Technologies India Limited

CIN- L72200KA2012PLC063060
Regd. Office - 360, bearing PID No: 101, 360, 15th Cross Rd, Sector 4,
HSR Layout, Bengaluru, Karnataka 560102
Email: secretarial@capillarytech.com
Website: www.capillarytech.com
Tel: 080-41225179



Business Responsibility & Sustainability Reporting Format



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: **L72200KA2012PLC063060**
2. Name of the Listed Entity: **Capillary Technologies India Limited.**
3. Year of incorporation: **2012 (Two Thousand and Twelve).**
4. Registered office address: **#360 bearing PID No 101, 360, 15th Cross Rd, Sector 4, HSR Layout , Bengaluru South, Karnataka, India, 560102.**
5. Corporate address: **#360 bearing PID No 101, 360, 15th Cross Rd, Sector 4, HSR Layout , Bengaluru South, Karnataka, India, 560102.**
6. E-mail: secretarial@capillarytech.com
7. Telephone: +91 80 4122 5179
8. Website: <https://www.capillarytech.com/>
9. Financial year for which reporting is being done: 2025-26
10. Name of the Stock Exchange(s) where shares are listed: **National Stock Exchange of India Limited. And BSE Limited.**
11. Paid-up Capital: ₹ **158.82 mn**
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : **Bhargavi Reddy Gireddy Company Secretary & Compliance Officer.** Phone: **+91 80 4122 5179.** E-mail: secretarial@capillarytech.com
13. Reporting boundary: **Disclosures under this report made on a standalone basis unless otherwise stated.**
14. Name of assessment or assurance provider: **Non-Applicable for the financial year 2025-26.**
15. Type of assessment or assurance obtained: **Non-Applicable for the financial year 2025-26.**

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
01.	Information Technology and Communication	IT consulting, Computer programming, consultancy and related activities	100

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
01.	IT consulting, Computer programming, consultancy and related activities	58201	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	00	04	04
International	00	12	12

19. Markets served by the entity:

a. Number of locations

Locations	Number
International (No. of Countries)	49

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

93.0% is contributed by exports in our total turnover.

c. A brief on types of customers

Capillary Technologies serves large and mid-sized enterprises globally through our AI-powered customer loyalty and engagement platform. Our customers, typically consumer-facing brands, use our platform to run their loyalty and rewards programs, understand consumer behaviour, and deliver personalised offers and communication across stores, applications, websites, and other channels to keep their end-consumers engaged and loyal. Our customer base spans across industry verticals including Retail (Apparel, Footwear, Hypermarkets, Luxury and others), Healthcare, BFSI & Telecommunications, Consumer Packaged Goods (CPG), Fuel Retail, Travel, Automobile & Hospitality and multi-brand Conglomerates.

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)	689	536	77.80 %	153	22.20%
2.	Other than Permanent (E)**	152	84	55.27%	68	44.73%
3.	Total employees (D + E)	841	620	73.73%	221	26.27%

*The Company's workforce is categorized as 'Employees', and none as 'Workers'.

** Other than permanent employees include contractors.

b. Differently abled Employees and workers:

Declaring disability status is entirely voluntary for employees. The number of differently abled employees shown here includes only those who have opted to declare their disability. Consequently, there were No differently abled employees working with the Company as of March 31, 2026.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67 %
Key Management Personnel*	3	1	33.33 %

*Key Managerial Personnel includes the Managing Director & CEO, (who is also a Board Member), the Chief Financial Officer and the Company Secretary.

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	16%	11%	15%	14%	20%	16%	18%	16%	18%
Permanent Workers	18%	15%	17%	16%	12%	14%	13%	20%	18%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures.**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Capillary Technologies International Pte Ltd, Singapore	Holding Company*	49.70%	No
2.	Capillary Pte Ltd., Singapore	Subsidiary Company	100 %	No
3.	Capillary Technologies DMCC, UAE	Step-down subsidiary	100%	No
4.	Capillary Technologies (Malaysia) Sdn. Bhd., Malaysia	Step-down subsidiary	100%	No
5.	PT Capillary Technologies Indonesia, Indonesia	Step-down subsidiary	100%	No
6.	Capillary Technologies Europe Limited (formerly known as Brierley Europe Limited)	Step-down subsidiary	100%	No
7.	Capillary Brierley Inc. (formerly known as Brierley & Partners, Inc.)	Step-down subsidiary	100%	No
8.	Capillary Technologies Inc, USA	Step-down subsidiary	100%	No
9.	Capillary Technologies LLC (formerly known as 'Persuade Loyalty LLC'), USA	Step-down subsidiary	100%	No
10.	Capillary Technologies (Shanghai) Co. Ltd, China	Step-down subsidiary	100%	No
11.	Kognitiv Solutions Inc.	Step-down subsidiary (w.e.f. 1 May 2025)	100%	No

*Holding company until November 21, 2025.

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:**

Not applicable as the provisions relating to Corporate Social Responsibility (CSR) under Section 135 of the Companies Act, 2013 are not applicable to the Company for the reporting year, as the Company does not meet the prescribed applicability criteria.

(ii) Turnover - ₹2,118.90 mn

(iii) Networth - ₹8232.04 mn

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	FY 2025-26 Current Financial Year				FY 2024-25 Previous Financial Year		
		(If Yes, then provide web-link for grievance redress policy)	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	No	-	0	0	NA			
Investors (other than shareholders)	Yes	https://www.capillarytech.com/investors/corporate-governance/board-committees/	0	0	NA			
Shareholders	Yes	https://www.capillarytech.com/investors/corporate-governance/board-committees/	152	0	All complaints were resolved			
Employees and workers	Yes	https://www.capillarytech.com/wp-content/uploads/2026/04/01.-Vigil-Mechanism-policy.pdf	0	0	NA		NA	
Customers	NA	-	0	0	NA			
Value Chain Partners	NA	-	0	0	NA			
Other (please specify)	NA	-	0	0	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.	Data privacy & cybersecurity	R	Core operations involve processing large customer datasets	Strong IT security, encryption, audits, compliance frameworks	POSITIVE Implications
2.	Regulatory compliance	R	Multi-jurisdiction operations	Compliance programs, legal monitoring, Adopting to the latest amendments	POSITIVE Implications
3.	Technology infrastructure reliability	R	SaaS uptime critical	Cloud redundancy, DR systems	POSITIVE Implications
4.	Talent retention	R	Attrition affects delivery and innovation	Skilled workforce is key asset	POSITIVE Implications
5.	Environmental footprint	R	Data centers consume energy	Green cloud, efficiency measures	POSITIVE Implications



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y								
b. Has the policy been approved by the Board? (Yes/No)	Y								
c. Web Link of the Policies, if available	https://www.capillarytech.com/investors/corporate-governance/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	NA at this point								
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.	NA								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Annual refresher training at 100% on compliance, providing improved learning and training experiences year on year to different employee groups based on requirements and reporting.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	100% completion of mandatory compliance trainings.								
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). We understand the importance of sustainable practices for business, & have embarked on our journey by covering all aspects of environment, social & governance. We are committed to driving sustainability throughout the value chain by associating with our suppliers, partners, customers and the communities we serve.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Corporate Social Responsibility Committee								
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. The composition of CSR Committee is as under: Mr. Peeyush Ranjan – Chairman and Independent Director Mr. Anant Choubey – Whole Time Director, CFO and COO Mr. Venkat Ramana Tadanki – Independent Director								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/ Any other Committee									Frequency(Annually/ Half yearly/ Quarterly/ Any other please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performanceagainstabove policies and follow up action	Committee of the Board									Half Yearly								
Compliance with statutory requirements of relevance to the principles, and,rectification of any non-compliances	The Company ensures compliance with all the statutory requirements																	

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)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

NA



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	01	Familiarization Programme	100 %
Key Managerial Personnel	01	Periodical refreshers for KMPs: - Code of Conduct - POSH - Whistleblower Policy	100 %
Employees other than BoD and KMPs	01	Orientation session for all new joiners and periodical refreshers for all existing employees: - Code of Conduct, - POSH - Whistleblower policy	100 %
Workers		NA	

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					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine		NIL; No material cases were received during the reporting period.			
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment Punishment		NIL; No material cases were received during the reporting period.			

3. Of the instances disclosed in Question2 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
	NA

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.

<https://www.capillarytech.com/wp-content/uploads/2026/04/Anti-Bribery-and-Anti-Corruption-Policy.pdf>

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	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	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	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Particulars	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
NA			NA	

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

	FY (Current Financial Year)	FY (Previous Financial Year)
Number of days of accounts payables	NA	NA

The Company operates in the Software-as-a-Service (SaaS) industry and does not maintain a separate classification of the direct cost of services procured for the purpose of computing the above ratio. Employee benefit expenses and vendor costs comprise both direct service delivery costs and indirect administrative/support costs, and a reliable segregation is not available. Accordingly, the number of days of accounts payable has not been computed, as the denominator prescribed under the formula cannot be determined reliably.

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 % of total purchases	NIL	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales b. Number of dealers / distributors to whom sales are made c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases) b. Sales (Sales to related parties / Total Sales) c. Loans & advances (Loans & advances given to related parties / Total loans & advances) d. Investments (Investments in related parties / Total Investments made)		

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. (All amounts in Indian Rupees (₹) million)

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

- Does the entity have procedures in place for sustainable sourcing? **No**
 - If yes, what percentage of inputs were sourced sustainably?

As a responsible corporate entity, the Company strives to minimize its environmental impact throughout its operations.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
 - Plastics (including packaging) – **NA**
 - E-waste - **As an online platform company, Capillary's operations generates minimal amount of E-Waste. However, the Company has implemented clear protocols for the safe management of any electronic waste that arises. The majority of this waste is directed to authorised recyclers, ensuring its secure and responsible disposal. Additionally, Capillary sells its IT waste whenever feasible to the buyers as buyback and in return expect revenue by selling these old laptops.**
 - Hazardous waste - **NA**
 - other waste. - **NA**
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities - **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. - **NO**

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:

	% of employees covered by										
Category	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	536	536	100%	536	100%	0	0	536	100%	NA	
Female	153	153	100%	153	100%	153	100%	0	0		
Total	689	689	100%	689	100%	153	100%	536	100%		
				Other than Permanent employees							
Male	84	84	100%	84	100%	0	0	84	100%	NA	
Female	68	68	100%	68	100%	68	100%	0	0		
Total	152	152	100%	152	100%	68	100%	84	100%		

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

	% of workers covered by										
Category	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											
Female											
Total											
Other than Permanent workers											
Male											
Female											
Total											

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 well- being measures as a % of total revenue of the company	2.18%	1.54%

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	100%	0	Yes	100%	0	Yes
Gratuity	100%	0	NA	100%	0	NA
ESI	0	0	N	0	0	N
Others please specify	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.

Yes, the Company's office is well-equipped with ramps, lifts, and other necessary facilities to support the movement of differently-abled individuals, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016

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.

NO

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	No
Other than Permanent Employees	No
Employees	Yes, through our HRMS system they can raise their queries & Concerns
Other than Permanent Employees	Yes, through our HRMS system they can raise their queries & Concerns

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

Not applicable

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 association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

Not Applicable

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/D)
				Employees						
Male	536	-	-	536	100%	479	-	-	479	100%
Female	153	-	-	153	100%	169	-	-	169	100%
Total	689	-	-	689	100%	648	-	-	648	100%
				Workers						
Male	NA									
Female										
Total										

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	536	536	100%	479	479	100%
Female	153	153	100%	169	169	100%
Total	689	689	100%	648	648	100%
Workers						
Male	NA					
Female						
Total						

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?
NA
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
NA
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
NA
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
YES

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

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

*Including in the contract workforce

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

Handbook, health camps, first aid, fire exits, induction deck, fire drill, emergency response team

1. A comprehensive Employee Handbook outlines safety protocols and health-related guidelines
2. Regular health camps are organized to promote employee wellness.
3. First aid kits are easily accessible across office premises.
4. Clearly marked fire exits are in place for safe evacuation during emergencies.
5. The Induction Deck includes safety and emergency preparedness information for all new joiners.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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 Health & Safety		NIL			NIL	

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	NA
Working Conditions	NA

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.

NA

PRINCIPLE 4:

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

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

Openness, transparency, and integrity are the basis of the Company's stakeholder engagement approach. The Company ensures that stakeholder engagement is a continuous process –undertaken throughout the year – and has organization-wide reach as well as impact. A robust process is followed for identifying and prioritizing the stakeholders to develop short, medium and long-term sustainable strategies. The Company recognizes the importance of trust-based relationships and ensure transparent, timely and relevant engagement and communication with all the stakeholders. This also helps the Company understand both the explicit and tacit needs of stakeholders, which in turn inform strategic and operational decisions.

The management team connects with diverse stakeholders through formal and informal mechanisms. The Stakeholders' Relationship Committee maintains oversight of the overall engagement process. Stakeholder inputs are also considered into the Company's materiality assessment process, offering insights into stakeholder outlook and future risks. This process creates a framework for the business heads to identify and report on key stakeholder concerns. These inputs are critical for identifying the topics that are material to the Company's business.

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 & 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
Customers/ Fleet owner	NO	Websites, E-mails, social media, Virtual Meetings	As required	To resolve stakeholder query & address their grievances.
Investors/ Shareholders	NO	Annual shareholders meetings Periodic investor presentations and conference calls. Regulatory audits and inspections	Annually, quarterly and as and when required	To stay abreast of developments in the Company & its subsidiary companies.
Vendor	NO	E-mails, Virtual Meetings, phone calls	As and when required	-
Suppliers	NO	Supplier and vendor meetings, binding agreement policies, IT-enabled information sharing tools and recognition platforms, dialogue on industry initiatives, calls, and training and workshops.	As required	To resolve query & address their grievances.
Employees	NO	Employee newsletters Intranet portal Employee resource groups Regular employee communication forums Annual employee surveys	Frequently	To be available for employee grievance & feedback.
Government and Regulatory Authorities	NO	Public policy advocacy Making representations whenever needed Formal dialogues	As required	Compliance with laws and regulations Contributing to nation development
Communities	NO	Voluntary community initiatives Community events	As required	Community welfare activities Employment opportunities

PRINCIPLE 5:**Businesses should respect and promote human rights****Essential Indicators**

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	689	689	100%	533	533	100%
Other than permanent	152	152	100%	115	115	100%
Total Employees	841	841	100%	648	648	100%
Workers						
Permanent	NA					
Other than permanent						
Total Workers						

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	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	689	0	0%	689	100%	533	0	0%	533	100%
Male	536	0	0%	536	100%	415	0	0%	415	100%
Female	153	0	0%	153	100%	118	0	0%	118	100%
Other than 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
	Workers									
Permanent	NIL									
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

(₹ in millions)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	3.00	1	2.70
Key Managerial Personnel	2	28.42	1	7.19
Employees other than BoD and KMP	529	1.58	151	1.22
Workers	NA			

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	18%	16.5%

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)

NA at this point of time

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

Through our HRMS system they can raise their queries & Concerns

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

- The organization enforces strict confidentiality and A non-retaliation policy to protect complainants
- The complainant, Compliance Officer, members of audit committee and everyone involved in the process shall maintain confidentiality of all matters in the regard
- Any form of retaliation against individuals who raise concerns in good faith is treated as a serious violation

9. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company's business agreements and contracts include provisions for upholding human rights.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Statutory compliance / Internal audit
Forced/involuntary labour	Internal audit / Third-party audit
Sexual harassment	Internal POSH committee
Discrimination at workplace	Internal audit / HR review
Wages	Statutory audit / Payroll compliance audit
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. - NA

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)		
Total fuel consumption (B)		
Energy consumption through other sources (C)		NA
Total energy consumed from renewable sources (A+B+C)		
From non-renewable sources		
Total electricity consumption (D)	108222 units	14952 units
Total fuel consumption (E)	NA	NA
Energy consumption through other sources (F)	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	108222 units	NA
Total energy consumed (A+B+C+D+E+F)	108222 units*	14952 units*
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		NA
Energy intensity in terms of physical output		
Energy intensity (optional) the relevant metric may be selected by the entity		

Note: 1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. NO

***Important Note:**

All figures and data presented in the above table are approximate in nature and have been provided by the Owner of the Premises. The Company has relied upon such information in good faith for the purpose of reporting under the BRSR framework.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. **NO**

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	NA	NA
Total volume of water consumption (in kilolitres)	19,20,000 Ltrs.	13,20,000 Ltrs.
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	NA	NA
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	NA	NA
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. **NA**

Important Note:

All figures and data presented in the above table are approximate in nature and have been provided by the Owner of the Premises. The Company has relied upon such information in good faith for the purpose of reporting under the BRSR framework.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	NA	NA
- With treatment please specify level of treatment	NA	NA
(ii) To Groundwater	0	0
- No treatment	NA	NA
- With treatment please specify level of treatment	NA	NA
(iii) To Seawater	0	0
- No treatment	NA	NA
- With treatment please specify level of treatment	NA	NA
(iv) Sent to third-parties	0	0
- No treatment	NA	NA
- With treatment please specify level of treatment	NA	NA
(v) Others	0	0
- No treatment	NA	NA
- With treatment please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	0	0

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

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

No, our offices being (a multi-tenant facility), do not have a zero liquid discharge mechanism through a sewage treatment plant (STP). We don't have operational control over this STP.

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	NA	NA	NA
SOx			
Particulate matter (PM)			
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. **NO**

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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		
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		NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	NA		
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	NA		NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 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 : **NA**

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. – **Not at this point.**

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	0	0

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) the relevant metric may be selected by the entity	-	-

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	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **NO**

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. **NO**
11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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

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
			NA		

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
	NA	NA	NA	NA

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

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

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
	NA	

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
			NA		

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

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

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

Capillary Technologies India Limited., employs multiple channels to receive and address grievances from its stakeholders. However, the Company has not undertaken any CSR-related projects or expenses due to continuous losses in previous financial years, and the average net profit over the past three financial years has been negative. Stakeholders with any queries or grievances may contact the Company's Investor Relations team at investorrelations@capillarytech.com

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	NA	NA
Directly from within India	NA	NA

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	-	-
Semi-urban	-	-
Urban	689	648
Metropolitan	-	-

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

PRINCIPLE 9:

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

Essential Indicators

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

The Company has in place a clearly defined system for appropriate redressal of customer complaints.

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

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy			NIL			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues: **NA**
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?
Yes, web-link of the policy - <https://www.capillarytech.com/privacy-policy/>
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. – **NA**
7. Provide the following information relating to data breaches:
 - Number of instances of data breaches: **No instances of data breach**
 - Percentage of data breaches involving personally identifiable information of customers: **Nil**
 - Impact, if any, of the data breaches: **Nil**