



## Divgi TorqTransfer Systems

**Divgi TorqTransfer Systems Limited**

CIN: L32201MH1964PLC013085

75, General Block, MIDC, Bhosari,

Pune 411 026, India

Tel: (+91-20) 63110100

Web: [www.divgi-tts.com](http://www.divgi-tts.com)

**Ref.: DTTS/Sec/25-26/42**

**August 22, 2025**

To, <b>BSE Limited,</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001  <b>BSE Scrip Code – 543812</b>	To, <b>National Stock Exchange of India Limited,</b> "Exchange Plaza" 5th Floor, Plot No. C-1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400051  <b>NSE Scrip Code - DIVGIITTS</b>
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**Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25.**

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2024-25, which forms part of Annual Report for the FY 2024-25.

This is also hosted on the Company's website <https://divgi-tts.com/annual-reports/>

Kindly take this submission on your record.

Thanking you,

For **Divgi TorqTransfer Systems Limited**

**Aniket Kokane**  
**Company Secretary & Compliance Officer**  
**A51571**

**Enclosure: As above**



## Annexure E

# Business Responsibility and Sustainability Report

### A: General Disclosures

#### A.1: Details of the listed entity

1.	Corporate identity number (CIN) of the listed entity	L32201MH1964PLC013085
2.	Name of the listed entity	Divgi TorqTransfer Systems Limited
3.	Year of incorporation	16-12-1964
4.	Registered office address	Plot no. 75, General Block, MIDC Bhosari Pune Maharashtra, India 411026
5.	Corporate address	Plot no. 75, General Block, MIDC Bhosari Pune Maharashtra, India 411026
6.	E-mail	companysecretary@divgi-tts.com
7.	Telephone	020-63110100
8.	Website	https://divgi-tts.com
9.	Financial year for which reporting is being done	2024 - 2025
10.	Name of the stock exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital (in ₹)	152914635
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Vijay J Warade, 8975760402, vjwarade@divgi-tts.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).	Standalone basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

#### A.2: 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
	Manufacturing of Automotive Drive train components and Systems	Manufacturer of transfer case, Interactive Torq Coupler, EV transmissions and Components	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
	Transfer Case	2930	52.7
	Auto Looking Hub	2930	2.3
	Transmission Components & Others	2930	33.2
	EV Transmission	2930	11.8

### A.3: Operation

#### 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	1	5
International	0	0	0

#### 19. Markets served by the entity:

##### a. Number of locations:

Location	Number
National (No. of States)	5
International (No. of Countries)	3

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

6.10

##### c. A brief on types of customers:

Divgi TTS's customers can broadly be classified into domestic and international OEMs. Our customer base spans across various segments, including passenger cars, commercial vehicles and off-highway vehicles. Our strong domestic and global presence allows us to efficiently meet the unique needs and requirements of our customers across various markets.

Marquee customers includes - **Mahindra & Mahindra, TATA Motors, MG Motors, Toyota Kirloskar, Force Motors, Borg Warner.**

### A.4: Employees

#### 20. Details as at the end of the financial year:

##### a. Employees and workers (including differently abled):

No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	259	252	97.29	7	2.70		0
2.	Other than Permanent (E)	24	21	87.5	3	12.5		0
3.	Total employees (D+E)	283	273	92.39	10	7.6	0	0
<b>WORKERS</b>								
4.	Permanent (F)	0	0	0	0	0		0
5.	Other than Permanent (G)	426	399	93.66	27	6.33		0
6.	Total workers (F+G)	426	399	93.66	27	6.33	0	0

**b. Differently abled employees and workers:**

No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1.	Permanent (D)	0	0	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total employees (D+E)	0	0	0	0	0	0	0
<b>DIFFERENTLY ABLED WORKERS</b>								
4.	Permanent (F)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0	0	0

**21. Participation/inclusion/representation of women:**

Leadership team	Total (A)	Number and percentage of females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	4	1	25.00

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

Particulars	FY 2024 - 2025 (Turnover rate in current FY)				FY 2023-2024 (Turnover rate in previous FY)				FY 2022-2023 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	37	0	0	37	28	4	0	32	29.0	0	0	29.0
Permanent Workers	0	0	0	0	0	0	0		0	0	0	0

**A.5: Holding, Subsidiary and Associate Companies (including joint ventures)****23. Details of holding/subsidiary/associate companies/joint ventures.:**

S. No	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity?
	Divgi Holding Private Limited	Holding	51.68	No

**A.6: CSR Details****24. CSR details of the company:**

a.	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
b.	Turnover (in ₹)	2,401,280,000
c.	Net worth (in ₹)	5,967,720,000





**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 (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Climate protection	R	GHG emissions from manufacturing contribute to climate change and global warming. Manufacturing processes often require substantial amounts of energy for machinery, heating, cooling, and lighting. Reducing GHG emissions and optimizing processes for better energy efficiency can enhance environmental stewardship, operational efficiency, and the company's overall Sustainability.	Implementing strategic initiatives and working with plants to set and work towards energy conservation and renewable energy targets. Organisation installed high speed, energy efficient autoloading machine	Negative Implications
2.	Sustainable product design and life cycle management	O	Fostering a circular economy by addressing customer and societal demands for more sustainable products and services. Ensuring environmental regulations through product designing and lifecycle management.	-	Positive Implications
3.	Cybersecurity and data management	O	Cyber and data security as risk and business opportunity for the benefit of all. Management of risks related to collection, retention and use of sensitive, confidential and/or proprietary customer or user data.	-	Positive Implications
4.	Employee health and safety ESG	O	Creating safe and healthy work environment is crucial for protecting the physical and mental health and wellbeing of employees. Management system for identification, prevention, and minimization of potential ESG-risks	Implementing robust Occupational Health and Safety Management system ISO14001:2015 and Environment Management Systems ISO 14001: 2018 For identification, prevention, minimization of potential ESG-risks For employees medical insurance facility has been approved by the Management team, execution is pending.	Positive Implications
5.	Diversity, equity & inclusion	O	Diversity, Equity, and Inclusion (DEI) is crucial for driving innovation and creativity and is a key aspect our workplace Policy and planning. Diversity across Gender, Age, background helps in decision-making, enhancing employee engagement and retention by fostering an inclusive work environment.	NA	Positive Implications

S. No.	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
6.	Corporate Governance, Business ethics and transparency	R and O	Ethical business practices and transparency help build trust among key stakeholders, facilitate ethical decision-making across all levels of the organization, and ensure that business is conducted with the utmost integrity and accountability.	Established a strong corporate governance structure and mechanisms to ensure that business operations are conducted in an ethical, transparent and sustainable manner, including protecting stakeholders' interests. Management follows clear sustainability policy and guidelines for encouraging Sustainability practices across the plants	Positive Implications
7.	Regulatory Compliance	R and O	Maintaining high regulatory compliance standards can enhance corporate reputation, earning customer trust and loyalty. Non-compliance can lead to fines, legal penalties, and litigation, impacting financial health and reputation.	Management system for ensuring that the company and its employees follow all laws, regulations, standards, and ethical practices.	Positive Implications
8.	Sustainable supply chain	O	A sustainable supply chain enhances operational efficiency, transparency, and reduces adverse environmental impacts throughout the entire value chain. By adopting sustainable sourcing, the company can also ensure it maintains business relationships with suppliers who are committed to upholding environmental and social standards. We have an ESG guidance in place to strengthen our supply chain partners for driving sustainability performance.	-	Positive
9.	Employee Human Rights	O	Employee Human rights focuses on ensuring fair and ethical treatment of workers. Human rights and security issues including aspects like fair wages, working hours, and employee engagement, Prevention of Sexual Harassment (POSH), anti-discrimination, benefits like healthy meals are critical to creating a safe, inclusive, and respectful work environment for all employees and workers.	-	Positive



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy/Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Saving.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.	The ESG commitments, goals and targets are set à Carbon Neutrality by 2050. Installing renewable energy Roof top Solar by Nov 2025. Yearly EHS objective is to set for Energy Savings.
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	The company is in the process of setting a tracking mechanism for reviewing the performance against the set goals by associating with subject matter experts on sustainability.								





## C: Principle Wise Performance Disclosures



### C.1: Principle 1

#### 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	The Board is familiarized of the principles of the NGRBC released by SEBI and Divgi TTS Conduct of conduct. The Board periodically reviews the BCG	100
Key Managerial Personnel	2	NGRBC principles and Divgi TTS Conduct of conduct and Sustainability policy guidelines	100
Employees other than BoD and KMPs	2	NGRBC principles and Divgi TTS Conduct of Conduct and Sustainability Policy guidelines	100
Workers	4	Divgi TTS Conduct of Conduct - Workers are required to undergo training during induction and periodic refresher	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 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):

**a. Monetary:**

Penalties and Fees	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine	NA	NA	0	NA	No
Settlement	NA	NA	0	NA	No
Compounding fee	NA	NA	0	NA	No

**b. Non-monetary:**

Legal sanctions	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred?
Imprisonment	NA	NA	NA	No
Punishment	NA	NA	NA	No

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

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	NA

#### 4. Details about anti-corruption or anti-bribery policy.:

##### a. Does the entity have an anti-corruption or anti-bribery policy?:

Yes

##### b. If yes, provide details in brief.:

Divgi TTS has an Anti-Corruption and Anti-Bribery Policy and plays a vital role in the Company's aspiration to make ethical and responsible decisions in the interest of all stakeholders.

Divgi TTS is committed to applying the highest standards of ethical conduct and integrity in its business activities. Every employee and individual acting on behalf of the Company is responsible for conducting the Company's business honestly and professionally.

Divgi TTS does not tolerate any form of bribery by, or of, its employees or any persons or companies acting for it or on its behalf.

##### c. If available, provide a web-link to the policy.:

<https://divgi-tts.com/policies-and-code-of-conduct/>

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

Organizational roles	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (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:

Complaints type	FY 2024 - 2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable

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

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts payables	65	60



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

Parameter	Metrics	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % 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	0	0
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	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

**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
1.	P1, P2, P3, P4, P5, P6, P8, P9 (suppliers onboarded are covered through the Divgi TTS Code of Conduct for Suppliers, QEHS Policy, Supplier quality manual requirements) AIAG Core tools, 8D, FMEA, MSA, SPC, PPAP, QSB and Lean.	100

**2. Details about the processes in place to avoid/ manage conflict of interests involving members of the Board.:**

**a. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?**

Yes

**b. If yes, provide details of the same.:**

To avoid/manage conflicts of interest, Divgi TTS obtains a mandatory declaration from the Members of its Board. The declaration ensures that the members of the Board are in compliance with the Code Conduct and Ethics Guidelines.

## C.2: Principle 2

### Essential indicators

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

Expenditure type	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	13.65	15.19	NA
Capex	26.503	77,733	NA

**2. Details about sustainable sourcing:**

**a. Does the entity have procedures in place for sustainable sourcing? : Yes**

We have a Supplier Code of Conduct, and Supplier Quality Manual, which outlines our expectations and standards for suppliers to ensure that our business is conducted in a sustainable, transparent, and ethical manner. Suppliers are expected to fully comply with this Code and to encourage their subcontractors and partners to do the same. The current key focus areas of our Supplier Code of Conduct are more from social compliances which includes General Management, Child Labor & Employee Protection, Prevention of Sexual Harassment, Employee Rights and Participation, Working Hours and Overtime, Occupational Health and Safety, Environmental, Supply Chain Management, Anti-Bribery and Anti-Trust, and Grievance Redressal. Going forward we aim to include focus areas from Sustainability perspective.

As a part of this Code of conduct, suppliers are expected to ensure that their practices align with ethical sourcing principles, including the responsible sourcing of materials and goods.

**b. If yes, what percentage of inputs were sourced sustainably? : 100**

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for the following waste categories.:**

Product type	Process description
a. Plastics (Including packaging)	Parts go to automotive OEM; OEM Service manual gives guidelines on recycling and safe disposal of products. Sustainable Product Life-cycle management involves in-depth analysis of all processes and systems from the stage of receiving RFQs and signing NBO till the products / services reach the end consumer.  At the end of the lifecycle, plastics are given to the authorized waste vendor where some quantities of the plastics are reuse/recycle purpose. Product and parts supplied with specialize returnable packaging.
b. E-waste	Parts go to automotive OEM; OEM Service manual gives guidelines on recycling and safe disposal of products.  At the end of the lifecycle, e-waste is given to the authorized waste vendor where the e- waste is disposed.



Product type	Process description
c. Hazardous waste	Parts go to automotive OEM; OEM Service manual gives guidelines on recycling and safe disposal of products. At the end of the lifecycle, hazardous waste is given to the authorized waste vendor where the hazardous waste is disposed.
d. Other waste	Parts go to automotive OEM; OEM Service manual gives guidelines on recycling and safe disposal of products. At the end of the lifecycle, all other waste is given to the authorized waste vendor for reusing, recycling and reclamation

**4. Details about Extended Producer Responsibility (EPR):**

Questions	Response
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.	NA

**Leadership indicators**

**1. Details about the Life Cycle Perspective / Assessments (LCA):**

- a. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? No
- b. If yes, provide details in the following format?:

NIC code	Name of product/ service	% of total turnover contributed	Boundary for which the Life Cycle Perspective /	Whether conducted by independent external agency	Results communicated in public domain	If yes, provide the web- link.
	NIL	NIL	NIL	NIL	NIL	NIL

- 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
	NIL	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Waste Recycle	84	84.0





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

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Cost incurred on well being measures as a % of total revenue of the company	10	09

2. Details of retirement benefits for the current and previous financial year.:

Complaints type	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

3. Accessibility of workplaces:

Questions	Response
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?	Yes, In accordance with the Equal Opportunity Policy, Divgi TTS is committed to fostering an inclusive work environment that is safe, flexible, and respectful for all employees and workers and promote diversity and inclusion in the workplace by implementing supportive work-life policies and cultivating a strong sense of belonging within the organization.
If not, whether any steps are being taken by the entity in this regard.	The Company guarantees that necessary facilities and amenities are accessible to differently abled workforce. NA

4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.:

Questions	Response
Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web link to the policy.	<a href="https://divgi-tts.com/policies-and-code-of-conduct/">https://divgi-tts.com/policies-and-code-of-conduct/</a> The Business code Conduct and sustainability, social accountability policy guidelines document declares the equal opportunity policy under the values of a Respect to each other. Divgi TTS also undertakes the responsibility of a working conditions for its employees and workers. The principles of equal opportunity and equal treatment are guaranteed without regard to any disability. These policy Guidelines are available on the company 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	0	0	0	0
Female	100	100	0	0
Other	0	0	0	0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>0</b>	<b>0</b>

6. a. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? : Yes

b. If yes, give details of the mechanism in brief.:

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent workers	Yes	Divgi-TTS has a Grievance Redressal Policy and committee
Other than permanent workers	Yes	The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where workers or their representatives can raise their grievances in areas like wages, discrimination, child labor, human rights related issues etc. POSH Policy, Divgi TTS Sustainability guidelines under the element Protection against discrimination, Social accountability policy in place.
Permanent employees	Yes	The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where workers or their representatives can raise their grievances in areas like wages, discrimination, child labor, human rights related issues etc. POSH Policy, Divgi TTS Sustainability guidelines under the element Protection against discrimination, Social accountability policy in place.
Other than permanent employees	Yes	The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where workers or their representatives can raise their grievances in areas like wages, discrimination, child labor, human rights related issues etc. POSH Policy, Divgi TTS Sustainability guidelines under the element Protection against discrimination , Social accountability policy in place.



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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total employees/worker in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/worker in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (C/D)
<b>Total permanent employees</b>	259	0	0	246	0	0
Male	252	0	0	243	0	0
Female	7	0	0	3	0	0
Other	0	0	0	0	0	0
<b>Total permanent workers</b>	426	0	0	373	0	0
Male	399	0	0	344	0	0
Female	27	0	0	29	0	0
Other	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2024 - 2025 (Current Financial Year)					FY 2023-2024 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	252	252	100	252	0	243	243	100	243	0
Female	7	7	100	7	0	3	3	100	3	0
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>259</b>	<b>259</b>	<b>100</b>	<b>259</b>	<b>0</b>	<b>246</b>	<b>246</b>	<b>100</b>	<b>246</b>	<b>0</b>
<b>Workers</b>										
Male	399	399	100		0	344	344	100		0
Female	27	27	100		0	29	29	100		0
Other	0	0	0		0	0	0	0		0
<b>Total</b>	<b>426</b>	<b>426</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>373</b>	<b>373</b>	<b>100</b>	<b>0</b>	<b>0</b>

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
<b>Employees</b>						
Male	252	252	100	243	243	100
Female	7	7	100	3	3	100
Other	0	0	0	0	0	0
<b>Total</b>	<b>259</b>	<b>259</b>	<b>100</b>	<b>246</b>	<b>246</b>	<b>100</b>
<b>Workers</b>						
Male	399	399	100	344	344	100
Female	27	27	100	29	29	100
Other	0	0	0	0	0	0
<b>Total</b>	<b>426</b>	<b>426</b>	<b>100</b>	<b>373</b>	<b>373</b>	<b>100</b>

### 10. Health and safety management system:

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity	Yes
If yes, the coverage such system?	<p>Divgi TTS has implemented an occupational health and safety management system certifiable to ISO 45001. Maintaining, fostering, and improving the safety and well-being of employees is enshrined in the Company-wide risk management and control process.</p> <p>Throughout the organization, safety is critical. There are 12 emergency situations identified, and preparedness is also available. Safety and ergonomic requirements are considered well in advance while designing a workstation and equipment selection during APQP programmed phase three.</p> <p>Standardized workstations are equipped with detailed operational guidelines in terms of SOS and JES. A layered process audit was conducted to check for and bring out deficiencies, if any. Corrective actions were tracked for effective implementation. Employees are encouraged to give suggestions, Kaizen and JDI are recorded, and management provides resources for implementing Kaizen. TPM ensures machine safety through periodic predictive tests like vibration and thermography for electrical fire hazards. Safety and fire mock drills are executed as per the EPRP plan and procedure. Management has given approval for upgrading the fire protection system.</p>



Questions	Response
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	As part of implementation of ISO 45001 standard, procedures for Hazard Identification and Risk Assessment (HIRA) have been established and implemented within the business units. HIRA is conducted for routine and non-routine activities. Work related hazards are identified by people involved in the operations, The identified hazards are recorded, and control measures are discussed and defined as per hierarchy of controls. The CAPA (Corrective and Preventive Action) tracker is implemented to proactively identify safety risks in high-risk activities and implement engineering controls to mitigate the risks. A Cross Functional Team reviews high risk activity and implements engineering controls, as feasible to mitigate risks. The outcome from the CAPA tracker is reviewed quarterly. The teams daily FRM includes the agenda on safety performance and incidence, communication on corrective actions, and horizontal deployment. Periodic inspection of fire hydrants, fire extinguishers, safety audits, statutory and regulatory requirements, etc.is being done by competent person. Rule follow mechanism reporting established as part of ISO 45001 to report of Unsafe Acts, Unsafe Conditions, near misses and incident reporting. Same are analyzed in KYT /KYM, Corrective and preventive actions are initiated to mitigate safety risks, effectiveness status checked through LPA and MRM.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.	Yes, near miss incident monitoring and reporting in place.
d. Do the employees/ worker of the entity have access to non- occupational medical and healthcare services?	Yes

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

Safety incident/number	Category*	FY 2024 - 2025 (Current Financial Year)		FY 2023-2024 (Previous Financial Year)	
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		2

\* Including in the contract workforce

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

The Company has a well-equipped fire control system through smoke detectors / sensors installed throughout the Company, apart from fire extinguishers installed on the shop floor and in office areas. Safety ERT (Emergency Response Team) conducts monthly audits, and safety meetings are held every month to analyze and sort out issues pertaining to safety. Regular training and mock drills on fire and emergency evacuation are conducted for all employees. All moving and rotating parts of the machines have been provided with safeguards. All machines on the shop floor have been equipped with safety sensors and two- hand operation so that no employee is injured while working on the machines providing safe and healthy workplace. has implemented â Zero Harm Cultures campaign to proactively ensure safe and healthy workplace.

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

Complaints type	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (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	0	0	NA	0	0	NA
Health and safety	0	0	NA	0	0	NA

**14. Assessments for the year:**

Category	% 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.:**

Focused training is conducted on Behavioral Based Safety (BBS) to promote awareness amongst third party and contractor employees to adopt safe work practices. Divgi TTS persistently evaluates all its manufacturing facilities to identify any potential health and safety hazards. Our manufacturing units hold OHSAS 45001:2018 certification, and we promptly take necessary actions to address any hazards we discover. To effectively manage these risks, we have established Health and Safety Committees at each manufacturing location.



**Leadership indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death of:

Category	Response
Employees	Yes
Workers	Yes

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

Yes, we do ensure that our associate partners pay statutory liabilities as they submit to us monthly PF, ESIC challan along with bills.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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

5. Details on assessment of value chain partners:

Category	% 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.:

Improvement measures agreed upon with suppliers address either actual deviations from the business Code of Conduct or the need for better management systems and specific processes and guidelines.

**C.4: Principle 4**

**Essential indicators**

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

Stakeholder groups are identified based on the nature of their engagement with the Divgi TTS , Annual review taken as IATF 16949 process . Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. Our stakeholders include Customers, Investors, Contractors, Shareholders, Suppliers, Statutory Bodies, R & D Institutions, Communities, Media, Academia etc.

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	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Other	E-Mail , Townhall Meeting , Employee of The Month, Plant FRM, Safety Meetings, Employee engagement Survey, Notice Board	Daily, weekly, monthly, quarterly and annually		Information about Company's business growth plans and KPI - business performance Top- down communication about important organization changes, policies, wellbeing initiatives Platform for gathering informal feedback. Build positive culture environment for work and to increase productivity by motivating workforce
Shareholders	No	Other	Email, Newspaper, Website, conference calls, virtual meetings		Need based , Quarterly	Shareholder related communication
Investors/ Analyst	No	Shareholder meeting Investor presentations Investor conferences, Press-releases, and newsletters	Email, conference calls, virtual meetings		Half-yearly plus as and when requested by investors	To understand the Company's results, major events and future direction. To discuss with investors about the performance of the Company, to update them about the latest development in the Company and industry and to address their queries. Plant visits are conducted to show our manufacturing capabilities



Stakeholder group	Whether identified as vulnerable & marginalized group	Channels of communication	Details of other channels of communication	Frequency of engagement	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Other	Email, Website, Key Account Managers Visits, Auto Expo		As and when required	Information on Business offerings, Brand building and awareness among customers, awareness of our product portfolio.
NGOs & Communities	No	Other	Meetings Quarterly and Annual Reports	Quarterly		Initiating CSR project along with the community
Suppliers	No	Other	Supplier Manual, Monthly Score Card, Supplier Conference, Supplier Audits	Others à Please specify	As and when required, Monthly, Yearly	Sharing growth Vision and business targets and Quality, delivery and sustainability expectation. Ensure engagement with global supplier network and mitigating any disruptions/ negative impacts arising in supply chains. Ensuring business continuity.

**Leadership indicators**

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

The stakeholders are systematically engaged by various functions of the Company. The Board of Directors / Committee there takes feedback of the status of various functions and provide directions for improving processes / practices wherever applicable. The Company also regularly consults its internal and external stakeholders to identify and manage environmental and social topics and takes external help from institutional and experts on ESG improvement opportunity. Top Management encourages company employees to participate in Sustainability ESG workshops organized by OEM .

**2. a. Whether stakeholder consultation is used to support the identification and management of environmental and social topics. : Yes**

**b.** 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:

Production diversification into EV segments, development, and manufacturing of precision quality products to improve the vehicle efficiency and reduction of greenhouse gas emissions. Setting targets for the usage of renewable energy to meet the carbon neutrality and decarbonization targets.

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

The Company's CSR initiatives focus on various aspects of community engagement and social welfare. The Company has been able to generate a positive social impact through its CSR initiatives that are focused on education, environmental restoration and sports training and welfare for youth athletes. The CSR strategy is

approved and periodically reviewed by CSR Committee of the board and believes in Optimizing Impact on Communities and Beneficiaries. For more information, kindly refer to the Corporate Social Responsibility Report mentioned in Annual Report and Sustainability Report for project details.

Since the 'Responsibility to our Communities' is one of our core values, Divgi-TTS strives the efforts in social and community development under the initiative of Corporate Social Responsibility with planned and systematic actions put in investment projects which focuses on below principles:

#### श्री VIDYADAAYINI

Promoting Education: Strengthen the educational and knowledge base, for promoting education based on the fundamental conviction that education can help provide the answers to some of the greatest challenges like poverty, inequality and environmental degradation. To inculcate and develop leadership qualities in underprivileged children through innovative and creative programs, by developing soft skills through music, games and sports.

Vidyavahini CSR Projects carried out in association with The society for Door Step School, Shree trust, Vedanta Culture, Saraswat Education Society, Guruprasad Education Society and Karla Education Trust. : Total Project Amount: - ₹6976062

#### श्री KALYANAM

Rural development: To improve the living standards of rural people by development of infrastructure in rural areas. Initiatives that will ease the stress of rural households and help in building better and progressive communities, youth development and better family living.

This project carried out with Pragati Foundation; -Total Project amount: - ₹2000000

#### श्री AAROGYAM

Promoting Health Care: Health Initiative to focus on the overall well-being of the underprivileged both in the rural and the urban communities. The health and wellness programs range from supporting institutions with diagnostic and monitoring equipment to other healthcare projects.

This project carried out with Inga Health Foundation; - Total Project amount: - ₹1250000

#### श्री SANSKRITI

National Heritage, Art and Culture: The initiative for the protection of our national heritage, art and culture. Programs for the promotion and development of traditional music, dance and handicrafts.

This project carried out with Bharat Itihas Sanshodhak Mandal; - Total Project amount: - ₹500000

#### श्री VASUNDHARA

Environment Protection: Programs designed for environmental sustainability, ecological balance, protection of flora and fauna, animal welfare and agroforestry.

This project carried out with Pani Panchayat Shirwal ; - Total Project amount: - ₹900000

### C.5: Principle 5

#### 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 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	259	259	100	246	246	100
Other than permanent	24	24	100	33	33	100
<b>Total employees</b>	<b>283</b>	<b>283</b>	<b>100</b>	<b>279</b>	<b>279</b>	<b>100</b>



### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages

Category	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	7	14000000	1	1400000	0	0
Key Managerial Personnel	2	4220500	1	1200000	0	0
Employees other than BoD and KMP	240	559940	3	559940	0	0
Workers	344	228984	29	228984	0	0

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

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.65	2.25

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, the Cross-Functional Committee comprising of Corporate HR, CFO, COO and Plant(s) Head are responsible for resolving any human rights issues or violations reported. The Committee is responsible to assess the policies and accordingly resolve cases with appropriate action

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

Divgi TTS has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where workers or their representatives can raise their grievances in areas like wages, discrimination, child labor, human rights related issues etc. The Corporate HR Head is responsible for addressing human rights impacts or issues caused or contributed to by the business. Divgi TTS applies a value chain approach to address negative environmental and social impact created out of the business operations, Process owners and plant heads responsible to evaluate any environmental or social impact caused or contributed to by the business and mitigate them effectively. The Management Systems Head centrally maintains oversight for such impacts occurring across the value chain and ensures that all the processes are in place and the impacts if any are systematically mitigated.

To maintain this environment, the Company has following internal mechanisms in place to redress grievances related to human rights issues:

- Code of Conduct for Employees.
- POSH Policy.
- Grievance Redressal Policy.

Cases of human rights violation can be reported through the following means:

Email: gkdalvi@divgi-tts.com

Contact number: 9922909464.

Mailing address: Divgi-TTS Ltd, G-75 MIDC Bhosari, Pune-411026

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (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	No complaint received	0	0	No complaint received
Discrimination at workplace	0	0	No complaint received	0	0	No complaint received
Child labour	0	0	No complaint received	0	0	No complaint received

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (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
Forced labor/ involuntary labor	0	0	No complaint received	0	0	No complaint received
Wages	0	0	No complaint received	0	0	No complaint received
Other human rights related issues	0	0	No complaint received	0	0	No complaint received

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

Question	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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 employees / workers	0	0
Complaints on POSH upheld	0	0

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

For cases related to Sexual Harassment, there is an Internal Committee for redressal of the same. The POSH Committee takes concrete actions to ensure that every Complainant is protected. It maintains confidentiality of all complaints.

Cases of discrimination, bullying and harassment can be reported through the following means:

Email: gkdalvi@divgi-tts.com

Contact number: 9922909464.

Mailing address: Divgi-TTS Ltd, G-75 MIDC Bhosari, Pune-411026

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

**10. Assessments for the year:**

Category	% 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

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

Since no risks were identified during assessments, no corrective actions were required to be undertaken.

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

Not Applicable, as no grievances/complaints were received with respect to human rights during the reporting period

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

The scope and coverage of human rights due diligence is covered through Human right policy and Code of Ethics. During the year, through the statutory internal audit process, the areas of applicable human rights were covered for all the plants of Divgi-TTS.

**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****4. Details on assessment of value chain partners:**

Acknowledgment from suppliers for the "Supplier Code of Conduct" – 100% of value chain partners are assessed for workplace discrimination during onboarding

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0
Discrimination at workplace	0
Child labour	100
Forced labour/involuntary labour	0
Wages	0

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

**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, the Company did not carry out assessment by external agency.

**C.6: Principle 6****Essential indicators****1. Details of total energy consumption (in joules or multiples) and energy intensity, in the following format:**

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	0	0
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	20459.61	19136.10
Total fuel consumption (E)	GJ	1132.79	1064.82
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	0	20200.92
Total energy consumed (A+B+C+D+E+F)	GJ	21592.4	20200.92
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	GJ/crore per turnover	85.20	75.51
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	GJ/crore per turnover	0	0
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/revenue from operations adjusted for PPP)	GJ/unit production	0	0
Energy intensity in terms of physical output	GJ/unit production	0.00804	0.0265
Energy intensity (optional) – the relevant metric may be selected by the entity		0	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		NA	NA

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

No, the Company did not carry out assessment by external agency.

## 2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Questions	Response
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?	No
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.	NA

PAT scheme does not apply to Divgi-TTS

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
(i) Surface water	kiloliters	0	0
(ii) Groundwater	kilolitres	1879.72	1643.1
(iii) Third party water	kilolitres	14416.53	9865.72
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (i+ ii + iii + iv + v)	kilolitres	16296.25	11508.82
Total volume of water consumption	kilolitres	16296.25	11508.81
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres/ crore per turnover	67.86	45.41
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres/ crore per turnover	0	0
Water intensity in terms of physical output (Total water consumption / physical unit)	Kiloliters/ Product	0.0064	0.0159
Water intensity (optional) – the relevant metric may be selected by the entity		0	5.41
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency		NA	NA

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

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Sent to third-parties	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	NA	NA

**5. Details about zero liquid discharge (ZLD):**

Category	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	Yes
If yes, provide details of its coverage and implementation.	Water being an important environmental resource, necessary initiatives are taken across all the manufacturing units to conserve and recycle water, thus ensuring the ZLD (Zero liquid Discharge). At all manufacturing locations suitable and sufficient wastewater treatment like sewage treatment plants (STP) are installed with primary, secondary, and tertiary treatment which include nano filtration / RO / UV treatment facilities to treat wastewater to usable quality water. The treated water is further used for flushing and gardening activities within the premises. This in turn has resulted in reduced use of freshwater.

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

Parameter	Please specify unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
NOx	mg/Nm3	3.29	3.29
SOx	kg/day	0.72	0.86
Particulate matter (PM)	mg/Nm3	30.23	30.23
Persistent organic pollutants (POP)	mg/Nm3	0	0
Volatile organic compounds (VOC)	mg/Nm3	0	0
Hazardous air pollutants (HAP)	PPM	27.5	27.5
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		Yes	Yes
If yes, name of the external agency.		Environment Test done by MoEFCC recognized laboratory, Third party verification during yearly surveillance audit by DQS India as per ISO 14001 standard requirements.	Environment Test done by MoEFCC recognized laboratory, Third party verification during yearly surveillance audit by DQS India as per ISO 14001 standard requirements.

This Environmental periodical test helps ensure efficient management of industrial operations and adherence to stringent air pollution control processes. As a practice, the Company ensures that all air pollution parameters are within the permissible limits, and compliant with the prevalent norms prescribed by the regional Pollution Control Boards.

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	0	0
Total scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	0	0
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/crore per turnover	0	0
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)	tCO <sub>2</sub> e/crore per turnover	0	0
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> e/unit production	0	0



Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0	0
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency		NA	NA

## 8. Does the entity have any project related to reducing GHG emissions? If yes, then provide details.:

The Company recognizes the profound impacts of climate change, with a focused emphasis on GHG reduction as a core ESG priority.

Key initiatives include:

- Increasing renewable energy in the Company's energy mix to mitigate GHG footprint through on-site solar, open access power purchase agreements, and company-owned windmills. The Company continues to evaluate opportunities to increase its share of renewable sources further.
- Investment in new high end technology equipment and retrofitting existing machinery to enhance energy efficiency
- Optimization of natural light utilization by installing transparent roofing materials.
- Active CO2 sequestration efforts through tree plantation drives, extending beyond regulatory requirements for maintaining green belts.
- Optimizing the value chain logistics to reduce our fuel consumption.

## 9. Details related to waste management:

### a. Different types of waste generated by the entity, in the following format:

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	5.16	5.54
E-waste (B)	0.426	0.26
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any	0	0
Total (A+B+C+D+E+F+G+H)	5.586	5.8
Waste intensity per crore rupee of turnover (tonne/crore per turnover)	0.932	3.34
Waste intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/crore per turnover)	0	0
Waste intensity in terms of physical output (tonne/unit production)	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0

**b. Different types of waste recovered or disposed of by the entity, in the current financial year:**

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	0	5.16	0	0	0	0
E-waste	0	0.426	0	0	0	0
Bio-medical waste	0	0	0	0	0	0
Construction and demolition waste	0	0	0	0	0	0
Battery waste	0	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	0	0	0	0	0	0
Other non-hazardous waste generated, if any	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>5.586</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**c. Different types of waste recovered or disposed of by the entity, in the previous financial year:**

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	0	5.54	0	0	0	0
E-waste	0	0.260	0	0	0	0
Bio-medical waste	0	0	0	0	0	0
Construction and demolition waste	0	0	0	0	0	0
Battery waste	0	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	0	0	0	0	0	0
Other non-hazardous waste generated, if any	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>5.8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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 waste.:**

We have adopted waste management practices as per the statutory/regulatory requirements and ISO 14001. For managing all the waste coming from the operations, we have clearly bifurcated the hazardous and non-hazardous waste categories and separate collection bins are installed at each shop/cell. Waste always remains segregated, including during transit from floor to the storage and within the storage area. Relevant vendors have been identified and authorized to safely and sustainably manage the waste.

Recording and monitoring of waste generation and disposal selection and related waste processing agreements with waste collection agencies are in line with regulatory obligations. Recycling and disposal of hazardous waste are performed through MPCB-authorized agencies. Returnable packaging is used with customers thereby reducing waste generation in the value chain.



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?	If no, the reasons thereof and corrective action taken, if any.
	NA	NA		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	Provide details of the non-compliance	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA	NA	NA	No	No	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: yes

S. No.	Specify the law/ regulation/guidelines which was not complied with	Type of operations	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	NA	NIL	NIL	NIL

Yes, all the Company's manufacturing units are compliant with the applicable environmental laws/regulations/ guidelines.

The Company uses a compliance management technology platform for monitoring a large range of applicable laws, regulations, and guidelines while monitoring compliance status. The Company has also ensured compliance validation through a maker checker mechanism.

#### Leadership indicators

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

- a. Name of the water stress area and nature of operations:

Name of the area	Nature of operations
NA	NA

- b. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
<b>Total waste generated (in metric tonnes)</b>		
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1879.72	1643.1
(iii) Third party water	14416.53	9865.72
(iv) Seawater/desalinated water	0	0
(v) Others	0	11508.82
Total volume of water withdrawal (in kilolitres)	16296.25	11508.82
Total volume of water consumption (in kilolitres)	16296.25	11508.82

Parameter	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water intensity per rupee of turnover// n(Water consumed/turnover)	67.86	45.41
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres)	0	0
(i) Into Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Into Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Sent to third-parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency.	NA	NA

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

Parameter	Unit	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	0	0
Total scope 3 emissions per rupee of turnover	tCO2e/crore per turnover	0	0
Total scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0	0
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		-	-



**3. With respect to the ecologically sensitive areas reported at Question 11 of essential indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along- with prevention and remediation activities.:**

Currently no office or factory locations are part of 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:**

S. No.	Initiatives undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Installation of storage oil skimmer at HMC Machines	NA	This resulted in an increase in the coolant life.
	Collection mechanism installed for collecting dripping water from air compressors.	NA	This water being used for gardening purpose after STP treatment
	Reusing of filter oil	NA	Oil consumption reduced by 50%, Saving 2000 Liters per year.
	Machine reconditioning and retrofitting of old machines	Total 14 machines reconditioned and retrofitted resulted in higher productivity and energy efficient.	Such efforts Contributed to overall energy saving.
	The organization partnered with a packaging solution provider for recyclable & reusable packaging.	For multiple to and fro transfer, Tegatai packaging introduced for the models EV transmission and W501	Such high volume recyclable packaging, which directly reduced the usage of single PP boxes and wooden boxes
	TPM activities	Taking reduce and elimination efforts for oil spillage and leakage through the TPM pillar, Kobetsu kaizen.	Arrested oil spillage and compressor air leakage.
	Energy Efficiency and GHG Emissions Reduction	Upgradation of IE 3 motors to IE 4 motors <ul style="list-style-type: none"> <li>• Installation of LED lamps, magnetic resonators, energy efficient compressors, variable-frequency drive ("VFD") for hydraulic motors, timer-based controllers for auto shut off and auto changeover and heat recovery units in air compressors.</li> <li>• Use of gravity conveyors for material handling</li> <li>• Use of Programmable Logic Control ("PLC") for Assembly and manufacturing units.</li> <li>• Installation of auto shut-off timers for lighting systems of offices/ washrooms/meeting rooms.</li> <li>• Harvesting of natural lights by installing transparent sheets on the roof and side walls of factory sheds.</li> <li>• Compressed air arresting and optimization, Lighting automation (motion sensor), Demand load optimization</li> </ul>	Contributed in overall Energy saving

## 5. Details about the disaster management plan.:

a. **Does the entity have a business continuity and disaster management plan? :** Yes

b. **Give details in 100 words/ web link.:**

We have developed an OEP (Onsite Emergency plan) for all our sites to ensure business continuity and adequate preparation for disaster management. We have identified potential emergencies and natural disasters such as Fire, Electrocutation, Fall from height, Chemical/ Acid exposure, Earthquake, Natural disasters among others. In order to prevent any adverse impacts because of these events, we have incorporated the following key aspects:

Formed emergency response teams in our plants

Formed firefighting and first aider teams in our plants

Deployment of minimum number of first aiders and fire fighters at all times in the plant

Conducting mock drills and plant level evacuation at scheduled intervals

The Company's Business Continuity Plan (BCP) is based on ISO 14001, ISO 45001 , ISO 22301 and covers Mitigation and recovery plan for the following components: a. Environmental disasters b. Disaster recovery planning for IT Applications and Infrastructure, c. Situation specific business level BCP Mock drills are conducted twice a year.

## 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.:

Divgi TTS ensures that there are no adverse impacts to the environment arising from its value chain, periodic audits at supplier premises or through self-assessment checklist , risk and measures are monitored.

## 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 65.0

### C.7: Principle 7

#### Essential indicators

1. a. **Number of affiliations with trade and industry chambers/associations. :** 5

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
1	Confederation of Indian Industry (CII)	National
2	MAHRATTA CHAMBER OF COMMERCE, INDUSTRIES AND AGRICULTURE ( MCCCIA)	State
3	Automotive Research Association of India (ARAI)	National
4	Birla Institute of Technology and Science ( BITS)	National
5	College of Engineering Pune ( COEP)	State

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

**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?	Frequency of review by board	Details of other frequency of review by Board	Web Link, if available
	The Company has diversified its product portfolio in EV segment, supplying E-gear transmission to top Indian OEM and contribute on specific sustainable business issues.	Through membership with trade and industry associations the Company shares its feedback on matters as mentioned in the adjacent cell.	Yes	Others a please specify		Not applicable

**C.8: Principle 8****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	Results communicated in public domain	Relevant web link
NA	NA	NA	No		

**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 pro-ject 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 ₹)
	NA	NA	NA	0	0	0

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

The CSR team actively engages with the local community surrounding manufacturing sites to address their issues. Any matters requiring Senior Management attention are promptly escalated and resolved by the appropriate authority

The Company has defined a process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed. This defined process includes: (i) A dedicated contact page on the website (ii) Complaints / Feedback received on contact Email CFT team manage all the complaints and feedback to ensure timely response.

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

Category	FY 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	20	15.47
Directly from within India	50	45.1

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 2024 - 2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Rural	50	40
Semi-urban	0	0
Urban	20	30
Metropolitan	30	30

#### Leadership indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (reference: Q1 of essential indicators above):

Details of negative social impact identified	Corrective action taken
NA	NA

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

The Company does not have active CSR projects in any aspirational districts.

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? :

No procurement was done from marginalized/vulnerable groups.

b. From which marginalized/vulnerable groups do you procure? : Not applicable

c. What percentage of total procurement (by value) does it constitute? : 0

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	Benefit shared	Basis of calculating benefit share
	Divgi TTS does not have (acquired or owned) Intellectual Property Rights based on the traditional knowledge during the reporting period.	No	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 authority	Brief of the case	Corrective action taken
NA	NA	NA

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
i.	Gram Gourav Pratisthan-Water Structure Restoration (DONI) Project-Pani Panchayat	1050	100
ii.	Enabling Leadership, Pragatee Foundation- Project PLAY (Football)	415	100



S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
iii.	The Society for Door Step School- Community Education Programme	1417	100
iv.	Vedanta Cultural Foundation	100	100
v.	Inga Health Foundation	18	100
vi.	Shree Trust- Parijnanashram Vidyalaya	249	100
vii.	Bharat Itihas Sanshodhak Mandal	1000	100
viii.	Guruprasad Education Society	110	100

### C.9: Principle 9

S. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
ix.	Saraswat Education Society	540	100
x.	Karla Education Trust	34	100
xi.	Kalashree Music Academy	50	100

#### Essential indicators

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

Divgi TTS has the customer support function which proactively work on customer complaint resolution and increasing customer satisfaction index. Customer Focus is one of the leadership principles of the Company. There are mechanisms in place that aim to minimize customer complaints and grievances, while ensuring prompt redressal. The Company primarily caters to automotive OEMs. There is a robust mechanism instituted in the Company to deal with issues and complaints reported by OEMs. Issues can be raised through their online portals, e-mail communications, during plant visits or at meetings. Customer complaint logged in Defect Tracking Sheet, and effective resolution made referring to customer complain handling procedure, 8D. An individual Key Account Manager is assigned to each customer to ensure that their complaint and feedback are duly received and adequately addressed in a timely manner.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	No complaints received	0	0	No complaints received
Advertising	0	0	No complaints received	0	0	No complaints received

Category	FY 2024 - 2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Cyber-security	0	0	No complaints received	0	0	No complaints received
Delivery of essential services	0	0	No complaints received	0	0	No complaints received
Restrictive trade practices	0	0	No complaints received	0	0	No complaints received
Unfair trade practices	0	0	No complaints received	0	0	No complaints received
Other	0	0	No complaints received	0	0	Auto OEM Customer complaints. resolved

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

The products are sold to OEMs and aftermarkets and not directly to end customers

State	Number	Reasons for recall
Voluntary recalls	0	No recall cases registered
Forced recalls	0	No recall cases registered

#### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?:

Yes, the company has an internal Information Technology (IT) Policy that establishes guidelines for the Company's employees and end users regarding the use of the Company's IT facilities and services in the intranet. Data Security is one of the key elements of the policy, aimed at ensuring the confidentiality, integrity, and availability of data while effectively managing risks.

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes
If available, provide a web-link of the policy.	<a href="https://divgi-tts.com/?s=Policy">https://divgi-tts.com/?s=Policy</a>

#### 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.:

There were no consumer complaints on issues relating to advertising, delivery of essential services, cyber security, and data privacy of customers. The complaints in other category under indicator 5 of this principle pertains to Product supplied to customers (Auto OEM); all complaints resolved.

#### 7. Provide the following information relating to data breaches.:

- Number of instances of data breaches. : 0
- Percentage of data breaches involving personally identifiable information of customers : 0
- Impact, if any, of the data breaches. : NA



**Leadership indicators**

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

<https://divgi-tts.com/products/> The information displayed on the product label is as per the applicable laws and in line with the prevalent market practice. The Company displays product information as required by the customer and AIAG traceability requirement. Apart from the mandated declarations, additional declaration are furnished on the products/ labels relating to the product and their usage in the service manual.

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

The information displayed on the product label is as per the applicable laws and in line with the prevalent market practice. The Company displays product information as required by the customer and AIAG traceability requirement. Apart from the mandated declarations, additional declarations are furnished on the products/ labels relating to the product and their usage in the service manual. Frequent engagement with the dealers and customers for awareness on product related information and handling.

These are part specifications that are mutually agreed upon and signed off with customers.

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

Divgi-TTS does not deal in essential product and services. However, risk are proactively taken care with FMEA (Failure mode and effect analysis) approach and warranty analysis. Risk of disruption/ discontinuation informs to consumer by email.

**4. Details about display of product information.**

Questions	Response
Does the entity display product information on the product over and above what is mandated as per If yes, provide details in brief.	Yes  The information displayed on the product label is as per the applicable laws and in line with the prevalent market practise. The Company displays product information as required by the customer and AIAG traceability requirement. Apart from the mandated declarations, additional declaration are furnished on the products/ labels relating to the product and their usage in the service manual. Frequent engagement with the dealers and customer for awareness on product related information and handling. Customer satisfaction survey: A customer satisfaction survey is conducted every year and “customer satisfaction index” is plotted. Result of the survey are analysed to understand the area of improvement. Score card provided by customer is also a measure of customer satisfaction. Average customer satisfaction rating is above 90% and score card rating is Excellent.
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