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

Ref.: DTTS/Sec/26-27/40

August 27, 2026

To, **BSE Limited,** Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001 **BSE Scrip Code – 543812**	To, **National Stock Exchange of India Limited**, "Exchange Plaza" 5th Floor, Plot No. C-1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400051 **NSE Scrip Code - DIVGIITTS**

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26.

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 2025-26, which forms part of Annual Report for the FY 2025-26.

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**

Date:
2026.08.27
15:16:56
+05'30'

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	FY2025-26
10.	Name of the stock exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital (in Rs.)	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, vjwarde@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	Design and manufacture of automotive transfer cases, conventional and electric vehicle (EV) transmissions, along with components thereof.	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	54
	Auto Looking Hub	2930	2
	Transmission Components & Others	2930	32
	EV Transmission	2930	12

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	04	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?

18%

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.

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)
EMPLOYEES								
1.	Permanent (D)	278	271	97.48	07	2.6	0	0
2.	Other than Permanent (E)	39	35	89.74	04	10.25	0	0
3.	Total employees (D+E)	317	306	96.52	11	3.47	0	0
WORKERS								
4.	Permanent (F)							
5.	Other than Permanent (G)	597	535	89.61	62	10.39	0	0
6.	Total workers (F+G)	597	535	89.61	62	10.39	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)
DIFFERENTLY ABLED EMPLOYEES								
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

No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
	DIFFERENTLY ABLED WORKERS							
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	5	0	00

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

Particulars	FY 2025- 2026 (Turnover rate in current FY)				FY 2024-2025 (Turnover rate in previous FY)				FY 2023-2024 (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 Holdings 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 Rs.)	3751700000
c.	Net Worth	635.46 crores

A.7: 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?	If Yes, then provide web-link for policy	FY 2025 - 2026 Current Financial Year			FY 2024-2025 Previous Financial Year			If NA, then provide the reason
			No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	
Communities	Yes	https://divgi-tts.com/policies-an- code-of-conduct The Corporate Social Responsibility committee. https://divgi-tts.com/corporate-social-responsibility/	0	0	NA	0	0	NA	
Investors (other than shareholders)	Yes	https://divgi-tts.com/policies-an- code-of-conduct	0	0	NA	0	0	NA	
Shareholders	Yes	https://divg i- tts.com/po licies-an- code-of-conduct	0	0	NA	1	0	All complaint are resolved	
Employees and workers	Yes	https://divgi-tts.com/wp-content/uploads/2023/0/8.-Policy-on-Vigil-Mechanism.pdf Whistle blower policy can be referred to raising any concern. Additionally, we have dedicated the HR and ethics committee to address the concern	0	0	NA	0	0	NA	
Customers	Yes	e-mail communications, Portal An induvial 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.	0	0	NA	0	0	NA	
Value chain partners	Yes	e-mail communications, Portal Value chain partner assigned with induvial from supply chain department	0	0	NA	0	0	NA	
Other (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

S. No.	Material issue identified	Indicate whether risk (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 ISO 45001:2018 and Environment Management Systems ISO 14001:2015. For identification, prevention, minimization of potential ESG-risks. For employees, medical insurance facility has been approved by management team, execution is pending.	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
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
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 as per set standard defined in organisation business manual.	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

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
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 Implications
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 Implications

B Management and Process Disclosures

B.1: Policy and management processes

1-6. Policy and management processes:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1 b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1 c. Web Link of the Policies, if available	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/	https://divgi-tts.com/policies-and-code-of-conduct/
2. Whether the entity has translated the policy into procedures.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001	Divgi TTS policies are in line with international standard s and practice s such as ISO 14001, ISO 45001, UNGC Guidelines and, Social accountability ISO 26000/S A 8000, Energy Management ISO 50001

B Management and Process Disclosures (contd.)

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 a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rainwater harvesting initiative taken.	The ESG commitments, goals and targets are set a Carbon Neutrality by 2050. Installed renewable energy Roof top Solar of 400 KW. Yearly. EHS objective is to set for Energy Savings. Rain water harvesting initiative taken.
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	The company has established the process of tracking mechanism for reviewing the performance against the set goals, and independently assess by subject matter experts and auditors.								

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. (Listed entity has flexibility regarding the placement of this disclosure.):

At Divgi TTS priority revolves around the adoption of the highest level of environmental, social and governance integrity enabling long-term sustainability. The Company is a market leader in the automotive drive train components and systems segment, delivering a wide variety of innovative, superior quality and cost. The Company has consciously put in efforts to develop sustainable and reliable products through its

in-house design R & D team. The Company focuses on innovations and moving forward enthusiastically to the upcoming new era of Electric Vehicles (EVs) and new technologies overcoming the environmental targets and has been accepting, adopting, and moving forward in this direction. With this goal the Company is venturing into new sustainability technologies. The Company has installed roof top solar renewable energy At shirwal plant. Reduction in Consumption of fossil fuels by optimizing material transportation within intra plant. As a responsible corporate citizen, we are fully aware of the need for steering our growth plans in a sustainable manner, with greater thrust on reducing the environmental footprint of our business. We will aim to achieve carbon neutrality targets by adopting automation, energy efficient practices, and aligning to the economic environment, energy, and Industrial policies. Planting Trees, Ecosystem, biodiversity conservation and water neutrality at operating sites. Measures are continually undertaken to conserve energy and natural resources through process improvements and installation of water recycling plants including monitoring performance parameters of pollution control equipment at all plants. We are also focusing on minimizing hazardous waste generation, besides aiming to achieve zero waste to landfill. We strongly believe that sustainability-driven growth is the only way forward for businesses globally, if they are to survive and thrive in the new world of shifting priorities, where countries are moving individually and collectively towards a greener, leaner, and cleaner future.

8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies).:

Mr. Jitendra Divgi, Managing Director and Mr. Hirendra Divgi, Whole time Director

9. Details about the entity's committee of the board/director responsible for decision making on sustainability related issues?

The ESG Steering Committee comprises four members, chaired by the Managing Director, and includes three senior management representatives—the CFO, CHRO, and COO. The Committee reviews sustainability initiatives and holds responsibility for decisions on all sustainability-related matters.

B.2: Governance, leadership and oversight

10. Details of review of NGRBCs by the company:

a. Details about reviewing authority:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Description of any other committee									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Description of any other committee									

b. Details about frequency:

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Description of any other frequency									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Description of any other frequency									

11. Information about the independent assessment /evaluation of the working of its policies carried out by the entity by an external agency.:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If yes, provide name of the agency	B.K. Khare and Company, And DQS	BB.K. Khare and Company, And DQS	B.K. Khare and Company, And DQS	B.K. Khare and Company, And DQS	B.K. Khare and Company, And DQS	B.K. Khare and Company, And DQS	B.K. Khare and Company, And DQS	B.K. Khare and Company, And DQS	B.K. Khare and Company, And DQS

B.3: Details of Review

12. If answer to Q1 of section B.1 - Policy and management processes 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	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles	No	No	No	No	No	No	No	No	No
The entity does not have the financial or/human and technical resources available for the task	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year	No	No	No	No	No	No	No	No	No
Any other reason (please specify)	No	No	No	No	No	No	No	No	No

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	100
Key Managerial Personnel	4	NGRBC principles and Divgi TTS Conduct of conduct and Sustainability policy guidelines	100
Employees other than BoD and KMPs	5	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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (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 2025 - 2026 (Current Financial Year)		FY 2024-2025 (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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Number of days of accounts payables	52	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 2025 - 2026 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1	0
	b. Number of trading houses where purchases are made from	5	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	1	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.:
In order to avoid and effectively manage conflicts of interest, Divgi TTS has instituted a mandatory declaration process for all Members of its Board. Through this declaration, Board Members confirm their compliance with the Company's Code of Conduct and Ethics Guidelines, reinforcing ethical governance and accountability.

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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	117.94 crore	136.50 crore	Installation of Fire hydrant, Roof top Solar, Rainwater harvesting and safety DOJO.
Capex	443.16	265.03	

2. Details about sustainable sourcing:

a. Does the entity have procedures in place for sustainable sourcing Yes
We have a Supplier Code of Conduct, green supply chain policy 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)	Divgi TTS supplies parts to automotive OEMs, where recycling and safe disposal practices are guided by OEM service manuals. Sustainable product life-cycle management encompasses a comprehensive analysis of all processes and systems from receipt of RFQs and signing of NBOs to delivery of products and services to end consumers. At the end of the lifecycle, plastic waste is handed over to authorized vendors, with certain quantities reused or recycled. Products and parts are supplied in specialized returnable packaging, and the proportion of plastic used in products is maintained at less than 0.1%.

Product type	Process description
b. E-waste	Divgi TTS supplies parts to automotive OEMs, where recycling and safe disposal practices are guided by OEM service manuals. At the end of the product lifecycle, all e waste is handed over to authorized vendors to ensure safe, compliant, and environmentally responsible disposal
c. Hazardous waste	Divgi TTS supplies parts to automotive OEMs, where recycling and safe disposal practices including oil management are guided by OEM service manuals. At the end of the product lifecycle, hazardous waste is handed over to authorized vendors to ensure safe and compliant disposal
d. Other waste	Divgi TTS supplies parts to automotive OEMs, where recycling and safe disposal practices are guided by OEM service manuals. At the end of the product lifecycle, all other waste is handed over to authorized vendors for reuse, recycling, and reclamation, ensuring environmentally responsible and compliant management.

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?	NA
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 / Assessment was conducted	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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Waste Recycle	60	84

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

Complaints type	FY 2025 - 2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Re-Used	Recycled	Safely disposed	Re-Used	Recycled	Safely disposed
Plastics (including packaging)	0	0	3.05	0	0	5.16
E-waste	0	0	0	0	0	0.426
Hazardous waste	0	20	17.08	0	30	27.91
Other waste	0	0	0			

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.:

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	

C.3: Principle 3

Essential indicators

1. Details regarding well-being of employees and workers:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% F/A)
Permanent employees											
Male	271	0	0	271	100	0	0	0	0	0	0
Female	7	0	0	7	100	7	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	**278**	**0**	**0**	**278**	**100**	**0**	**0**	**0**	**0**	**0**	**0**
Other than permanent employees											
Male	39	0	0	39	100	0	0	0	0	0	0
Female	04	0	0	4	100	3	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	**43**	**0**	**0**	**43**	**100**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% F/A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Other than permanent workers											
Male	535	0	0	535	100	0	0	0	0	0	0
Female	62	0	0	62	100	27	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	**597**	**0**	**0**	**597**	**100**	**0**	**0**	**0**	**0**	**0**	**0**

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

Question	FY 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Cost incurred on well being measures as a % of total revenue of the company	10	10

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

Complaints type	FY 2025 - 2026 (Current Financial Year)			FY 2024-2025 (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, At Divgi TTS, we are dedicated to fostering a workplace culture that is safe, flexible, and respectful for all employees and workers. We actively promote diversity and inclusion by implementing supportive work-life policies and nurturing a strong sense of belonging across the organization. In line with our Equal Opportunity Policy, we ensure that necessary facilities and amenities are accessible to our differently abled workforce, thereby enabling equal participation and growth opportunities for everyone.
If not, whether any steps are being taken by the entity in this regard.	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.	Equal Opportunity Policy under "Respect for Each Other" As outlined in the Business Code of Conduct and Sustainability & Social Accountability Policy Guidelines available on the company portal, Divgi TTS affirms its commitment to equal opportunity and respectful workplace practices. The organization undertakes responsibility for maintaining fair and safe working conditions for all employees and workers. Principles of equal opportunity and equal treatment are guaranteed, without discrimination and irrespective of any disability. These policy guidelines reinforce our core value of Respect for Each Other and serve as a foundation for fostering inclusivity and dignity across the workplace. https://divgi-tts.com/policies-and-code-of-conduct/

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
Total	**100**	**100**	**0**	**0**

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
Other than permanent workers	Yes	**Grievance Redressal & Protection Against Discrimination** Divgi TTS has established a grievance redressal mechanism in line with the statutory framework of the Industrial Disputes Act, 1947. This system enables permanent workers and their representatives to raise concerns related to wages, discrimination, child labor, human rights, and other workplace issues. In addition, the Company has adopted a POSH Policy and integrated sustainability guidelines under the element of Protection Against Discrimination. A comprehensive Social Accountability Policy is also in place, reinforcing our commitment to fair treatment, dignity, and respect for all employees and workers.
Permanent employees	Yes	**Grievance Redressal & Protection Against Discrimination** Divgi TTS has established a grievance redressal mechanism in line with the statutory framework of the Industrial Disputes Act, 1947. This system enables permanent workers and their representatives to raise concerns related to wages, discrimination, child labor, human rights, and other workplace issues. In addition, the Company has adopted a POSH Policy and integrated sustainability guidelines under the element of Protection Against Discrimination. A comprehensive Social Accountability Policy is also in place, reinforcing our commitment to fair treatment, dignity, and respect for all employees and workers.
Other than permanent employees	Yes	**Grievance Redressal & Protection Against Discrimination** Divgi TTS has established a grievance redressal mechanism in line with the statutory framework of the Industrial Disputes Act, 1947. This system enables permanent workers and their representatives to raise concerns related to wages, discrimination, child labor, human rights, and other workplace issues. In addition, the Company has adopted a POSH Policy and integrated sustainability guidelines under the element of Protection Against Discrimination. A comprehensive Social Accountability Policy is also in place, reinforcing our commitment to fair treatment, dignity, and respect for all employees and workers

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

Category	FY 2025- 2026 (Current Financial Year)			FY 2024-2025 (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)
Total permanent employees	278	0	0	259	0	0
Male	271	0	0	252	0	0
Female	07	0	0	7	0	0
Other	0	0	0	0	0	0
Total permanent workers	597	0	0	426	0	0
Male	535	0	0	399	0	0
Female	62	0	0	27	0	0
Other	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2025 - 2026 (Current Financial Year)					FY 2024-2025 (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)
Employees										
Male	271	271	100	271	0	252	252	100	252	0
Female	7	7	100	7	0	7	7	100	7	0
Other	0	0	0	0	0	0	0	0	0	0
Total	**278**	**278**	**100**	**278**	**0**	**259**	**259**	**100**	**259**	**0**
Workers										
Male	535	535	100	535	0	399	399	100		0
Female	62	62	100	62	0	27	27	100		0
Other	0	0	0	0	0	0	0	0		0
Total	**597**	**597**	**100**	**597**	**0**	**426**	**426**	**100**	**0**	**0**

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

Category	FY 2025- 2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	271	271	100	252	252	100
Female	7	7	100	7	7	100
Other	0	0	0	0	0	0
Total	**278**	**278**	**100**	**259**	**259**	**100**
Workers						
Male	535	535	100	399	399	100
Female	62	62	100	27	27	100
Other	0	0	0	0	0	0
Total	**597**	**597**	**100**	**426**	**426**	**100**

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?	Occupational Health & Safety Commitment Divgi TTS has implemented an ISO 45001–certifiable Occupational Health and Safety Management System, embedding safety and employee well-being into its company-wide risk management and control processes. Safety is recognized as critical across the organization. Ten emergency scenarios have been identified, with preparedness measures in place. Ergonomic and safety requirements are proactively considered during workstation design and equipment selection in the APQP Phase III. Standardized workstations are supported with detailed operational guidelines (SOS and JES). Layered process audits are conducted to identify deficiencies, with corrective actions tracked to ensure effective implementation. Employees are actively encouraged to contribute suggestions, with Kaizen and JDI initiatives recorded and resourced for implementation. Through TPM practices, machine safety is reinforced via predictive tests such as vibration analysis and thermography to mitigate electrical fire hazards. Safety and fire mock drills are regularly executed under the EPRP plan. Management has also approved upgrades to the fire protection system, further strengthening workplace safety.

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	Divgi TTS has established Hazard Identification and Risk Assessment (HIRA) procedures for routine and non-routine activities. Hazards are identified by operators, documented, and controlled as per the hierarchy of controls. A CAPA tracker proactively addresses high-risk activities, with quarterly reviews by Cross-Functional Teams. Daily FRM meetings cover safety performance, incidents, and corrective actions. Regular inspections of fire hydrants, extinguishers, and audits ensure compliance. A Rule Follow Mechanism enables re`porting of unsafe acts, near misses, and incidents, with corrective and preventive actions verified through Layered Process Audits (LPA) and Management Review Meetings (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 and first aid cases 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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (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.:

Divgi TTS has a robust fire control system with smoke detectors, sensors, and fire extinguishers installed across shop floors and office areas. The Emergency Response Team (ERT) conducts monthly audits, while regular safety meetings address and resolve workplace safety concerns.

Employees receive ongoing training and participate in fire and evacuation mock drills. All machines are safeguarded with protective covers, safety sensors, Poka Yoke mechanisms, and two-hand operations to prevent injuries.

Through the Zero Harm Culture campaign, the Company proactively ensures a safe and healthy workplace, supported by continuous improvements in fire protection and employee safety practices.

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

Complaints type	FY 2025 - 2026 (Current Financial Year)			FY 2024-2025 (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.:

Divgi TTS conducts focused Behavioral-Based Safety (BBS) training for third-party and contractor employees to promote safe work practices. All manufacturing facilities are regularly evaluated to identify potential health and safety hazards.

Our units hold OHSAS 45001:2018 certification, and hazards are promptly addressed through HIRA reviews and Safety Committee meetings. This ensures risks are effectively managed and mitigated, reinforcing our commitment to a safe workplace.

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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	FY 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Employees	0	0	0	0
Workers				

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 and extent of their engagement with Divgi TorqTransfer Systems (Divgi TTS). As part of the IATF 16949 process, an annual review is conducted to identify and assess stakeholders. Any individual, group, or institution that contributes value to the Company's business ecosystem is recognized as a key stakeholder. These stakeholders include customers, investors, contractors, shareholders, suppliers, statutory and regulatory bodies, R&D institutions, local communities, media, academia, and other relevant parties

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	Email, conference calls, virtual meetings & onsite visit		Half-yearly plus as and when requested by investors, Need base	Investor interactions are conducted to help stakeholders understand the Company's financial results, key developments, strategic initiatives, and future growth direction. These engagements provide a platform to discuss the Company's performance, share updates on recent developments within the organization and the industry, and address investor queries and concerns. In addition, plant visits are organized to showcase the Company's manufacturing capabilities, operational excellence, and technological strengths.
Shareholders	No	Other	Email, Website, Key Account Managers Visits, Auto Expo		As and when required	To communicate the Company's business offerings, strengthen brand visibility, and enhance customer awareness of its products and capabilities. These initiatives help promote the Company's product portfolio, build customer confidence, and reinforce its market presence and value proposition.
Investors/ Analyst	No	Shareholder meeting Investor presentations Investor conferences, Press-releases, and newsletters	Meetings Quarterly and Annual Reports	Quarterly		Initiating CSR project along with the community
Customers	No	Other	Email, Website, Key Account Managers Visits, Auto Expo		As and when required	To communicate the Company's business offerings, strengthen brand visibility, and enhance customer awareness of its products and capabilities. These initiatives help promote the Company's product portfolio, build customer confidence, and reinforce its market presence and value proposition.
NGOs & Communities	No	Other	Meetings Quarterly and Annual Reports	Quarterly		Initiating CSR project along with the community

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
Suppliers	No	Other	Supplier Manual, Monthly Score Card, Supplier Conference, Supplier Audits	Others â Please specify	As and when required, Monthly, Yearly	To communicate the Company's growth vision, strategic objectives, and business targets while aligning suppliers with expectations related to quality, delivery, sustainability, and operational excellence. Continuous engagement with the global supplier network through regular interactions, performance reviews, and an annual Supplier Conference helps strengthen collaboration, share best practices, recognize supplier achievements, and communicate future business requirements. These initiatives support the mitigation of supply chain risks and disruptions, while ensuring business continuity through a resilient and reliable supply ecosystem.

Leadership indicators

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

   The Company engages with its stakeholders through a structured and systematic approach led by various functions across the organization. The Board of Directors and relevant Committees regularly review stakeholder feedback, assess the performance of key functions, and provide guidance for the continuous improvement of processes and practices, wherever required.

   The Company actively consults both internal and external stakeholders to identify, evaluate, and manage material environmental, social, and governance (ESG) topics. Expertise from external institutions and subject matter specialists is also leveraged to identify opportunities for ESG and sustainability improvements.

   Top Management encourages employee participation in sustainability and ESG-related workshops and training programs organized by OEM customers and industry bodies. The Company also regularly shares ESG and sustainability-related data with customers through their designated ESG reporting portals, supporting transparency, compliance, and alignment with customer sustainability expectations.

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.:

   The Company is focused on diversifying its product portfolio through the development and manufacturing of advanced solutions for the Electric Vehicle (EV) segment. By producing high-precision, quality-driven products, the Company contributes to improved vehicle efficiency, enhanced performance, and the reduction of greenhouse gas emissions. In line with its sustainability commitments, the Company has established targets to increase the use of renewable energy and support its carbon neutrality and decarbonization objectives, thereby contributing to a lower-carbon and more sustainable future.

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

श्री **VIDYADAAYINI**

Promoting Education: The Company is committed to strengthening the educational and knowledge base of society, driven by the belief that quality education can help address critical challenges such as poverty, inequality, and environmental degradation. The initiative focuses on fostering holistic development and nurturing leadership qualities among underprivileged children through innovative and creative learning programs. These programs emphasize the development of life skills, confidence, teamwork, and leadership through music, sports, games, and other experiential learning activities.

As part of its CSR commitment, the Company has undertaken the Vidyavahini Project in association with The Society for Door Step School. The project aims to improve access to education and support the overall development of underprivileged children. During the reporting period, the Company contributed a total project amount of ₹6408000

श्री **Kalyanam –**

Rural Development: The Company is committed to improving the quality of life and living standards of rural communities through the development of essential infrastructure and community-focused initiatives. The program aims to address the challenges faced by rural households, promote sustainable community development, support youth empowerment, and enhance overall family well-being. Through these efforts, the Company seeks to contribute to the creation of progressive, self-reliant, and resilient rural communities.

As part of its CSR initiatives, the JH Kalyanam Project is being implemented in association with the Pragati Foundation. The project focuses on rural development and community welfare activities that foster long-term socio-economic growth and improved living conditions. During the reporting period, the Company contributed a total project amount of ₹20,00,000

श्री **Aarogyam – Healthcare Initiative**

Promoting Healthcare: The Company is committed to enhancing the health and well-being of underprivileged communities across both rural and urban areas. Through its healthcare initiatives, the Company supports access to quality healthcare services, preventive care, early diagnosis, and health monitoring. The programs include providing assistance to healthcare institutions with diagnostic and medical equipment, supporting health camps, and undertaking other initiatives aimed at improving community health outcomes and overall wellness.

As part of its CSR commitment, the JH Aarogyam Project is being implemented in association with the Inga Health Foundation. The initiative focuses on strengthening healthcare accessibility and promoting the overall well-being of underserved communities. During the reporting period, the Company contributed a total project amount of ₹9,69,000

श्री **Sanskriti – National Heritage, Art and Culture Initiative**

National Heritage, Art and Culture: The Company is committed to preserving and promoting India's rich cultural heritage, traditional arts, and historical legacy. Through this initiative, the Company supports programs aimed at the conservation of national heritage and the promotion of traditional music, dance, handicrafts, and other indigenous art forms. These efforts contribute to safeguarding cultural traditions, fostering artistic talent, and creating awareness about the importance of preserving the country's diverse cultural heritage for future generations.

As part of its CSR commitment, the JH Sanskriti Project is being implemented in association with the Bharat Itihas Sanshodhak Mandal. The project focuses on the preservation, promotion, and development of cultural and heritage-related activities. During the reporting period, the Company contributed a total project amount of ₹5,00,000

श्री **VASUNDHARA**

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

C.4: Principle 4

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 - 2026 (Current Financial Year)			FY 2024-2025 (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	278	278	100	259	259	100
Other than permanent	43	43	100	24	24	100
Total employees	**321**	**321**	**100**	**283**	**283**	**100**
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	597	597	100	426	426	100
Total workers	**597**	**597**	**100**	**426**	**426**	**100**

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

Category	FY 2025 - 2026 (Current Financial Year)					FY 2024-2025 (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)
Employees										
Permanent	278	0	0	278	100	259	0	0	259	100
Male	271	0	0	271	100	252	0	0	252	100
Female	7	0	0	7	100	7	0	0	7	100
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	43	0	0	43	100	24	0	0	24	100
Male	39	0	0	39	100	21	0	0	21	100
Female	4	0	0	4	100	3	0	0	3	100
Other	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Other than permanent	597	0	0	0	100	426	0	0	426	100
Male	535	0	0	0	100	399	0	0	399	100
Female	62	0	0	0	100	27	0	0	27	100
Other	0	0	0	0	100	0	0	0		0

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	21539424	1	2685000		
Key Managerial Personnel	5	7568280				
Employees other than BoD and KMP	305	495265	10	231229		
Workers	535	264000	62	264000		

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

Question	FY 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Gross wages paid to females as % of total wages	5.11	1.65

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The Cross-Functional Committee, comprising the CHRO, CFO, COO, and Plant Head(s), is responsible for addressing and resolving any reported human rights concerns or violations. The Committee reviews and assesses the relevant policies, investigates reported cases, and implements appropriate corrective actions to ensure timely and effective resolution.

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

Divgi TTS has established a grievance redressal mechanism in accordance with the provisions of the Industrial Disputes Act, 1947, to address concerns raised by employees. Employees and their representatives can report grievances related to wages, discrimination, child labour, human rights, and other workplace-related issues.

The Corporate HR Head is responsible for addressing and resolving human rights concerns or impacts caused or contributed to by the Company's operations. Divgi TTS adopts a value-chain approach to identify, assess, and mitigate adverse environmental and social impacts arising from its business activities. Process owners and Plant Heads are accountable for evaluating such impacts within their respective areas and implementing appropriate mitigation measures. The Management Systems Head provides centralized oversight across the value chain, ensuring that robust processes are in place and that any identified impacts are systematically addressed and mitigated.

To support a fair, safe, and inclusive work environment, the Company has implemented the following internal mechanisms for addressing grievances related to human rights and workplace conduct:

- Employee Code of Conduct
- Prevention of Sexual Harassment (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 2025 - 2026 (Current Financial Year)			FY 2024-2025 (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	0	0	0	No complaint received
Discrimination at workplace	0	0	0	0	0	No complaint received
Child labour	0	0	0	0	0	No complaint received

Category	FY 2025 - 2026 (Current Financial Year)			FY 2024-2025 (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	0	0	0	No complaint received
Wages	0	0	0	0	0	No complaint received
Other human rights related issues	0	0	0	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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (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 matters relating to sexual harassment, Divgi TTS has constituted a POSH Committee in accordance with applicable legal requirements to ensure prompt and fair redressal of complaints. The Committee takes appropriate and effective measures to protect the rights and well-being of complainants while maintaining strict confidentiality throughout the investigation and resolution process. Regular awareness and sensitization programs are conducted to educate employees on the prevention of sexual harassment, workplace dignity, and the available grievance redressal mechanisms.

Cases involving discrimination, bullying, harassment, or other inappropriate workplace conduct may be reported through the following channels:

Email: gkdalvi@divgi-tts.com

Contact Number: +91 9922909464

Postal Address:

Divgi TTS Limited

G-75, MIDC Bhosari,

Pune – 411026, Maharashtra, India

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	100
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. :**

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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ		
Energy consumption through other sources (C)	GJ		
Total energy consumed from renewable sources (A+B+C)	GJ	0	0
Total energy consumed from			
Total electricity consumption (D)	GJ	28,613.31	20459.61
Total fuel consumption (E)	GJ	1708.90	1132.79
Energy consumption through other sources (F)		0	
Total energy consumed from non-renewable sources (D+E+F)		0	0
Total energy consumed (A+B+C+D+E+F)	GJ	30322.21	21592.4
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)		80.85	85.20
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ revenue from operations adjusted for PPP)		0	0
Energy intensity in terms of physical output		0.00497	0.00804
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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
(i) Surface water	kiloliters	0	0
(ii) Groundwater	kilolitres	2119	1879.72
(iii) Third party water	kilolitres	19968	14416.53
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	22087.00	16296.25
Total volume of water consumption	kilolitres	22087.00	16296.25
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	kilolitres / crore H turnover	58.89	67.86
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres / crore H turnover	0	0
Water intensity in terms of physical output (Total water consumption / physical unit)	Kilolitres/ Product	0.0036	0.0064
Water intensity (optional) – the relevant metric may be selected by the entity	NA		
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 2025 – 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		0
- With treatment - please specify level of treatment		0
(ii) To Groundwater	0	0
- No treatment		0
- With treatment - please specify level of treatment		0
(iv) To Seawater	0	0
- No treatment		0
- With treatment - please specify level of treatment		0
(iii) Sent to third-parties	0	0
- No treatment		0
- With treatment - please specify level of treatment		0
(v) Others	0	0
- No treatment		0
- With treatment - please specify level of treatment		0
Total water discharged (in kilolitres)	0	0
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?	0	0
If yes, name of the external agency.	0	0

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 is a critical natural resource, and comprehensive measures have been implemented across all manufacturing units to promote water conservation, recycling, and Zero Liquid Discharge (ZLD). Advanced wastewater treatment systems, including Sewage Treatment Plants (STPs) with primary, secondary, and tertiary treatment processes, have been installed at all manufacturing locations. These facilities are equipped with technologies such as nanofiltration, reverse osmosis (RO), and ultraviolet (UV) treatment to ensure that wastewater is treated to a reusable quality. The treated water is subsequently utilized for non-potable applications such as flushing, floor cleaning, and other housekeeping & landscaping activities within the premises, thereby significantly reducing dependence on freshwater resources and supporting sustainable water management practices.

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

Parameter	Please specify unit	FY 2025 – 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
NOx	mg/Nm3	21.19	3.29
SOx	kg/day	0.28	0.72
Particulate matter (PM)	mg/Nm3	26.10	30.23
Persistent organic pollutants (POP)	mg/Nm3	0	0
Volatile organic compounds (VOC)	mg/Nm3	0	0
Hazardous air pollutants (HAP)	PPM	25.3	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.		Environmental testing is conducted by a laboratory recognized by the Ministry of Environment, Forest and Climate Change (MoEFCC). Additionally, annual surveillance audits and third-party verification are carried out by DQS India to ensure compliance with the requirements of the ISO 14001 environmental management standard.	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 2025 – 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	118.58	0
Total scope 2 emissions(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	5,778.29	0
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO2e/crore H turnover	15.72	0
Total scope 1 and scope 2emission 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)	tCO2e/crore H turnover	0	0
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO2e/unit production	9.67	0

Parameter	Unit	FY 2025 – 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		15.72 tCO_2e/₹ Cr or 9.67 kg CO_2e per unit produced	0
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No	0
If yes, name of the external agency.		DQS India	0

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

Company acknowledges the significant challenges posed by climate change and has identified greenhouse gas (GHG) emission reduction as a key pillar of its ESG strategy.

To support this commitment, the Company has implemented several initiatives, including:

- Increasing the share of renewable energy in its energy portfolio through on-site solar installations, open-access power purchase agreements, and company-owned wind farms. The Company continually assesses opportunities to further expand its use of renewable energy sources.
- Investing in advanced technologies and upgrading existing equipment to improve energy efficiency and reduce overall energy consumption.
- Maximizing the use of natural daylight by incorporating transparent roofing materials across facilities.
- Promoting carbon sequestration through extensive tree plantation programs that exceed regulatory green belt requirements.
- Enhancing supply chain and logistics operations to optimize transportation efficiency and reduce fuel consumption across the value chain.

9. Details related to waste management:

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

Parameter	FY 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total waste generated (in metric tonnes		
Plastic waste (A)	23.83	5.16
E-waste (B)	0	0.426
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)	151,35	0
Other Non-hazardous waste generated (H). Please specify, if any	595.58	0
Total (A+B+C+D+E+F+G+H)	770.86	5.586
Waste intensity per crore rupee of turnover (tonne/crore per turnover)	2.055	0.932
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)	77911.9	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	23.83	0	0	0	0
E-waste	0	0	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	151.35	0	0
Other non-hazardous waste generated, if any	555.58 Aluminum +steel burr	22.06 Wood	29.04 Corrugated scrap	0	0	0
Total	**555.58**	**44.89**	**29.04**	**151.35**	**0**	**0**

c. Different types of waste recovered or disposed 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	5.16	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
Total	**0**	**5.586**	**0**	**0**	**0**	**0**

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 implemented comprehensive waste management practices in compliance with applicable statutory and regulatory requirements, as well as the requirements of ISO 14001 and ISO 45001 standards.

To effectively manage waste generated from our operations, waste streams are clearly categorized into hazardous and non-hazardous waste. Separate collection bins are provided at each shop/cell across all plants to ensure segregation at the source. Waste remains segregated throughout its lifecycle, including collection, internal transportation, storage, and final disposal.

Authorized waste management vendors approved by the State Pollution Control Board (SPCB) have been identified and engaged to ensure the safe, environmentally responsible, and sustainable handling, transportation, recycling, treatment, and disposal of waste. Waste generation, storage, disposal, and related records are systematically monitored and maintained. Agreements with waste collection and processing agencies are established in accordance with applicable regulatory requirements.

Hazardous waste recycling and disposal are carried out exclusively through authorized agencies. In addition, returnable packaging systems are utilized with both customers and suppliers, helping to reduce waste generation across the value chain and promote resource efficiency. We also ensure the timely submission of all applicable statutory returns and regulatory reports related to waste management, thereby maintaining full compliance with legal and environmental obligations.

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	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	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/guid elines 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

All the Company's manufacturing units are compliant with applicable environmental, factory, and labour laws, regulations, and guidelines. To maintain continuous compliance, the Company utilizes a technology-enabled compliance management platform that monitors a broad spectrum of statutory and regulatory requirements and provides real-time tracking of compliance status. Furthermore, a robust maker-checker framework has been established to verify compliance activities, enhance accountability, and strengthen overall governance and control mechanisms.

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 2025- 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	2119	1879.72
(iii) Third party water	19968	14416.53
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	22087	16296.25
Total volume of water consumption (in kilolitres)	22087	16296.25

Parameter	FY 2025- 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Water intensity per rupee of turnover// n(Water consumed/turnover)	58.89	67.86
Water intensity (optional) – the relevant metric may be selected by the entity	-	0
Water discharge by destination and level of treatment (in kilolitres)	393.58	0
(i) Into Surface water	-	0
-- No treatment	-	0
-- With treatment - please specify level of treatment	-	0
(ii) Into Groundwater	-	0
-- No treatment	-	0
-- With treatment - please specify level of treatment	-	0
(iii) Sent to third-parties	-	0
-- No treatment	-	0
-- With treatment - please specify level of treatment	-	0
(iv) Into Seawater	-	0
-- No treatment	-	0
-- With treatment - please specify level of treatment	-	0
(v) Others	-	0
-- No treatment	-	0
-- With treatment - please specify level of treatment	-	0
-- For gardening/landscaping purpose	393.58	0
Total water discharged (in kilolitres)	-	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 2025- 2026 (Current Financial Year)	FY 2024-2025 (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 / 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.		No	

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.:

NO.

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
1	Installation of Rooftop Solar Power Plant for Renewable Energy -400 KW	Usage of Renewable energy for Sustainable operation and reduce the carbon foot print	Reduced dependence on conventional energy sources, lowered GHG emissions, and achieved cost savings through the generation of clean renewable energy.
2	Secure IGBC Green Facility Certification to promote eco-friendly operations and sustainable development.	Provide an open gym facility within the company premises to promote employee health, fitness, and overall well-being. Plantation of trees and maintain the biodiversity.	Improved environmental performance, enhanced employee health and well-being through better workplace facilities, increased green cover, and strengthened the Company's sustainability credentials.
3	Reuse of RPO oil	RPO oil collected from trays during washing operations is filtered and reused for internal applications, promoting resource conservation and waste reduction.	Reduced waste generation and fresh oil consumption, improved resource efficiency, and promoted circular economy practices through recycling and reuse of RPO oil.
4	To promote and maintain tree plantation for enhancing biodiversity and increasing green cover within plant premises, supporting sustainable environmental development.	Maintaining Biodiversity and Green Cover Development	Increased green cover within the plant premises, improved biodiversity, enhanced carbon sequestration, and contributed to a healthier ecosystem.
5	Replace disposable paper cups with durable stainless-steel alternatives to support sustainability initiatives.	Started cup for the tea instead of paper cup in all facilities.	Eliminated significant paper cup waste, reduced consumption of disposable materials, lowered environmental impact, and promoted sustainable employee practices.
6	Utilize harvested pond water for gardening purposes through the installation of a dedicated pumping system.	Using water for domestic use from the natural pond in plant premises.	Reduced reliance on freshwater resources, improved water conservation, optimized utilization of harvested water, and supported sustainable water management practices.

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.:

To ensure business continuity and effective disaster management, we have established a comprehensive Onsite Emergency Plan (OEP) across all our facilities. The plan identifies potential emergency situations and natural disasters, including fire, electrocution, falls from height, earthquakes, and other natural calamities, and outlines measures to minimize their impact on people, assets, and operations.

Key initiatives implemented under the OEP include:

- Formation of dedicated Emergency Response Teams at all plant locations.
- Establishment of Firefighting and First Aid Teams across all facilities.
- Deployment of an adequate number of trained first aiders and firefighters across all three operational shifts.
- Regular conduct of mock drills, emergency response exercises, and plant-wide evacuation drills to enhance preparedness and response capabilities.

In addition, the Company has implemented a robust Business Continuity Plan (BCP) aligned with ISO 14001, ISO 45001, IATF 16949, and ISO 22301 standards. The BCP encompasses mitigation, response, and recovery strategies for:

- Environmental emergencies and natural disasters.
- IT infrastructure and application disaster recovery.
- Situation-specific business continuity scenarios.

Periodic BCP and emergency mock drills are conducted to assess the effectiveness of the plans, strengthen resilience, and ensure readiness to respond to unforeseen disruptions.

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.:

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 (Mccia)	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		NA

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 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	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 2025 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	20	20
Directly from within India	50	50

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 - 2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Rural	50	50
Semi-urban	10	0
Urban	20	20
Metropolitan	20	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 made 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
1.	The Society for Door Step School, Alandi	800 students	
2.	The Society for Door Step School, Dhangarwadi	80+ students	
3.	Pragatee Foundation	200 students	
4.	Punyatma Prabhakar Sharma Seva Manda	120 students	
5.	Guruprasad Education Society	192 students	
6.	Bharat Ithihas Sanshodhak Mandal	-	
7.	Vedanta Cultural Foundation	-	
8.	Inga Health Foundation	6 young patients maxillfocal	

C.9: Principle 9

Essential indicators

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

Divgi TTS has a dedicated Customer Support Function that proactively focuses on customer complaint resolution and continuous improvement of the Customer Satisfaction Index (CSI). Customer Focus is one of the Company's core leadership principles, driving its commitment to delivering quality products and services while maintaining strong customer relationships.

To minimize customer complaints and ensure effective risk management, the Company has established robust systems such as Failure Mode and Effects Analysis (FMEA) and Risk Reduction Mechanisms. These processes help identify potential issues proactively, reduce risks, and enhance product quality and reliability.

As a leading supplier to automotive OEMs, the Company has implemented a comprehensive complaint management framework to address customer concerns efficiently. Customer issues and complaints can be reported through multiple channels, including:

- OEM online portals
- Email communications
- Plant visits and audits
- Customer review meetings and interactions

All customer complaints are systematically recorded in a Defect Tracking System and addressed in accordance with the Company's complaint-handling procedure using the 8D (Eight Disciplines) Problem-Solving Methodology. This structured approach ensures timely root cause analysis, effective corrective actions, and preventive measures to avoid recurrence.

To strengthen customer engagement and responsiveness, a dedicated Key Account Manager (KAM) is assigned to each customer. The KAM serves as the primary point of contact, ensuring that customer complaints, feedback, corrective actions, and Corrective and Preventive Actions (CAPA) are promptly communicated, effectively addressed, and closed within agreed timelines.

Through these structured processes and a strong customer-centric approach, the Company continuously strives to enhance customer satisfaction, improve product performance, and build long-term partnerships with its customers.

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 2025 - 2026 (Current Financial Year)			FY 2024-2025 (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	0	0	0	No complaints received
Advertising	0	0	0	0	0	No complaints received
Cyber-security	0	0	0	0	0	No complaints received
Delivery of essential services	0	0	0	0	0	No complaints received
Restrictive trade practices	0	0	0	0	0	No complaints received
Unfair trade practices	0	0	NA	0	0	No complaints received
Other	0	0	NA	0	0	No complaints received

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.	https://divgi-tts.com/?s=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.:**

   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.:**

   a. **Number of instances of data breaches. :** 0

   b. **Percentage of data breaches involving personally identifiable information of customers :** 0

   c. **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 local laws?	Yes
If yes, provide details in brief.	The information displayed on our product labels complies with all applicable regulatory requirements and industry best practices. Product details are provided in accordance with customer specifications and AIAG traceability requirements to ensure transparency and traceability throughout the supply chain. In addition to mandatory declarations, relevant information regarding product usage, handling, and maintenance is also communicated through product labels and service manuals. To enhance customer awareness and ensure proper product handling, the Company regularly conducts training programs and engagement sessions for dealers and customers. These initiatives help improve understanding of product features, performance, safety requirements, and best handling practices. The Company also places significant emphasis on measuring and improving customer satisfaction. A Customer Satisfaction Survey is conducted annually, and a Customer Satisfaction Index (CSI) is developed and monitored to assess overall customer perception. Survey results are thoroughly analyzed to identify improvement opportunities and implement corrective actions where necessary. In addition, customer scorecards serve as an important indicator of customer satisfaction and performance evaluation. The Company consistently maintains a high level of customer satisfaction, with an average satisfaction rating exceeding 90%, while customer scorecard assessments continue to reflect an "Excellent" performance rating.
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