

BUSINESS RESPONSIBILITY ::
& SUSTAINABILITY REPORT ::

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L72200KA1973PLC002308
2	Name of the Company	Dynamatic Technologies Limited
3	Year of Incorporation	1973
4	Registered office address	JKM Plaza, Dynamatic Aerotropolis, 55, KIADB Aerospace Park, Bangalore 562149
5	Corporate office address	JKM Plaza, Dynamatic Aerotropolis, 55, KIADB Aerospace Park, Bangalore 562149
6	E-mail ID	investor.relations@dynamatics.net
7	Telephone	+91 80 2111 1223/ +91 80 2204 0535
8	Website	www.dynamatics.com
9	Financial year for which reporting is being done	1 st April 2025 to 31 st March 2026
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited National Stock Exchange of India Limited
11	Paid-up capital	INR 6,79,14,430
12	Name and contact details of the person who may be contacted incase of any queries on the BRSR report	1. DIN Number (if applicable): NA 2. Name: Mr. Shivaram V 3. Designation: Chief Legal Officer & Company Secretary 4. Telephone number: + 91 80 2111 1223/ +91 80 2204 0535 5. E-mail ID: investor.relations@dynamatics.net
13	Reporting Boundary	The disclosures under this report are made on standalone basis.
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and Engineering Services	Aerospace & Defence and Hydraulics	100%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Boeing P8 Power & Mission Cabinets, Airbus Flap Track Beams for A320, A321 & A330 family of aircrafts and Aircraft doors for A220, Dassault Falcon 6X Rear Fuel Tank, Deutsche D328eco rear fuselage.	3030	50.39%
2	Hydraulic Gear Pumps, Motors Rock Shaft Assembly, Hitch Control Valves, Lube Oil & Water Pumps	2813	49.57%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	6	11
International	3	5	8

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of states)	PAN India
International (No. of countries)	DTL exports to countries across Asia, Europe, and US

b. What is the contribution of exports as a percentage of the total turnover of the entity : 50.10%**c. A brief on types of customers**

As part of its diverse operations, Dynamatic Technologies Limited (DTL) caters to a wide spectrum of domestic and international customers across its Aerospace and Hydraulics segments.

Aerospace:

Dynamatic-Oldland Aerospace® (DOA) is a pioneer and leader in the Indian private sector for the manufacture of high precision airframe and aerospace components. The Company has best in class infrastructure for catering to the needs of global OEMs such as Airbus, Boeing, Bell Textron, Dassault Aviation, Deutsche Aircraft Group, Hutchinson Group and Thales. Domestically, the Company is working with the defence sector PSU's such as HAL and BEL. The major products of the Aerospace & Defence segment are control surfaces such as wing, ailerons and wing flaps, fuselages, doors and other key flight critical airframe structures such as flap track beams. Over the period, the Aerospace division has developed excellent capabilities in automated robotic machining, five axis components in aluminium, steel, and titanium. The Company has also expertise in tooling capabilities.

Hydraulics:

The Dynamatic Hydraulics® facility has over 50 years of experience in the design and manufacture of gear pumps and supplies products to Agricultural, Construction and Off-Highway vehicle manufacturers. It designs and manufactures hydraulic gear pumps in both aluminium and cast iron, available in multiple frame sizes. The product range includes high-efficiency gear pumps, low noise pumps, high-pressure pumps, axial piston pumps, low torque high-speed hydraulic motors, plunger hand pumps, hitch control valves, rock shaft assemblies, power steering valves, and mobile control valves for global OEMs. The business unit also manufactures bespoke, high-flow scavenging pumps, lube oil pumps, and water pumps for high-horsepower engines, which are used in off-highway vehicles, marine, and offshore equipment. Additionally, the Company designs and builds customized hydraulic solutions, from simple hydraulic pumping units to complex marine power packs, aircraft ground support systems, and turnkey industrial installations. The key customers include global OEMs such as Mahindra & Mahindra, John Deere, JCB, TAFE, Cummins, Alexander Dennis, MacDon, ACE.

IV. Employees**20. Details as on 31st March 2026****a. Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	560	512	91%	48	9%
2	Other than Permanent (E)	20	18	90%	2	10%
3	Total employees (D+E)	580	530	91%	50	9%
WORKERS						
1	Permanent (F)	300	298	99%	2	1%
2	Other than Permanent (G)	864	814	94%	50	6%
3	Total workers (F+G)	1164	1112	96%	52	4%

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D+E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	0	0	0%	0	0%
2	Other than Permanent (G)	1	0	0%	1	100%
3	Total differently abled workers (F+G)	1	0	0%	1	100%

21. Participation/inclusion/representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	33%	15%	15%	38%	11%	25%	39%	26%
Permanent Workers	2%	50%	2%	3%	29%	3%	31%	0%	31%

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

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

Sl. No.	Name of Holding/Subsidiary/ Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
Subsidiaries				
1	JKM Erla Automotive Limited, India	Subsidiary	99.99%	No
2	JKM Research Farm Limited, India	Subsidiary	99.99%	No
3	JKM Global Pte Limited, Singapore	Subsidiary	100.00%	No
4	Dynamatic Manufacturing Limited, India	Subsidiary	99.99%	No
5	Dynamatic Limited, UK	Subsidiary	100.00%	No
6	Yew Tree Investments Limited, UK	Subsidiary	100.00%	No
7	Dynamatic LLC, US	Subsidiary	100.00%	No
8	Eisenwerk Erla GmbH, Germany	Subsidiary	100.00%	No

VI. CSR Details

24.

- i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. Turnover (in Rs.) – 78,393 Lakhs
- iii. Net worth (in Rs.) – 68,502 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	1	0	Closed	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

- 1) The policies governing the Company, including the grievance redressal mechanism, are available on the Company's website at: <https://www.dynamics.com/Investors/Shareholder-Information/>
- 2) The company has appointed Kfintech, SEBI registered Registrar & Transfer Agents to provide share registration and related services to shareholders and investors. During FY 2025-26, there were no investor complaints pending for resolution at the end of the year.
- 3) The grievance redressal mechanism consists of immediate reporting manager, representatives of recognised Union, Dedicated Industrial Relations Managers and HR Business Partners at each factory locations.
- 4) Escalation mechanisms are defined in individual client contracts and addressed as per DTL quality policy.

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, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Stakeholder engagement	Opportunity	Stakeholder engagement is a key opportunity for the company, enabling the company to align with stakeholder expectations, drive innovation, and improve environmental and social outcomes. By engaging transparently with clients, employees, suppliers, and regulators, DTL can enhance trust, ensure regulatory compliance, and strengthen its position as a responsible and reliable global partner.	-	Positive

2	Carbon reduction	Opportunity	Carbon reduction presents an opportunity for companies to improve resource efficiency, lower emissions, and align with global climate goals. At DTL, renewable energy already forms a significant part of its energy mix, supporting the adoption of low-carbon technologies. This reduces long-term operational costs, enhances supply chain credibility, and prepares the business for future regulatory and market shifts related to climate action.	-	Positive
3	Operations environment	Opportunity	Improving operational environmental performance offers DTL the opportunity to conserve resources, reduce waste, and lower costs. The use of solar power across facilities further supports energy efficiency and emissions reduction. These efforts also mitigate regulatory risks, enhance process efficiency, and reinforce DTL's commitment to sustainable and responsible manufacturing.	-	Positive
4	Products Solutions and Services	Opportunity	Developing sustainable products and solutions drives innovation, boosts customer satisfaction, and strengthens differentiation in global markets. By incorporating energy efficiency, resource conservation, and climate-conscious design, DTL can deliver long-term value, minimise lifecycle impacts, and effectively meet the evolving expectations of investors, customers, and the market.	-	Positive
5	Human Rights & labour	Risk	Human and labour rights risks can emerge when safe working conditions are not adequately maintained across its operations and global supply chain. Such lapses may lead to legal penalties, reputational damage, lower ESG ratings and operational disruptions. Given the company's presence in sectors like aerospace and automotive manufacturing, where labour standards and safety are critical, proactive management of these risks is essential to safeguard stakeholder trust and ensure sustainable growth.	DTL enforces a strong Whistleblower Policy and Vigil Mechanism to safeguard ethical conduct and labour rights. Complaints related to misconduct or policy breaches are handled confidentially, with outcomes reviewed quarterly by the Audit Committee and Board. This ensures accountability, swift action, and reinforces the company's commitment to safe and fair working conditions.	Negative
6	Health and Safety	Risk	Managing health and safety is a core business responsibility for DTL. Failure to identify and control workplace hazards through proper risk assessments can lead to accidents, regulatory non-compliance, and reputational damage. These risks not only disrupt operations but also compromise employee well-being and erode stakeholder trust.	DTL addresses health and safety risks through a structured approach outlined in its Risk Management Policy. This includes systematic risk identification, categorisation, description, estimation and the use of a risk matrix to assess impact and likelihood. A dedicated Risk Management Committee oversees this process, ensuring that appropriate controls are in place to protect employees, maintain regulatory compliance, and uphold stakeholder confidence.	Negative

7	Diversity and Inclusion	Opportunity	The company is powered by diverse perspectives; skill sets and life experiences of their employees. To tap into the full potential of human diversity, the company looks at diversity and creates an inclusive working culture underpinned by a fundamental sense of belonging, fairness and equity, enabling people to bring their 'full self' to work and achieve operational efficiency.	-	Positive
8	Data privacy and cyber security	Risk	Data privacy and cybersecurity pose potential challenges for DTL as digital reliance grows across operations and supply chains. Inadequate safeguards may lead to data breaches, loss of stakeholder trust, and compliance issues. Strengthening cybersecurity frameworks helps protect sensitive information, ensure operational continuity, and maintain customer and partner confidence.	To mitigate cybersecurity risks, DTL has implemented a robust information security management system aligned with ISO 27001 standards. This includes regular risk assessments, firewalls, intrusion detection systems, and endpoint protection	Negative
9	Environmental Footprint – Water management	Risk	Water scarcity poses a risk to DTL by potentially disrupting manufacturing operations. Inadequate water management can lead to increased operational costs, regulatory challenges, and reputational concerns. Proactive water conservation and reuse measures are essential to ensure long-term business continuity and environmental compliance.	To mitigate water-related risks, DTL promotes employee awareness on water conservation, implements rainwater harvesting systems, and encourages the recycling and reuse of wastewater across its facilities. Additionally, the Company adopts efficient water usage practices on campuses and monitors consumption to ensure sustainable and responsible water management.	Negative
10	Social Responsibility – Alignment with local communities	Risk	Misalignment with local community interests can lead to reputational damage, operational disruptions, and social unrest. For DTL, maintaining strong community relationships is essential to ensure business continuity, build trust, and support long-term value creation through local employment, skill development, and active engagement in community well-being.	To mitigate risks related to community engagement, DTL focuses on implementing strong local relationships through job creation, skill development initiatives, and active involvement in community welfare. The Company also supports local relief efforts during crises, maintains transparent communication, and ensures timely tax contributions, reinforcing its role as a responsible corporate citizen.	Negative
11	Corporate & sustainability governance	Opportunity	Addressing sustainability & governance is an opportunity to move ahead in the sustainability maturity model with cost saving and benefits as it demands responsible corporate behavior.	-	Positive

12	Responsible sourcing	Risk	As inadequate oversight across the supply chain can lead to environmental violations, human rights concerns, and safety issues. Such lapses may result in regulatory non-compliance, reputational damage, and supply disruptions, impacting operational continuity and stakeholder confidence in the Company's ethical standards.	Established detailed frameworks (including supplier's Code of Conducts) along with processes to evaluate the supplier's adherence to DTL's supplier Code of Conduct and ESG requirements and supporting the suppliers to further enhance their ESG performance to move towards creating a sustainable supply chain base.	Negative
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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	https://www.dynamatics.com/shareholders								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name the national and international codes/ certifications/ labels/ standards	- ISO 9001:2015 - GRI standards - UNGC principles - United Nations SDGs	- AS 9100:2016 - NADCAP Accreditation - GRI standards - United Nations SDGs	- ISO 45001:2018 - GRI standards - UNGC principles - United Nations SDGs	- GRI standards - UNGC principles - United Nations SDGs	- GRI standards - United Nations SDGs	- ISO 14001:2015 - Science Based Targets initiative (SBTi) GRI standards - UNGC principles - United Nations SDGs	- GRI standards - United Nations SDGs	- GRI standards - United Nations SDGs	- ISO 27001:2022 - GRI standards - United Nations SDGs
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5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The Company is committed to reducing emissions and waste, increasing the use of renewable energy, enhancing product responsibility, ensuring occupational health and safety, advancing diversity, equity, and inclusion, fostering a sustainable supply chain, attaining ISO 27001 certification across all plants, providing comprehensive ethics and compliance training, and deploying a robust ESG data management system.
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	Long term Sustainability Goals/ Targets have been identified and the action plan for achieving the same is tracked on a year-on-year basis. Performance of such principles is also reviewed periodically by the Senior Management. Action plans include ongoing implementation of an ESG data management system to enhance reporting and transparency across operations. DTL has sourced 100% of its energy from renewable sources through effective energy management practices, contributing to its commitment to reduce environmental impact.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	Dynatomic Technologies Limited is committed to building a sustainable and socially responsible business that aligns with evolving global expectations. Our ESG roadmap focuses on strengthening governance, cultivating a diverse and inclusive workforce, and minimising the environmental footprint of our operations. To support this commitment, DTL has implemented a comprehensive ESG policy that ensures alignment with applicable local, national, and international regulations. The company has constituted dedicated CSR and Risk Management Committees at the Board level to guide strategic decision-making and oversee the achievement of defined sustainability targets. Key focus areas include reducing emissions, adopting eco-efficient practices, minimising waste, and expanding community development programs. While challenges such as regulatory changes, resource efficiency, and stakeholder expectations require continuous attention, the Company remains focused on meeting its targets through structured action plans and continuous improvement. Through these initiatives, DTL aims to strengthen its long-term resilience, uphold the highest standards of governance, and contribute meaningfully to the communities in which it operates.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.	Name: Dr. Udayant Malhoutra Designation: CEO & Managing Director DIN: 00053714
9. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	Yes, Corporate Social Responsibility Committee (CSR Committee). For composition of CSR Committee, please refer Corporate Governance Report which forms part of this Annual Report.

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee										Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
Performance against above policies & follow up action	Yes										Annually by the Board									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes										Quarterly by the Board									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency: No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1- BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	4	Code of Conduct, ESG, ethics and governance , legal and regulatory updates	100%
Key Managerial Personnel (KMP)	4	Code of Conduct, Anti-Bribery and Anti-Corruption, Prevention of Sexual Harassment at Workplace, Integrity Straight Talks, Integrity e-learning, Anti-trust	100%
Employees other than BoD and KMPs	72	Communication & Time Management First Aiders Training, Prevention of Sexual Harassment at workplace, Cyber Security Awareness, Induction Programme, Financial Management	100%
Workers	104	Waste Management, Disposal and Segregation Training, Electrical Safety, Awareness on EHS Policy, Awareness on AS9100D, Chemical handling and Safety PPEs Usage	100%

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine	NA	Nil	Nil	NA	No
Settlement	NA	Nil	Nil	NA	No
Compounding fee	NA	Nil	Nil	NA	No
Non-monetary					
Imprisonment	NA	Nil	Nil	NA	No
Punishment	NA	Nil	Nil	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 regulatory/ enforcement agencies/ judicial institutions
-	-

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

The company promotes a strong culture of ethics, integrity, and transparency through its Code of Conduct for Board of Directors and Senior Management Personnel. This Code reflects the company's commitment to conducting its operations in compliance with applicable laws and the highest standards of ethical behaviour.

The code, formulated in accordance with SEBI (Listing Obligations and Disclosure Requirements) regulations, 2015, outlines expectations around responsible conduct and explicitly addresses situations that could lead to conflicts of interest or unethical practices. Key provisions include::

- Prohibition of accepting bribes, kickbacks, or any form of improper payment in the course of business
- Guidelines on avoiding situations where personal interests could interfere with professional duties
- Restrictions on accepting gifts intended to influence business decisions or create a perception of bias
- Standards to ensure fair dealings with suppliers, customers, and other stakeholders.

Through these provisions, the company upholds a robust framework for preventing bribery and corruption across all levels of leadership and governance.

Weblink: <https://www.dynamatics.com/shareholders>

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

	FY 2025-26	FY 2024-25
Directors	NA	NA
KMPs	NA	NA
Employees	NA	NA
Workers	NA	NA

6. Details of complaints about conflict of interest.

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	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.

NA

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

No. of days of accounts payables	FY 2025-26	FY 2024-25
	127	164

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of sales	a. Sales to dealers / distributors as % of total sales	5.94%	7.57%
	b. Number of dealers / distributors to whom sales are made	42	48
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	54.6%	54.4%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.71%	10.28%
	b. Sales (Sales to related parties / Total Sales)	1.57%	1.06%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	90%	78%
	d. Investments (Investments in related parties / Total Investments made)	0%	100%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
13	1. Production Part Approval Process 2. Engineering Material Control Manual 3. Raw Material Interpretation 4. Special Process 5. Prevention of FOD 6. Counterfeit Parts 7. Drawing Interpretations 8. Measurement System Analysis 9. Root Cause & Corrective Action 10. Quality Management System 11. Measurement Technik Sheets 12. Net Inspect - First' Article Inspection 13. Embracing Innovations	95%

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

Yes. The company has established a well-defined process to identify, avoid, and manage conflicts of interest involving members of the Board. The Code of Conduct, which applies to all Directors, includes specific provisions on the principles of Conflict of Interest.

To uphold the highest standards of transparency and integrity, the Code requires all Directors to disclose any potential conflicts arising from personal, social, professional, financial, political, or other interests, relationships, or activities that could reasonably be perceived to conflict with the company's interests, affect their judgment, or create an appearance of impropriety.

PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

DTL has been investing in building green campuses. All of this, along with greater use of renewable energy has helped DTL bring down its carbon footprint

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impact
R&D	0	0	-
Capex	0	0	-

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

Yes. Responsible sourcing has been a key area of focus for the company, supported by well-defined policies and structured programs aimed at strengthening performance and fostering long-term partnerships within the supply chain.

The company collaborates closely with its business associates to build strong supplier relationships. Its Integrated Supply Chain and Strategic Sourcing team focuses on emerging technology and new commodities to optimise costs, enhance capacity and ensure consistent adherence to quality standards. The company is progressing towards establishing a "Resilient Supply chain and Strategic Sourcing Organisation".

All engagements with Business Associates are governed by the company's Supply Chain Policy, which outlines expectations around ethical conduct, safety, environmental compliance, and adherence to applicable laws and regulations.

As part of the supplier selection and contract award process, the company evaluates Business Associates' alignment with its supply chain management principles. This includes their commitment to environmental responsibility, human rights, occupational safety, and ethical business practices. Compliance with labour laws and related principles is a mandatory requirement for qualification. Additionally, supplier evaluation covers work methods, service performance, and technical capabilities, while safety assessments are integrated into both the qualification and online vendor registration processes.

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

(a) Plastics (including packaging):

Damaged product packaging is reclaimed at the depots and returned to the respective factories for repacking. Further, the expired products are sent for incineration to an authorised agency in accordance with the Hazardous Waste Management Rules, 2016 ('herein referred to as the Rules')

(b) E-waste:

A pan India based agency authorised by the Pollution Control Board is selected to ensure safe disposal of e-waste with minimal environmental impact

(c) Hazardous waste:

Hazardous waste is categorised as per the Rules and is sent to the authorised end users for utilising the same and converting it into useful products. The remaining hazardous waste is sent for proper disposal at the Pollution Control Board's authorised facilities.

(d) Other waste:

Non-hazardous waste

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

Yes. Plastic waste generated from end products is disposed off under EPR with the help of an agency authorised by the Central Pollution Control Board (CPCB).

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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
No	No	No

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

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

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

Type of Waste	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste (used oil & battery)	NA	NA	NA	NA	NA	NA
Other waste (wood)	NA	NA	NA	NA	NA	NA

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	NA

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	512	512	100%	512	100%	0	0	512	100%	0	0%
Female	48	48	100%	48	100%	48	100%	0	0%	48	100%
Total	560	560	100%	560	100%	48	8.57%	512	91.43%	48	8.57%
Other than Permanent employees											
Male	18	18	100%	18	100%	0	0%	18	100%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	2	100%
Total	20	20	100%	20	100%	2	10%	18	90%	2	10%

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

% of Workers covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	298	298	100%	298	100%	0	0%	298	100%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Total	300	300	100%	300	100%	2	0.67%	298	99.33%	0	0.67%
Other than Permanent Workers											
Male	814	814	100%	814	100%	0	0%	814	100%	0	0%
Female	50	50	100%	50	100%	50	100%	0	0%	50	100%
Total	864	864	100%	864	100%	50	5.79%	814	94.21%	50	5.79%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.93%	1.38%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/N.A)	No. of employees covered (as a % of total employees)	No. of workers covered (as a % of total workers)	Deducted and deposited with the authority (Yes/No/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI*	6.07%	0	Y	8.21%	0	Y

*As per the ESI regulation, 100% of the eligible employees have been covered under the benefits.

3. Accessibility of workplaces

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

Yes

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

DTL's facilities are accessible to differently abled employees with lifts, ramps, and wheelchair provision.

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

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

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

Particulars	Yes/No (if yes, then give details of mechanism in brief)
Permanent Workers	Yes, the company has implemented an open-door approach for every employee, regardless of their position. The company offers various platforms to its employees for sharing their grievances and concerns, including Ethics Speak Up, HR Helpdesk and e-mails to their supervisors. Further, the company follows the 'DTL Code of Conduct', encouraging employees to raise concerns about bribery and corruption, harassment and human rights issues, and insider trading, among others.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	560	0	0	560	0	0
Male	512	0	0	505	0	0
Female	48	0	0	55	0	0
Total Permanent Workers	300	300	100%	309	309	100%
Male	298	298	100%	306	306	100%
Female	2	2	100%	3	3	100%

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health & safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Male	512	512	100%	483	94.34%	505	468	92.67%	468	92.67%
Female	48	48	100%	38	79.17%	55	48	87.27%	48	87.27%
Total	560	560	100%	521	93.04%	560	516	92.14%	516	92.14%
Workers										
Male	298	298	100%	11	3.69%	306	199	65.03%	67	21.9%
Female	2	2	100%	0	0.00%	3	3	100%	0	0
Total	300	300	100%	11	3.67%	309	202	65.37%	67	21.68%

Note: Only permanent employees/workers included

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	512	331	64.65%	505	235	46.53%
Female	48	24	50.00%	55	13	23.64%
Total	560	355	63.39%	560	248	44.29%
Workers*						
Male	298	0	0	306	0	0
Female	2	0	0	3	0	0
Total	300	0	0	309	0	0

* Workers are not covered under formal career development reviews, and their wage revisions are governed by Long-Term Settlements generally negotiated every three years.

10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes. Safety is a core value over which no business objective can have a higher priority. The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensures the protection of environment, health & safety of its employees, contractors, visitors and all other relevant stakeholders including ISO 45001:2018 requirement

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

The company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency preparedness and business continuity. There is a structured Risk Assessment & Management process which is regularly reviewed, and mitigation plans are put in place to reduce the risk.

For all activities including routine or non-routine, hazards are identified by a trained cross functional team and risk assessment is done through Standard Operating Procedures (SOP) which is referred to before starting any activity. Identified hazards and associated risks are addressed through operational control measures using a hierarchy of control approach.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes. A process for incident management exists including incident reporting, investigation, and implementation of appropriate corrective measures. Employees, contractual staff, and visitors are all expected to report incidents including near-miss and potential hazards in addition to accidents.

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

Yes. All the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in proximity.

11. Details of safety related incidents

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

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

At DTL, a culture of safety is encouraged across hierarchies by promoting behavior-based safety, process safety and road safety as key focus areas among its workforce. DTL is taking various measures to further strengthen its process safety through enhancing automation in processes and unit operations. Safety Audit conducted at all manufacturing sites by corporate safety to identify and rectify the gaps in workplace safety.

The company reviews and monitors the safety, health, environmental and sustainability practices, processes, standards, and activities to ensure compliance with appropriate laws and legislation. This also provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly and timely addressed. All the incidents are reported to the Risk Management Committee and are investigated and analysed to avoid any recurrence.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year

Particulars	% 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 and safety practices and working conditions.

We have a robust system of handling safety-related incidents, by conducting regularly audits, awareness and inspections. There were no significant risks/concerns arising from the health & safety practices and working conditions.

Leadership Indicators

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

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.

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources as a part of regular checks while processing the invoices. Periodic audits are also conducted to ensure compliance.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment*	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	Please refer to point number 6
Working Conditions	

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.

The Company conducts EHS system & regulatory audits of third parties, their warehouses and of suppliers at regular intervals to ensure compliance of various processes. Regular follow ups are being done to ensure implementation of suggested corrective / preventive actions.

PRINCIPLE 4- BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

The Company identifies and engages with various stakeholders with the intention of understanding and addressing their expectations and developing short, medium, and long-term strategies of the Company. The internal and external groups of key stakeholders identified based on their immediate impact on the operations and working of the Company include Customers, Suppliers, Investors, Employees, Competitors, Regulators, Trade bodies, Local Communities & Trade Unions.

The Company also engages with the analysts and news media from time to time.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual reports, earnings calls, newspaper advertisement/notices, the Company's website, annual general meetings, and press releases.	Quarterly/yearly	Providing information and update on the Company's performance
Employees	No	Code of Conduct, trainings, workshops, employee touch base and grievance mechanisms	Need-based, quarterly	Rewards, training and development, wellness and safety measures
Customers	No	Meetings at the customer premises, events, conferences, trade shows, leadership meetings, programme reviews and satisfaction surveys	Need-based	Product/service information, customer feedback
Academic institutions	No	MoUs, technology meetings, conferences, and seminars	Ongoing basis	Capability development and research
Suppliers, Vendors and Partners	No	Supplier code of conduct, contracts, training & awareness, and appraisals	Ongoing and need based	Supplier sustainability
Communities	Yes	CSR policy, volunteering programmes.	Quarterly and annually	Community development
Trade Union	No	Right of all personnel to form and join trade unions of their choice and bargain collectively	Need-based	Long-term settlement discussions and training & development
Competitors	No	Through industry bodies, associations, seminars, exhibitions, and events	Ongoing and need based	representing before statutory authorities Industry
Regulatory Bodies	No	Statutes and regulations	Need-based	Statutory and regulatory compliances

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's management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees etc. The Company has Risk Management and CSR Committees that update the progress of actions in respect to economic, environmental and social topics to the Board and takes inputs on a regular basis.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Consultation with stakeholders on Environment, Social & Governance (ESG) topics are delegated to the departments within the organization who are also responsible for engaging with stakeholders continually. Within the domains of E, S and G, we are constantly thinking about the most important issues and preparing for them through these consultations.

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

Local Community members including but not limited to women, the elderly, adolescents, youth, children, and persons with disabilities, are some of key vulnerable group identified as they experience the highest degree of socio-economic marginalization. These groups have limited capacities and opportunities to cope and adapt and hence the company has priority to address these groups, especially rural children and gives them priority assistance under the company's CSR policy.

PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicator

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	560	560	100%	560	560	100%
Other than Permanent	20	20	100%	17	17	100%
Total employees	580	580	100%	577	577	100%
WORKERS						
Permanent	300	300	100%	309	309	100%
Other than Permanent	864	864	100%	804	804	100%
Total workers	1164	1164	100%	1113	1113	100%

2. **Details of minimum wages paid to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wages		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	512	0	0	512	100%	505	0	0	505	100%
Female	48	0	0	48	100%	55	0	0	55	100%
Non-permanent										
Male	18	0	0	18	100%	14	0	0	14	100%
Female	2	0	0	2	100%	3	0	0	3	100%
Workers										
Permanent										
Male	298	0	0	298	100%	306	0	0	306	100%
Female	2	0	0	2	100%	3	0	0	3	100%
Non-permanent										
Male	814	0	0	814	100%	781	0	0	781	100%
Female	50	0	0	50	100%	23	0	0	23	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)*	3	46,00,000	2	23,00,000
KMP (other than BoD)**	3	3,46,41,036	-	-
Employees other than BoD & KMP***	509	7,29,924	48	4,71,2723
Workers	298	10,86,770	2	10,68,696

*Sitting fees paid to Independent directors. However, no sitting fees is paid to Non-Executive & Non- Independent directors

** Salaries paid to CEO & MD, ED & CFO, CLO & CS

*** The employee numbers are calculated based on the total employees during the year.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	5.56%	6.71%

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

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

DTL is committed to fairness in all its operations and interactions. The company strongly opposes any violations of human rights, including the use of forced or child labor, both within its own activities and those of its business partners. It aligns with internationally recognized human rights standards and ensures these principles are respected across its workforce and value chain.

The company promotes a work environment where individuals are treated with respect and dignity. The company values diversity and ensures equal treatment for all employees, with clear policies against discrimination and harassment.

To support these commitments, DTL has established a well-defined grievance resolution mechanism. This system operates based on the principles of natural justice, confidentiality, sensitivity, non-retaliation, and fairness. All reported concerns are handled with care, and timely action is taken. The investigation process ensures that every party has an opportunity to present relevant information, helping maintain transparency and accountability throughout.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced / Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on 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

- I. An independent Internal Committee (IC) drawn from cross functional/location employees, follows the process/guidelines as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- II. The whistleblower policy ensures that no unfair treatment will be meted out to a whistleblower by virtue of his/her having reported a protected disclosure under the policy. The Company, as a policy, condemns any kind of discrimination, harassment, victimization, or any other unfair employment practice being adopted against whistleblowers. Complete protection will, therefore, be given to whistleblowers against any unfair practices like retaliation, threat, or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the whistleblower's right to continue to perform his/her duties/functions including making further Protected Disclosure.

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

Yes, human rights are part of the integrity clauses both sales and buy side. The company's code of conduct requires suppliers to uphold human rights in their businesses, privatising the absence of child and forced labour and upholding the laws of the land relating to human rights related aspects.

10. Assessments for the year:

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% by External Auditor
Forced/ involuntary labour	100% by External Auditor
Sexual harassment	100% by External Auditor
Discrimination at workplace	100% by External Auditor
Wages	100% by External Auditor

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

Not Applicable

Leadership Indicators

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

DTL undertakes periodic human rights risk assessments to evaluate actual and potential impacts at the entity level and identify its salient human rights issues. Based on these assessments, the company implements appropriate measures to prevent, mitigate, and manage adverse human rights impacts across its value chain.

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

DTL is committed to creating an inclusive workplace by incorporating accessibility into the design of workstations, restrooms, common areas, and movement spaces. Beyond complying with legal requirements, these initiatives help build a supportive environment where employees feel respected and included, while also strengthening workplace equality, diversity, and mutual understanding.

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, most of the locations are accessible to differently abled persons.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	0
Child Labour	0
Forces Labour/ Involuntary Labour	0
Wages	0
Others – please specify	0

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

NA

PRINCIPLE 6- BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (GJ)		
Total electricity consumption (A)	2,526.16	1,139.98
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,526.16	1,139.98
From non-renewable sources (GJ)		
Total electricity consumption (D)	29,140.65	24,989.50
Total fuel consumption (E)	2157.15	1,014.37
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	31,297.80	26,004.00
Total energy consumed (A+B+C+D+E+F)	33,823.96	27,144.00
Energy intensity per rupee of revenue from operations (Total energy consumption/ revenue from operations in Millions)	0.0000043	0.0000042
Energy intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000087	0.000087
Energy intensity in terms of physical output	6.07	12.65

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

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

NA

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water	23,765.19	22,753.41
(iv) Seawater/Desalinated Water	-	-
(v) Others	-	-
Total volume of water withdrawal (in million kilolitres) (i+ii+iii+iv+v)	23,765.19	22,753.41
Total volume of water consumption (in million kilolitres)	23,765.19	22,753.41
Water intensity per rupee of revenue from operations (Water consumed/ revenue from operations)	0.00000303	0.00000355
Water intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000617	0.000073
Water intensity in terms of physical output	4.26	10.84

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

4. Provide the following details related to water discharged.

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water		
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(ii) To groundwater		
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(iii) To seawater		
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment & complying with discharge Quality & Quantity limit based on Consent to Operate	0	0
Total water discharged in kilolitres	0	0

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

No

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

Yes. The company has installed highly efficient wastewater treatment systems (STP & ETPs) across all its manufacturing sites. In line with zero liquid discharge principle, our major units are recycling treated wastewater for irrigation, gardening as well as flushing purpose.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	mg/Nm3	22.05	11.4
SOx	mg/Nm3	7.75	5.6
Particulate matter (PM)	mg/Nm3	16.7	14.3
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others	-	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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	159.39	74.83
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5717.47	5046.49
Total Scope 1 and Scope 2 emissions per rupee of revenue from operations (Total Scope 1 and Scope 2 emissions/ Revenue from operations)	(MT CO2e/INR)	0.00000075	0.000000799
Total Scope 1 and Scope 2 emissions per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / revenue from operations from operations adjusted for (PPP))	(MT CO2e/USD)	0.00001525	0.000016
Total Scope 1 and Scope 2 emission intensity in terms of physical output	(MTCO2e/ Number of units produced)	1.05	2.75

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.

Not Applicable

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

As a part of DTL sustainability targets and ESG agenda, the company has set an ambition to enable a low-carbon society where, the company has also committed to partner with its customers and suppliers to reduce emissions and achieve carbon neutrality in its own operations. The company has taken commitment towards renewable energy and cleaner and more efficient technologies to reduce its own emissions. The company has planned to have a clear energy efficiency target with the help of its energy management systems.

To realise the aforesaid commitment, the company has taken various initiatives such as installation of solar systems, green power procurement through third party power purchase agreements (PPAs) and is also strengthening its energy management systems to further reduce energy consumption and enhance the energy efficiency of electrical equipment at its premises.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste (A)-metric tonne	4.83	3.63
E-Waste (B)- metric tonne	3.52	-
Bio-Medical Waste (C)- metric tonne	0.15	0.07
Construction and demolition waste (D)- metric tonne	0	0

Battery Waste (E)- metric tonne	0	0
Radioactive waste (F)- metric tonne	0	0
Other Hazardous waste. Please specify, if any (G)	51.52	31.82
Other Non-hazardous waste generated (H). Please specify, if any.	167.56	113.02
Total (A+B+C+D+E+F+G+H)-million tonnes	227.57	148.53
Waste intensity per rupee of revenue from operations (Total waste generated / revenue from operations)	0.000000029	0.000000023
Waste intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total waste generated / revenue from operations adjusted for PPP)	0.000000059	0.000000048
Waste intensity in terms of physical output-waste generated/tonne of crude steel	0.04	0.07
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (metric tonnes)		
Category of waste		
(i) Recycled	3.52	0
(ii) Re-used	0	0
(iii) Other recovery operations (safely disposed)	0	0
Total (metric tonnes)	3.52	0
For each category of waste generated, total waste disposed by nature of disposal method (metric tonnes)		
Category of waste		
(i) Incineration	51.52	113.02
(ii) Landfilling	-	0
(iii) Other disposal operations	167.56	31.8
Total (metric tonnes)	219.08	144.82

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.

Not Applicable

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

A guideline applicable company-wide ensures that the legal requirements for the transport and disposal of waste are complied with locally. All manufacturing sites have a clearly designated organisational unit responsible for sorting, classifying, and handing over waste to disposal companies. DTL conducts regular audits at the locations where the wastes are disposed to ensure it is treated and disposed in a scientific manner with minimum impact on the environment. Segregation of wastes is ensured at its place of generation. Process changes are also aimed at reducing generation of hazardous wastes. The thrust is on recycling and reuse of hazardous wastes. Those which cannot be reused are disposed in line with statutory requirements.

To offer a green product to the customers and meet various national/international regulations on material management, DTL has established a strong internal material compliance management system to reduce usage of hazardous and toxic chemicals in our products and processes.

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.

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

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2025-26.

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web Links
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.

Yes, Dynamatic Technologies has complied with applicable environmental law/regulations/guidelines in India.

S.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
NA				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilo litres): For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area	Bangalore
(ii) Nature of operations	Manufacturing and Engineering Services

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

Parameter	FY 2025-26	FY2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	23,765.19	22,753.41
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	23,765.19	22,753.41
Total volume of water consumption (in kilolitres)	23,765.19	22,753.41
Water intensity per rupee of turnover (Water consumed/ turnover)	0.00000303	0.00000355
Water intensity (optional) – the relevant metric may be selected by the entity	4.26	10.84
Parameter	FY 2025-26	FY2024-25
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
ii. To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
iii. To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
iv. Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
v. Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

*This activity is work in progress and shall be implemented in due course.

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

NA

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

NA

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.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar power panels installation	Enhancement of renewable energy utilization www.dynamatics.com	CO ₂ emission reduction
2	Rainwater harvesting system implementation	The purpose is to capture maximum rainwater for recharge and reuse purposes www.dynamatics.com	Water footprint reduction
3	Single use plastic free premises establishment	Elimination of single use plastic also helped in reducing plastic waste within our premises www.dynamatics.com	Waste reduction

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

DTL has a well-established business continuity and disaster management framework that is fully aligned to ISO 22301:2019, CMMI-SVC and is integrated with other quality management systems for consistent deployment across the organisation. The function is governed by a trained pool of subject matter experts at various levels of the organisation ensuring upkeep of business continuity plans, planning, and executing drills to achieve seamless resumption, in case of any disruption. The entire process is integrated with other business processes through in-house developed tools that support planning and communication with all stakeholders.

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.

NA

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

NA

PRINCIPLE 7- BUSINEESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicator

- 1 a. Number of affiliations with trade and industry chambers/ associations.

10

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
3	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	MCC Chamber of Commerce & Industry	National
5	Bangalore Chamber of Industry and Commerce (BCIC)	National
6	Aerospace & Aviation Sector Skill Council (AASSC)	National
7	Fluid Power Society of India	National
8	US-India Business Council	International
9	Indo American Chamber of Commerce (IACC)	International
10	Indo-Canadian Business Chamber	International

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

Name of the Authority	Brief of the case	Corrective Action Taken
Nil		

Leadership Indicators

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

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

PRINCIPLE 8-BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Nil					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

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 n the FY (In INR)
Nil						

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

The Company has a focused group comprising the senior leadership and the CSR head interacts with the community leaders to understand and address their concerns. Further, the Company also has a whistleblower policy in place for all its stakeholders to file their grievances. Same can be accessed at <https://www.dynamatics.com/Investors/Shareholder-Information/>

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	21.84%	19.72%
Directly from within India	NA	NA

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

Location	FY 2025-26	FY 2024-25
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

Leadership Indicators

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

NA

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

S. No.	State	Aspirational district	Amount spent (in Rs.)
1	Nil	Nil	Nil

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

No, a common sourcing policy that is based on attributes, quality, costs, and capability is followed. This policy does not differentiate between sourcing groups and categories.

(b) From which marginalized /vulnerable groups do you procure?

NA

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

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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 during FY 2024-25	% of beneficiaries from vulnerable and marginalized groups
	The CSR amount spent during the year was towards ensuring Environmental Sustainability, Promoting Education and promoting Health Care. This initiative was benefited by large number of people in the vicinity including vulnerable and marginalised groups, which is difficult to quantify.		

PRINCIPLE 9- BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

The Company has a set process for the customer care response process, to address any customer issues with the Company's offering and service portfolio. Each customer concern is addressed with utmost care at all levels. DTL teams acknowledge, analyse the incidents, and develop an action plan to resolve them. The team engages with the customer, to validate the action plan and regularly updates customers about the progress of action taken. Any feedback from the customer is taken positively and action plans are refined to ensure utmost customer satisfaction.

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

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

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cybersecurity	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Others-Quality of Products	0	0	Nil	0	0	Nil

4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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

Yes. Web link: www.dynamatics.com

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

Nil

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

Nil

b. Percentage of data breaches involving personally identifiable information of customer)

Nil

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

1. Channels / platforms where information on products and services of the Company can be accessed

Weblink: <https://www.dynamatics.com>

2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

At DTL, sustainable innovation is a core part of the Company's DNA. The Company continues to work together and with our partners and customers to explore new ways to incorporate sustainable materials across our solutions and bring them to new markets including increased communications.

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

Issues are bound to arise in any customer/supplier relationship and therefore DTL maintains continual communication with customers to identify problems before they become serious. This allows both parties to work towards mutually beneficial solutions. The company's teams focus on quality and customer service and continue to strengthen the position DTL as a trusted partner.

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

NA

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