SEC/SE/033/2026-27
Chennai, July 07, 2026

To	To
National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra(E), Mumbai - 400051 NSE Symbol - DATAPATTNS	**BSE Limited** 25th Floor, P.J. Towers, Dalal Street, Mumbai - 400 001 Company Code: 543428

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, please find enclosed herewith Business Responsibility and Sustainability Report ("BRSR") of the Company for the Financial Year 2025-26 along with an Independent Practitioner's Reasonable Assurance Report on Identified Sustainability Information provided by M/s. Kalyaniwalla & Mistry LLP, Chartered Accountants. The BRSR and the Assurance Report also forms the part of the Annual Report for the Financial Year 2025-26, which was submitted to the stock exchanges today i.e. on July 07, 2026.

We request you to take the above on record and oblige.

Thanking You.

For **Data Patterns (India) Limited**

R PRAKASH Digitally signed by R PRAKASH

Prakash R
Company Secretary and Compliance Officer
Membership No.F13620

Encl: As above

DATA PATTERNS

Business Responsibility and Sustainability Reporting

SECTION A - GENERAL DISCLOSURE

I. Details of the listed entity/ Company Details		
Sr. No.	**Particulars**	**Details**
1	**Corporate Identity Number (CIN) of the Listed Entity**	L72200TN1998PLC061236
2	**Name of the Listed Entity**	Data Patterns (India) Limited
3	**Year of incorporation**	1998
4	**Registered office address**	Plot No. H-9, Fourth Main Road, SIPCOT IT Park, Siruseri, Chennai - 603103
5	**Corporate address**	Plot No. H-9, Fourth Main Road, SIPCOT IT Park, Siruseri, Chennai - 603103
6	**E-mail**	investorgrievance@datapatterns.co.in
7	**Telephone**	+91-44-47414000
8	**Website**	https://www.datapatternsindia.com
9	**Financial year for which reporting is being done**	2025 - 2026
10	**Name of the Stock Exchange(s) where shares are listed**	National Stock Exchange of India Limited and BSE Limited
11	**Paid-up Capital**	Rs. 11,19,67,938/- consisting of 5,59,83,969 Equity Shares of Rs. 2/-each.
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.**	Mr. S Thomas Mathuram Senior Vice President - Business Development Telephone: 47414000 Email: investor.relations@datapatterns.co.in
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**	M/s. Kalyaniwalla & Mistry LLP, Chartered Accountants
15	**Type of assurance obtained**	Reasonable Assurance obtained on the BRSR Core

II. Products / services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of Electronic Warfare, Radar, avionics	84.85%
2	Service	Repairs, Overhaul and Job work	15.15%

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

Sr. No	Product / Service	NIC Code	% of total Turnover contributed
1	Radar and Fire Control Systems	26515	42.03%
2	Avionics and Electronic Warfare	30305	40.26%
3	Automatic Test Equipment	71200	2.56%
4	Service and others	33190	15.15%

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	1	4	5
International	0	0	0

19 Markets served by the entity

a. No of locations

Location	Number
National (No. of States)	8
International (No. of Countries)	6

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

6.68%

c. A brief on types of customers

The customers of the Company cater to defence sector. The Company operates in defence and aerospace related products for its customers. Majority of its customers are either Government or Public Sector Undertakings.

IV. Employees

20 Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Employees					
1	Permanent (D)	271	258	95.20%	13	4.80%
2	Other than Permanent (E)	-	-	-	-	-
	Total employees (D + E)	**271**	**258**	**95.20%**	**13**	**4.80%**
	Workers					
1	Permanent (F)	1100	914	83.09%	186	16.91%
2	Other than Permanent (G)	51	36	70.59%	15	29.41%
	Total Workers (F + G)	**1151**	**950**	**82.54%**	**201**	**17.46%**

Note: The decrease in number of employees and increase in number of workers are due to the change in definition of employees and workers respectively under the new Labour Codes.

b Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Differently Abled Employees					
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
	Total employees (D + E)	**-**	**-**	**-**	**-**	**-**
	Differently Abled Workers					
1	Permanent (F)	-	-	-	-	-
2	Other than Permanent (G)	-	-	-	-	-
	Total Workers (F + G)	**-**	**-**	**-**	**-**	**-**

21	Participation/Inclusion/Representation of women

Particulars	Total (A)	No and % of Female	
		No. (B)	% (B / A)
Board of Directors*	8	2	25.00%
Key Management Personnel	2	-	-

* Includes Managing Director and Whole-time Directors

22	Turnover rate for permanent employees and workers

Turnover	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.43%	7.69%	5.54%	6.78%	6.41%	6.74%	7.95%	1.38%	9.33%
Permanent Workers	6.52%	11.28%	7.36%	-	-	-	-	-	-

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

23	Names of holding / subsidiary / associate companies / joint ventures

Sr. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	NA	NA	-	No

VI. CSR Details

24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (In Crore Rupees)	924.77
	(iii) Net worth (In Crore Rupees)	1,735.97

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-2026			FY 2024-2025		
		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. https://www.datapatternsindia.com/contact.php	-	-	Nil	-	-	Nil
Investors (other than shareholders)	Yes. https://www.datapatternsindia.com/contact.php	-	-	Nil	-	-	Nil
Shareholders	Yes. https://www.datapatternsindia.com/contact.php	-	-	Nil	-	-	Nil
Employees and workers	Yes Hosted on Intranet of the Company	-	-	Nil	-	-	Nil
Customers	Yes. https://www.datapatternsindia.com/contact.php	-	-	Nil	-	-	Nil
Value Chain Partners	Yes. Covered as part of their engagement documents	-	-	Nil	-	-	Nil
Other (please specify)	Not Applicable	-	-	Nil	-	-	Nil

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:

Sr. 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	Stack Emission	Risk	Air Pollution	Effective maintenance/ monitoring of emission and control its limits	Negative Implications
2	Use of Lead	Risk	Depletion of resources and respiratory issues	Optimum use and monitoring consumption & use of PPE	Negative Implications
3	Generation of hazardous waste	Risk	Ill effect due to hazardous waste	Formal storage and disposal methods	Negative Implications
4	External agency entry to restricted area	Risk	Exposure to electrical hazards	Restrict through access control	Negative Implications

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.

Sr. No	Policy and Management Process	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/No)	**[P1–P9]:** Yes								
1.b	Has the policy been approved by the Board? (Yes/No)[1]	**[P1–P9]:** Yes								
1.c	Web Link of the Policies, if available	**[P1–P9]:** Wherever mandated by the applicable laws, rules and regulations, the policies have been uploaded on the website of the Company at https://www.datapatternsindia.com/investors/policies.php. All other policies are available on the intranet of the Company.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	**[P1–P9]:** Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	**[P1–P9]**: Yes								
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	**[P1 - P9]:** The Policies of the Company are framed in line with the following certifications as applicable: ISO 14001:2015 - Environmental Management Systems ISO 45001: 2018- Occupational Health & Safety Management Systems ISO 9000:2015 - Quality management systems AS 9100D - Quality Management Systems ISO 27001:2022 - Information Security Management Systems								

Sr. No	Policy and Management Process	P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	**[P1–P9]:** Please refer to letter to shareholders from Ms. Rekha Murthy Rangarajan, Whole-time Director at Page 8 of this Annual Report.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	**[P1–P9]:** Nil								

Note:[1] Wherever mandated by the applicable laws, rules and regulations, the policies have been approved by the Board. In other cases, the policy is approved by Management of the Company

[2] The Policies governing external persons were extended to Value Chain Partners as applicable

Sr. No	Governance, leadership and oversight	Details
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)	Please refer to letter to Shareholders from Ms. Rekha Murthy Rangarajan, Whole-time Director at Page 8 of this Annual Report.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Rekha Murthy Rangarajan, Whole-time Director
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Director responsible for decision making on sustainability related issues: Ms. Rekha Murthy Rangarajan, Whole-time Director

10. Details of Review of NGRBCs by the Company:

Subject of review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	**[P1–P9]**: The review was undertaken by Director								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	**[P1–P9]:** The review was undertaken by Director								
Subject of 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	**[P1–P9]:** Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	**[P1–P9]:** Annually								
11- Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
	[P1–P9]: While the Company has not carried out an independent audit of policies, the policies are periodically reviewed as part of various management systems by the respective certification bodies auditors (EHS, ISO, AS, ISMS) and Internal Process Auditors. The policies relating to statutory compliance are reviewed by Internal Auditors, Statutory Auditors and Secretarial Auditors.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA								
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

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 trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	6	During the year, the Board and KMPs were engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.	100%
Key Managerial Personnel	6		100%
Employees other than BoD and KMPs	164	Health & Safety, Environment & Biodiversity Conservation, POSH Training, Code of Conduct Awareness, etc.	99%
Workers	312		96%

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

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

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	Nil	Nil	No
Punishment	NA	Nil	Nil	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	Nil

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

Yes. The Anti-corruption or anti-bribery is covered as part of the Business conduct policy of the Company. The Company is committed to doing business ethically and believes that bribery and other corrupt practices are wrong and totally unacceptable. All employees and associated persons are prohibited from offering, providing, authorizing, requesting or receiving a bribe or anything that may be construed as a bribe. This includes compliance with all laws, domestic and foreign, prohibiting improper payments, gifts or inducements of any kind to and received from any person, including officials in the private or public sector, customers and suppliers. The Business Conduct Policy is hosted in the intranet of the Company.

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

Particulars	FY 2025-2026	FY 2024-2025
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Particulars	FY 2025-2026		FY 2024-2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	Nil	-	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	Nil	-	Nil

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/ services procured) in the following format.**

Particulars	FY 2025-2026	FY 2024-2025
Number of days of accounts payable	71.50	96.52

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

Parameter	Metrics		FY 2025-2026	FY 2024-2025
Concentration of purchases	a.	Purchases from trading houses as % of total purchases	-	-
	b.	Number of trading houses where purchases are made from	-	-
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a.	Sales to dealers /distributors as % of total sales	-	-
	b.	Number of dealers / distributors to whom sales are made	-	-
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	-	-
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	-	-
	b.	Sales (Sales to related parties / Total Sales)	-	-
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d.	Investments (Investments in related parties / Total Investments made)	-	-

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)
9	Skill Development	-

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

The Board of Directors of the Company has, among other things, adopted a Code of Conduct for Directors and Senior Management Personnel of the Company. In line with the Code of Conduct, Directors are expected to refrain from engaging in any activity or association that could conflict, or appear to conflict, with the interests of the Company. To ensure effective implementation, the Company follows a structured process: 1. Obtaining annual disclosures from all Directors regarding their interests in various entities (annually, quarterly and whenever there is a change). 2. Requiring Directors to disclose any interest in transactions as and when such matters are brought before the Board. 3. Ensuring that Directors with a disclosed interest abstain from participating in discussions and decision-making on such matters. 4. Requiring that all Related Party Transactions are reviewed and approved by the Audit Committee.

* Note: FY 2024-25 numbers have been restated.

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.**

	FY 2025-2026	FY 2024-2025	Details of improvements in environmental and social impacts
R&D	-	-	Nil
Capex	0.03%	-	Refer conservation of energy section of Directors' Report

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

Yes

2b If yes, what percentage of inputs were sourced sustainably?

56%. The inputs are sourced in accordance with ISO 140001-Environmental Management System and ISO 450001-Occupational Health and Safety Management System.

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) (b) E-waste (C) Hazardous waste and (d) other waste.

a. Plastics (including packaging)	Plastic containers reused to refill the used chemicals
b. E-waste	**Reusing:** a. Corrosion Identified components (due to aging) to be used after Tinning process based on the advice from Technical experts. b. Refurbished Inventory (Components removed from our product at various stage with no defect recommended by technical experts for further usage) is being maintained separately for the components / materials and issued for internal testing / assessment. **Disposal:** a. Periodic verification and assessment of the inventory stock is carried out and materials nearing expiry date are removed from stock and disposed through Approved scrap card to the authorized vendor (Approved by Pollution Control Board) – (Disposal). b E-Waste items are disposed yearly twice to Authorized Vendors (Approved by Pollution Control Board) as per EHS norms. (Disposal) - supported with Destruction certificate c. For Hazardous and e-waste: Agreement is being signed with the eligible vendors on yearly basis to dispose the hazardous and e-waste in line with Pollution Control Board norms. Compliance to ISO 14001 Environmental Management System & ISO 45001 Occupational Health and Safety Management System.
c. Hazardous waste	a. Most of the items Disposed after usage, it is not recommended for reuse b. Periodic verification and assessment of the inventory stock is carried out and materials nearing expiry date are removed from stock and disposed through Approved scrap card to the authorized vendor (Approved by Pollution Control Board) – (Disposal). c. For Hazardous and e-waste: Agreement is being signed with the eligible vendors on yearly basis to dispose the hazardous and e-waste in line with Pollution Control Board norms. Compliance to ISO 14001 Environmental Management System & ISO 45001 Occupational Health and Safety Management System.
d. Other waste	General wastes Like Carton Boxes / Iron / Aluminum and other wastes are disposed to the respective vendor to regular Intervals (Based on the permissible limit).

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. The products of the Company are in nature of long term products with a maximum lifetime of up to 25 years. Customers are instructed to dispose the product after the lifetime, through authorized recycler

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.
-	NA	-	NA	No	NA

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
NA	NA	NA

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	FY 2024-2025
Refurbished Materials	0.58%	0.28%

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

	FY 2025-2026			FY 2024-2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	0.18	-	-	-
E-waste	-	-	1.94	-	-	1.36
Battery Waste	-	-	0.71	-	-	-
Hazardous waste	-	-	1.75	-	-	1.56
Other waste	-	-	49.44	-	-	24.37

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
Packing Materials Reclaimed	0.01%

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

ESSENTIAL INDICATORS

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

Category 1.a	% 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	258	258	100.00%	258	100.00%	-	-	-	-	-	-
Female	13	13	100.00%	13	100.00%	13	**100.00%**	-	-	-	-
Total	**271**	**271**	**100.00%**	**271**	**100.00%**	**13**	**4.80%**	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

1b Details of measures for the well-being of workers:

Category 1.b	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	914	914	100.00%	914	100.00%	-	-	-	-	-	-
Female	186	186	100.00%	186	100.00%	186	100.00%	-	-	-	-
Total	**1100**	**1100**	**100.00%**	**1100**	**100.00%**	**186**	**16.91%**	-	-	-	-
Other than Permanent Workers											
Male	36	36	100.00%	36	100.00%	-	-	-	-	-	-
Female	15	15	100.00%	15	100.00%	15	100.00%	-	-	-	-
Total	**51**	**51**	**100.00%**	**51**	**100.00%**	**15**	**29.41%**	-	-	-	-

1c Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	FY 2025-2026	FY 2024-2025
Cost incurred on well-being measures as a % of total revenue of the company	0.14%	0.14%

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

Benefits	FY 2025-2026			FY 2024-2025		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	93.73%	82.98%	Yes	94.00%	-	Yes
Gratuity	100.00%	82.83%	Yes	95.00%	-	Yes
ESI	0.00%	0.98%	Yes	22.00%	-	Yes
Others-Specify	0.00%	0.00%	NA	-	-	NA

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

Yes, the premises and offices of the entity are accessible to differently-abled employees and workers, in compliance with the requirements.

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.**

Yes. The equal opportunity policy forms part of the Business Conduct Policy and the same is hosted on the intranet of the Company.

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	-	-	-	-
Female	80.00%	-	-	-
Total	**80.00%**	**-**	**-**	**-**

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

Category	Yes/No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	The Company has Grievance Handling Policy in place, wherein the employees and workers can send in their grievances to the dedicated e-mail being used for this purpose. The same is reviewed by the Whole-Time Director on periodic basis as per the policy. The Grievance will be addressed as per the process laid down in the policy.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-2026			FY 2024-2025		
	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	**271**	-	-	**1313**	-	-
Male	258	-	-	1132	-	-
Female	13	-	-	181	-	-
Total Permanent Workers	**1100**	-	-	-	-	-
Male	914	-	-	-	-	-
Female	186	-	-	-	-	-

8 Details of training given to employees and workers

Category	FY 2025-2026					FY 2024-2025				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	258	67	25.97%	226	87.60%	1132	125	11.04%	880	77.74%
Female	13	4	30.77%	12	92.31%	181	148	81.77%	158	87.29%
Total	**271**	**71**	**26.20%**	**238**	**87.82%**	**1313**	**273**	**20.79%**	**1038**	**79.06%**
Workers										
Male	950	229	24.11%	787	82.84%	-	-	-	-	-
Female	201	39	19.40%	177	88.06%	-	-	-	-	-
Total	**1151**	**268**	**23.28%**	**964**	**83.75%**	-	-	-	-	-

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

Category	FY 2025-2026			FY 2024-2025		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	258	258	100.00%	1132	455	40.19%
Female	13	13	100.00%	181	52	28.73%
Total	**271**	**271**	**100.00%**	**1313**	**507**	**38.61%**
Workers						
Male	950	914	96.21%	-	-	-
Female	201	186	92.54%	-	-	-
Total	**1151**	**1100**	**95.57%**	-	-	-

10. **Health and safety management system.**

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

   Yes. Occupational health and safety management system has been implemented by the entity as an integrated management system combining both ISO 14001 & 45001 (EHS). It covers the entire operations covering the manufacturing facility and offices. The management systems have been implemented in accordance with these Standards. EHS Management System defines the mandatory requirements for the systematic management and execution within the organisation. The Company's Integrated EHS Management System is accredited by international certification bodies.

   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 procedure in place to establish, implement & maintain a documented procedure for ongoing identification of the hazards, assessment of risks, and the implementation of necessary control measure. The procedure is based on six step risk assessment:

   • Classify Work Activities

   • Identify Hazards

   • Determine Risks

   • Decide if Risk is Tolerable

   • Prepare Risk Control Action Plan

   • Review adequacy and effectiveness of actions implemented and the same is the key driver for controlling the hazardous risk.

   All relevant stakeholders and EHS team members are involved in risk assessments and the risk management process, Risk Assessments & Safe Work Method Statement are developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are documented, approved and communicated to all relevant parties involved in the activity. This is periodically audited by the trained internal auditors and by accreditation bodies.

   c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

   Yes. Through Internal feedback system and Near Miss reporting system

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

   Yes

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

Safety Incident/Number	Category	FY 2025-2026	FY 2024-2025
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

As a part of the EHS Integrated Management system, the safe and healthy work place is ensured through periodic reviews through:

a) Internal Audit

b) External audit by accreditation bodies

c) Review of risks and objectives in the management reviews

d) Incident Management Process

e) Near miss Management process

The Company also has a Safety Committee in place, which is represented by management and employees, wherein the employees gets an opportunity to express their safety related concerns.

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

Category	FY 2025-2026			FY 2024-2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

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	100.00%
Working Conditions	100.00%

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.

Not Applicable

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).

Employee - Yes

Worker - Yes

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

We have ensured that compliance with statutory dues is explicitly included in contractual agreements with all value chain partners. These contracts mandate timely deduction and deposit of applicable statutory dues.

Compliance is monitored through periodic verification of statutory documents and linked to payment release as it is mandated to submit with the monthly bills. Periodic verification of GST returns, PF/ESI challans, and other statutory documents has been carried out.

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 2025-2026	FY 2024-2025	FY 2025-2026	FY 2024-2025
Employees	-	-	-	-
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/ No)

Yes, based on the scope, requirement and nature of work, consultancy opportunity is being provided.

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	-
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.

There were no significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

* *Note: FY 2024-25 numbers have been restated*

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.

Our stakeholder groups are those which are directly or indirectly impacted by the Company or can impact our value creation in the short, medium or long term. We believe in building mutual trust-based relationship with our stakeholders and understanding their priorities in creating shared value. In line with its business model and ISO 14001 Environmental Management System, the Company has identified stakeholders group.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Website, Letters, meeting and Telephone	Half yearly	Quality, price, & delivery of products and services, proper communication
End users	No	Email, Website, Letters, meeting and Telephone	As and when required	Product performance / ease of use / reliability / safety / maintainability
Employees	No	E-mail, Website, Letters, meeting, Notice Board, Intranet and Telephone	As and when required	Good work environment/job security / health / safety / training / promotion, recognition and reward
Management	No	Email, Website, meeting, Intranet and Telephone	As and when required	Increased growth in sales & profitability / efficiency & effectiveness of operations
Leadership/share holders	No	Email, Website, Newspaper, Letters, meeting, Intranet and Telephone	As and when required	Profitability / return on investment / growth in market value of organization
External providers of product and services (service providers / transporters)	No (Except MSME)	Email, Website, meeting, Letters, and Telephone E-mail	As and when required	Prompt payment, Increase scope and volume of purchases/long-term contractual arrangements / information on future requirements.
Legal authorities (govt.)	No	Email, Website, meeting, Letters, and Telephone E-mail	As and when required	Compliance with applicable requirements and industry standards / submission of reports.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & community	No	Email, Website, meeting, Letters, and Telephone	As and when required	Environmental protection / Ethical behavior / growth in business and taxes to build infrastructure to support community services, activities and institutions.
Competitor	No	Email, Website, meeting, Letters, and Telephone	As and when required	Support for new technology updating and Knowledge sharing
Bank / Financial performance	No	Email, Website, meeting, Letters, and Telephone E-mail	As and when required	Good financial performance
Neighbors	Yes	Email, Website, meeting, Notice Board and Telephone	As and when required	No complaints relating to: noise, parking, health and safety, pollution, waste, employment
Society / Climate	Yes	Website and Notice Board	As and when required	No complaints relating to: Global warming, noise, parking, health and safety, pollution, waste, employment

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.

In line with the Company's business model and ISO 14001 Environmental Management System, the Company has identified stakeholders group which are directly or indirectly impacted by the Company or can impact our value creation in the short, medium or long term. We believe in building mutual trust-based relationship with our stakeholders and understanding their priorities in creating shared value and therefore the Company engages with the various stakeholders to create and enhance the Value. On Consultation conducted by the concerned Senior Department personnel, the Board of Directors is regularly apprised of Business updates during Board Meetings, taking into account the feedback and insights received from such stakeholders.

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

Yes, the Company engages with a diverse range of stakeholders and takes their views into consideration in several aspects of its operations, including:

CSR initiatives: The Company implements programmes, in areas such as healthcare and education, after considering stakeholder feedback regarding the needs and priorities of the community it serves.

Policies: The Company policies are formulated in accordance with the guidance and recommendations of the Board of Directors, while taking into account the perspectives and expectations of its stakeholders.

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

NIL

PRINCIPLE 5

Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025-2026			FY 2024-2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	271	237	87.45%	1313	701	53.39%
Other than permanent	-	-	-	73	1	1.37%
Total employees	**271**	**237**	**87.45%**	**1386**	**702**	**50.65%**
Workers						
Permanent	1100	863	78.45%	-	-	-
Other than permanent	51	50	98.04%	-	-	-
Total workers	**1151**	**913**	**79.32%**	**-**	**-**	**-**

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

Category	FY 2025-2026					FY 2024-2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%B/A	No.(C)	%(C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent	**271**	-	-	**271**	**100.00%**	**1313**	-	-	**1313**	**100.00%**
Male	258	-	-	258	100.00%	1132	-	-	1132	100.00%
Female	13	-	-	13	100.00%	181	-	-	181	100.00%
Other than permanent	-	-	-	-	-	**73**	-	-	**73**	**100.00%**
Male	-	-	-	-	-	45	-	-	45	100.00%
Female	-	-	-	-	-	28	-	-	28	100.00%
Workers										
Permanent	**1100**	-	-	**1100**	**100.00%**	-	-	-	-	-
Male	914	-	-	914	100.00%	-	-	-	-	-
Female	186	-	-	186	100.00%	-	-	-	-	-
Other than permanent	**51**	-	-	**51**	**100.00%**	-	-	-	-	-
Male	36	-	-	36	100.00%	-	-	-	-	-
Female	15	-	-	15	100.00%	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	22,25,000	2	62,03,641
Key Managerial Personnel	2	51,22,592	-	-
Employees other than BoD and KMP	254	21,45,000	12	15,59,040
Workers	950	6,00,000	201	4,80,000

3b Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-2026	FY 2024-2025
Gross wages paid to females as % of total wages	10.46%	10.00%

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.

The Company has Grievance Handling Policy in place, wherein the employees and workers can send in their grievances to the dedicated e-mail being used for this purpose. The same is reviewed by the Whole-Time Director on periodic basis as per the policy. The Grievance will be address as per the process laid down in the policy. Further, the employees can also send in their grievances under the process established under the Business Conduct Policy and under the Whistle Blower Policy of the Company. The Company has an Internal Complaints Committee under Prohibition of Sexual Harassment of Women Policy, wherein the employees can raise their grievances.

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

Category	FY 2025-2026			FY 2024-2025		
	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	-	-	Nil	-	-	Nil
Discrimination at workplace	-	-	Nil	-	-	Nil
Child Labour	-	-	Nil	-	-	Nil
Forced Labour/ Involuntary Labour	-	-	Nil	-	-	Nil
Wages	-	-	Nil	-	-	Nil
Other human rights related issues	-	-	Nil	-	-	Nil

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

Category	FY 2025-2026	FY 2024-2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behavior or noncompliance which may have a detrimental effect on the organization, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes, the company operates as a responsible employer, ensuring that its policies and procedures align with all relevant human rights standards, including labour regulations and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company ensures all business partners to acknowledge and comply with its Code of Conduct, including human rights.

10. Assessments for the year.

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

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

No significant risks or concerns have come to our notice as yet.

LEADERSHIP INDICATORS

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

NA

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

NA

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, the premises and offices of the entity are accessible to differently abled visitors

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

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

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

Not Applicable.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

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

Parameter	Unit	FY 2025-2026	FY 2024-2025
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	-	-
Total fuel consumption (B)	Gigajoule (GJ)	-	-
Energy consumption through other sources (C)	Gigajoule (GJ)	1,987.94	1,915.43
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	**1,987.94**	**1,915.43**
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	14,630.68	13,138.61
Total fuel consumption (E)	Gigajoule (GJ)	1,245.68	1,726.72
Energy consumption through other sources (F)	Gigajoule (GJ)	-	-
Total energy consumed from non renewable sources (D+E+F)	**Gigajoule (GJ)**	**15,876.36**	**14,865.33**
Total energy consumed (A+B+C+D+E+F)	**Gigajoule (GJ)**	**17,864.30**	**16,780.76**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ)/ Rupees	0.0000019317	0.000002369
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / USD	0.0000392921	0.000048943
Energy intensity in terms of physical output	-	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	-	-

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

Yes, M/s. Kalyaniwalla & Mistry LLP, Chartered Accountants is the BRSR Reasonable Assurance provider for FY2025-26.

(b) The Company has a diverse product mix with varying units of measure, and is unable to measure intensity vs physical output.

(c) *Source of PPP conversion factor - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND*

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.

Not Applicable

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

Parameter	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	18,571.26	16,000
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in Kilolitres) (i + ii + iii + iv + v)	**18,571.26**	**16,000**
Total volume of water consumption (in Kilolitres)	**18,571.26**	**16,000**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (Kilolitres / Rupees)	0.00000200821	0.0000022588
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (Kilolitre/USD)	0.0000408470	0.0000466668
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Yes, M/s. Kalyaniwalla & Mistry LLP, Chartered Accountants is the BRSR Reasonable Assurance provider for FY2025-26.

(b) The Company has a diverse product mix with varying units of measure, and is unable to measure intensity vs physical output.

(c) *Source of PPP conversion factor - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND*

4 Provide the following details related to water discharged.

Parameter	FY 2025-2026	FY 2024-2025
Water discharge by destination and level of treatment (in kilolitres)	-	-
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	10,267.96	8,698.00
- No treatment	326.96	-
- With treatment – please specify level of treatment	9,941.00 (Tertiary Treatment)	8,698.00 (Tertiary Treatment)
Total water discharged (in kilolitres)	**10,267.96**	**8,698.00**

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

Yes, M/s. Kalyaniwalla & Mistry LLP, Chartered Accountants is the BRSR Reasonable Assurance provider for FY2025-26.

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

We have a STP treatment plant and the treated water is used for gardening. There is no separate Zero discharge plant.

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	FY 2024-2025
NOx	Tonnes	0.41	1.05
SOx	Tonnes	0.05	0.33
Particulate matter (PM)	Tonnes	0.27	0.03
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	0.03
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	Tonnes	1.14	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carries 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 2025-2026	FY 2024-2025
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	139.54	207.69
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,909.88	2,227.17
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent / Rupees	0.00000032975	0.0000003437
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent /USD	0.0000067071	0.00000710084
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes, M/s. Kalyaniwalla & Mistry LLP, Chartered Accountants is the BRSR Reasonable Assurance provider for FY2025-26.

(b) The Company has a diverse product mix with varying units of measure, and is unable to measure intensity vs physical output.

(c) *Source of PPP conversion factor - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND*

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

The Company has planted 500 saplings on a Government land within the jurisdiction of Thiruporur Municipality, Chengalpattu District as a CSR initiative.

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

Parameter	FY 2025-2026	FY 2024-2025
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.18	-
E-waste (B)	1.94	1.36
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.71	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.75	1.56
i) Solder Paste (Used)	0.03	0.05
ii) Solder Dross/Bar/Wire(Used / Expired)	0.01	0.02
iii) Used Iso propyl alcohol	0.72	0.50
iv) Washed Water	0.92	0.73
v) Used inox	0.07	0.26
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	49.44	24.37
i) Carton	6.14	3.40
ii) Wood	1.03	2.36
iii) Metal	21.02	17.17
iv) Food	19.37	-
iv) Others	1.88	1.44
Total (A+B + C + D + E + F + G+ H)	**54.02**	**27.29**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric Tonnes / Rupees)	0.00000000584	0.0000000039
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (Metric Tonnes/USD)	0.0000001188	0.00000008057
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	54.02	27.29
(iii) Other disposal operations	-	-
Total	**54.02**	**27.29**

Note:

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

Yes, M/s. Kalyaniwalla & Mistry LLP, Chartered Accountants is the BRSR Reasonable Assurance provider for FY2025-26.

(b) The Company has a diverse product mix with varying units of measure, and is unable to measure intensity vs physical output.

(C) Source of PPP conversion factor - https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

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.

1. ROHS Compliant materials are being used to the maximum extent.
2. MSDS documents are collected along with the suppliers to ensure safety and feasibility study of Reusability.
3. Process scrapping are being monitored and the components / materials are being reused (internal references / design) to reduce wastages.
4. Chemicals and other toxic chemicals are sourced only when it becomes mandatory / necessary, if there is no downsized equivalent.

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.

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	NA	No

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the Current Financial Year.

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

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Air (Prevention and Control of Pollution) Act, 1981 & The Tamil Nadu Air (Prevention and Control of Pollution) Rules, 1983 Air (Prevention and Control of Pollution) Act, 1981	NA	Nil	NA
The Water (Prevention and Control of Pollution) Act, 1947 & The Tamil Nadu Water (Prevention and Control of Pollution) Rules, 1983	NA	Nil	NA
The Environment (Protection) Act, 1986 & The Environment (Protection) Rules, 1986	NA	Nil	NA
The Environment (Protection) Act, 1986 & The Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989	NA	Nil	NA

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Environment (Protection) Act, 1986 & The Noise Pollution (Regulation and Control) Rules, 2000	NA	Nil	NA
The Environment (Protection) Act, 1986 & The Plastic Waste Management Rules, 2016	NA	Nil	NA
The Environment (Protection) Act, 1986 & The Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016	NA	Nil	NA
The Environment (Protection) Act, 1986 & The Battery Waste Management Rules, 2022	NA	Nil	NA
The Environment (Protection) Act, 1986 & The Solid Waste Management Rules, 2016	NA	Nil	NA
The Environment (Protection) Act, 1986 & The E-Waste (Management) Rules, 2022	NA	Nil	NA

LEADERSHIP INDICATORS

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

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area

-

(ii) Nature of operations

-

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

Parameter	FY 2025-2026	FY 2024-2025
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-2026	FY 2024-2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment		-
(ii) To Groundwater	-	-
(iii) To Seawater	-	-
(iv) Sent to third-parties	-	-
(v) Others	-	-
Total water discharged (in kilo litres)	-	-

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 2025-2026	FY 2024-2025
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,148.41	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent / Rupees	0.00000012418	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) 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.

Not Applicable

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.

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA	NA	NA

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

Yes, the Company recognizes the importance of business continuity in its business and has put in place policies to ensure mission-critical operations continue in the event of an interruption. The related policy is available at https://www.datapatternsindia.com/investors/files/Risk-Management-Policy.pdf

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.

No significant risk/concern has been raised by the value chain of the entity.

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

Nil

8 Introduction of Green Credits Disclosure

8 i Green Credits generated or procured by the listed entity.

Nil

8 ii Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value).

Nil

* *Note 1. Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core was referred for emission factors.*

2. Defra emission conversion factor -2025 for calculating fugitive emissions was used.

3. FY 2024-25 numbers have been restated.

PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

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

2 (Two)

1b. 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	Society of Defence Manufacturers	National
2	Confederation of Indian Industry	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	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
1	Nil	Nil	No	Not Applicable	Not Applicable

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	-	NA	NA	NA	NA

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

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)
NIL	NA	NA	-	-	-

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

Not Applicable

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

	FY 2025-2026	FY 2024-2025
Directly sourced from MSMEs/ small producers	10%	13.62%
Directly from within India	56%	31.53%

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	FY 2024-2025
Rural	1.71%	1.80%
Semi-urban	3.30%	2.80%
Urban	45.35%	45.70%
Metropolitan	49.64%	49.70%

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

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
NIL	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 INR)
	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

(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
	Nil	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
Nil	NA	NA

6 Details of beneficiaries of CSR Projects.

S. NO	Brief of the Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
1.	Dignity Foundation - Nutritious support for persons with dementia in their Anna Nagar centre	25	100.00%
2.	Vidya Sagar - Production of Vocational centre-Skill training for adults with disabilities and Support for kids with cerebral palcy.	70	100.00%
3.	V-Excel - Supporting experiential learning programs	16	100.00%
4.	The Voluntary Health Services - Pediatric treatments for new born	348	100.00%
5.	Sri Ranganatha Paduka Vidhyalaya Trust - Cost of running buses to pick up college students from nearby villages for their Arts & Science College	1036	100.00%
6.	Knowledge Foundation of Alumni of CEG Batch 1980 - Financial assistance to needy freshers admitted in the College of Engineering, Guindy	22	100.00%
7.	Jayam Special School - Operational expenses in 2 locations	140	100.00%
8.	Tiara Kids - Treatment of children with Haemophilia and Von Willebrand disease	27	100.00%
9.	Madhuram Narayan Centre – Bala Mandir - Salary of therapists to support children with Development delays, Intellectual disability and associated conditions like Cerebral Palsy, Down Syndrome, Autism Spectrum, ADHD etc	90	100.00%
10.	Government School, Kandigai - Construction of the class room cum Mini hall.	1219	100.00%
11.	Anandham Trust - Construction of roof with shingles sheet over the class rooms for the educational assistance program.	270	100.00%
12.	Indian Cancer Institute - Spreading Cancer Awareness	0	0.00%
13.	Bharat Kalachar, Chennai - Promoting Arts and Culture	200	0.00%

S. NO	Brief of the Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
14.	NSS, SRIHER, Chennai - Construction of compound wall for the Kolappanchery children's park (sponsored under CSR in FY 2023-24)	4500	100.00%
15.	Swami Vivekananda Medical Mission, Palghat - OP treatment including consultation and medicines	2266	100.00%
16.	Medical Research Foundation of Sankara Nethralaya, Chennai - Support free cataract surgeries performed on indigent patients in Chennai	100	100.00%
17.	SCARF, Schizophrenia Research Foundation, Chennai - Establishing a Mobile Support Team (MST) in phases to help those who drop out of treatment or find it difficult to visit SCARF regularly.	100	100.00%
18.	The Child's Trust, Chennai - Bio medical equipment for the patients	2000	100.00%
19.	Aram Foundation - Annual Expenses towards the welfare of girl children with disabilities.	28	100.00%
20.	Sankalp Taru Foundation - Plantation of saplings at Tiruporur engaging our employees in meaningful tree planting activities, fostering team spirit and environmental stewardship.	500	100.00%
21.	Employee Recommendations for campaign to preserve and conserve rice varieties, Student scholarships, Infrastructure development, Essential equipment for therapeutic facilities, Computer, Printer for Government Schools, CCTV for ITI.	5846	100.00%
22.	Skill development training under Apprentice Training Programme	112	100.00%

* *Note: FY 2024-25 numbers have been restated*

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.**

Customer Service and Support (CSS) collects feedback forms from Customer directly or via mail or fax. The feedback is documented and reviewed every six months as per the Company's CSS Standard Practice. Customer complaints are received from customer either by providing defect report form, letter, fax, e-mail, Company's Website Portal or phone. The customers can also lodge complaint through the phone and email address provided on the Company website. The standard response time for service in request can vary depending on Service level agreements. Response times ranging from less than 24 hours to a maximum of 78 hours.

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	85%
Safe and responsible usage	85%
Recycling and/or safe disposal	85%

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

Category	FY 2025-2026			FY 2024-2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	Nil	-	-	Nil
Advertising	-	-	Nil	-	-	Nil
Cyber-security	-	-	Nil	-	-	Nil
Delivery of essential services	-	-	Nil	-	-	Nil
Restrictive Trade Practices	-	-	Nil	-	-	Nil
Unfair Trade Practices	-	-	Nil	-	-	Nil
Other	-	-	Nil	-	-	Nil

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

	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	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. The same is hosted on Intranet of the Company.

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 customers**

Nil

c. **Impact, if any, of the data breaches**

Not Applicable

LEADERSHIP INDICATORS

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

https://www.datapatternsindia.com/product/product.php

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

The information and education to consumers about safe and responsible usage of products and services are carried out through User Manuals

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

The Company has a business continuity mechanism to handle any disruption of services/products and a suitable communication plan. This includes proactive communication through various channels, ensuring that customers are kept informed and can make necessary adjustments in a timely manner.

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)**

No. The Company has a feedback mechanism that allows consumers to report any concerns related to the products. The customer feedback is collected, analysed for improvements and action plans are implemented. The Company engages regularly with its customers through review meetings, performance evaluations and feedback mechanisms to assess customer satisfaction and enhance service delivery.

Independent Practitioner's Reasonable Assurance Report

To The Board of Directors of Data Patterns (India) Limited

Assurance report on select sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Format (called 'Identified Sustainability Information' (ISI)) of Data Patterns (India) Limited (the 'Company') for the period from April 01, 2025 to March 31, 2026.

Opinion

We have undertaken to perform a reasonable assurance engagement, for Data Patterns (India) Limited (the 'Company') on the Identified Sustainability Information (referred to as 'ISI') for the period from April 01, 2025 to March 31, 2026 in accordance with the reporting criteria stated below.

Identified Sustainability Information (ISI) subject to assurance	Period subject to assurance	Level of Assurance	Reporting criteria (the 'Criteria')
BRSR Core (refer Annexure A)	April 01, 2025 to March 31, 2026	Reasonable assurance	• Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR) • Guidance Note for BRSR format issued by SEBI

This engagement was conducted by a multidisciplinary team including assurance practitioners.

Based on the procedures we have performed and the evidence we have obtained, the Company's Identified Sustainability Information included in the Business Responsibility and Sustainability Reporting for the period April 01, 2025 to March 31, 2026, are prepared in all material respects, in accordance with the Criteria.

Our reasonable assurance engagement was with respect to the period from April 01, 2025 to March 31, 2026 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

Basis of Opinion

We conducted our engagement in accordance with Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information" issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India (the 'ICAI'). Our responsibilities under this standard are further described in the "Our responsibilities" section of our report.

Other Information

The Company's Board of Directors are responsible for the other information. The other information comprises the information included within the BRSR but does not include the ISI and our assurance report thereon.

Our opinion on BRSR core attributes does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance engagement of the ISI, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the ISI, or our knowledge obtained during the course of our engagement or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this Other Information, we are required to report that fact. We have nothing to report in this regard.

Management's Responsibilities

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and have the required competencies and experience to conduct this assurance engagement.

The firm applies Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a reasonable assurance conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This Standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- assessed the suitability of the criteria used by the Company in preparing the reasonable assurance information;
- evaluated the appropriateness of reporting policies, quantification methods and models used in the preparation of the information subject to reasonable assurance and the reasonableness of estimates made by the Company; and
- evaluated the overall presentation of the information subject to reasonable assurance.

Exclusions

Our assurance scope excludes the following and therefore we will not express a conclusion on the same:

- Operations of the Company other than those mentioned in the "Scope of Assurance".

- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the ISI;
- Data and information outside the defined reporting period i.e., from April 01, 2025 to March 31, 2026; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Restriction on use

Our reasonable assurance report has been prepared and addressed to the Board of Directors of Data Patterns (India) Limited at the request of the company solely, to assist company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or into whose hands it may come without our prior consent in writing.

For KALYANIWALLA & MISTRY LLP
Chartered Accountants
Firm Registration No. 104607W/W100166

Thrity Z. Patel
Partner
Membership No. 117151
UDIN: 26117151SORGFQ8844

Place: Mumbai
Date: July 03, 2026

Annexure A – BRSR Core attributes – Reasonable assurance

Sr. No.	BRSR Core Indicator	Description of Indicator
1	Section C – Principle 1 – E8	Number of days of accounts payable
2	Section C – Principle 1 – E9	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties
3	Section C – Principle 3 – E1(c)	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company
4	Section C – Principle 3 – E11	Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities
5	Section C – Principle 5 – E3(b)	Gross wages paid to females as % of wages paid
6	Section C – Principle 5 – E7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees, and complaints upheld
7	Section C – Principle 6 – E1	Details of total energy consumption (in Joules or multiples) and its intensity
8	Section C – Principle 6 – E3	Total volume of water withdrawal by source and water consumption in Kilolitres and its intensity
9	Section C – Principle 6 – E4	Water discharge by destination and level of treatment (in kilolitres)
10	Section C – Principle 6 – E7	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity
11	Section C – Principle 6 – E9	Details related to waste generated by category, waste recovered through recycling, re-using or other recovery operations, waste disposed by nature of disposal method and its intensity
12	Section C – Principle 8 – E4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs / small producers and from within India
13	Section C – Principle 8 – E5	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent / on contract) as % of total wage cost
14	Section C – Principle 9 – E7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events