

**Pace Digitek Limited**

(Formerly Known as Pace Digitek Private Limited
and Pace Digitek Infra Private Limited)

Regd. Office: Plot No. V-12, Industrial Estate,
Kumbalgodu, Mysore Highway, Bangalore - 560 074.
T : +91 80 29547792 / 94 / 95 / 96.

E : info@pacedigitek.com

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CIN-L31909KA2007PLC041949

Ref No: PDL/2026-27/Q02_40

Date: August 27, 2026

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Fort Mumbai – 400001 Scrip Code – 544550	National Stock Exchange of India Ltd Exchange Plaza, C-1, Block G Bandra Kurla Complex, Bandra (E) Mumbai – 400051 Symbol – PACEDIGITK
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Dear Sir/Madam,

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

Pursuant to **Regulation 34 (2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015**, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year ended March 31, 2026, which forms part of the Annual Report.

The Business Responsibility and Sustainability Report is uploaded on the Company's website at <https://www.pacedigitek.com/pdf/Financials/BRSR.pdf>.

This is for your information and records.

Thank you.

Your faithfully,

For Pace Digitek Limited

*[Formerly known as Pace Digitek Private Limited
and Pace Digitek Infra Private Limited]*

Meghana
Manchaiah
Purushotham

Digitally signed by
Meghana Manchaiah
Purushotham
Date: 2026.08.27
22:33:25 +05'30'

Meghana M P

Company Secretary and Compliance Officer

Membership No: A42534

Add: Plot No. V-12, Industrial Estate, Kumbalgodu,
Bangalore-Mysore Highway, Bangalore - 560 074.

Encl. As above



Annexure - 5



Business Responsibility & Sustainability Report



SECTION General Disclosures

I. Details of the listed Entity

1. Corporate Identity Number (CIN)	L31909KA2007PLC041949
2. Name of the Listed Entity	Pace Digitek Limited
3. Date of Incorporation	March 01, 2007
4. Registered office address	Plot # V 12, Industrial Estate, Kumbalgodu, Bangalore Mysore Highway, Bangalore, Karnataka, India, 560074
5. Corporate Address	Plot # V 12, Industrial Estate, Kumbalgodu, Bangalore Mysore Highway, Bangalore, Karnataka, India, 560074
6. E-mail address	complianceofficer@pacedigitek.com
7. Telephone No.	+91 80 29547792
8. Website	www.pacedigitek.com
9. Financial year for which reporting is being done	2025-26
10. Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11. Paid-up Capital (in ₹)	43,17,02,654
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Ajay Tambhale +91 74839 41773 investor.relations@pacedigitek.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated basis
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

II. Products/Services

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

Description of main activity	Description of business activity	% of Turnover of the entity
Telecom Infra	Manufacture and supply of telecom power systems and telecom infrastructure components, together with EPC and O&M services for telecom network and tower infrastructure.	55%
Energy Solutions	Manufacture of lithium-ion batteries, battery energy storage systems (BESS), power conversion systems and energy management systems, together with EPC and O&M services for energy and power infrastructure.	45%

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

Product/Service	NIC Code	% of total Turnover contributed
Manufacture of electrical machinery and apparatus, EPC and O&M	35105/ 422004/ 272003	100%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	3	30	33
International	0	2	2

19. Markets served by the entity

i. Number of locations

Location	Number of plants
National (No. of States)	18 States and 2 Union Territory
International (No. of Countries)	0

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

Not Applicable

iii. A brief on types of customers

The Company caters primarily to institutional and B2B customers across the telecom and power sectors, comprising telecom network operators and tower infrastructure providers, State Electricity Boards and power distribution utilities, electricity generation companies (including renewable energy producers), and private B2B customers in industrial, commercial and EPC segments. Customer engagements are largely contract-based.

IV. Employees

20. Details as at the end of Financial Year

i. Employees (including differently abled)

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Permanent (E)	1,867	1,776	95.13%	91	4.87%
Other than Permanent (F)	866	797	92.03%	69	7.97%
Total employees (E+F)*	2,733	2,573	94.15%	160	5.85%

ii. Differently abled employees

No differently abled employees

*Nos. at Group Level

21. Participation/Inclusion/Representation of women

	Total (A)	No. of Female (B)	% (B/A) of Females
Board of Directors	6	1	16.67%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers

	FY 2025-2026
	Permanent Employees
Male	21.6%
Female	23.0%
Total	21.6%

V. Holding, Subsidiary & Assoc. Companies (including joint ventures)

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

Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Entity indicated at col A, participate in the Business Responsibility initiatives of the listed entity?
Lineage Power Private Limited	Subsidiary	79.73%	Yes
Pace Renewable Energies Private Limited	Subsidiary	100%	Yes
Inso Pace Private Limited	Subsidiary	51%	Yes
Transgreenx Energy Private Limited	Subsidiary	100%	Yes
Lineage Defence and Aerospace Private Limited	Subsidiary	100%	No
Pace Ecoplanet Solace Private Limited	Subsidiary	60%	No
Lineage Power Holdings (Singapore) Pte Ltd	Step Down Subsidiary	-	No
Lineage Power (Myanmar) Limited	Step Down Subsidiary	-	No

VI. CSR Details

24. Enter details for Corporate Social Responsibility(CSR)

i. Whether CSR is applicable as per section 135 of Companies Act, 2013

Yes

ii. Turnover (In ₹ Millions): 26,413

iii. Net worth (In ₹ Millions): 22,522

Disclosure Not Available

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in place	Web-link for grievance redress policy	FY 2025-2026		
			No. of complaints filed during current year	No. of complaints pending resolution at close in current year	Remark
Communities	Yes	https://www.pacedigitek.com/contact-us	Nil	Nil	Nil
Shareholders	Yes		2	1	Nil
Investors	Yes		Nil	Nil	Nil
Employees and workers	Yes		Nil	Nil	Nil
Customers	Yes		Nil	Nil	Nil
Value Chain Partners	Yes		Nil	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

Material issue identified	Indicate whether risk or opportunity	Rationale for identifying risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Transition to clean energy and energy storage demand	Opportunity	India's energy transition, renewable energy targets and grid-scale storage push are driving strong demand for battery energy storage systems (BESS), solar EPC and telecom-tower solarisation - areas core to the Company's portfolio and now its major source of order inflows.	Expanding BESS manufacturing capacity, strengthening integrated cell-to-container capabilities and growing the renewable and EPC order book.	New revenue streams, a larger order book and improved long-term growth visibility.
Energy management and GHG emissions	Risk	Manufacturing of power systems and BESS, energy-intensive project execution and operation of telecom infrastructure result in Scope 1 and Scope 2 emissions. Tightening climate regulation, carbon pricing and customer decarbonisation expectations could raise energy and compliance costs.	Improving energy efficiency at manufacturing facilities, increasing the share of renewable (solar) power, solarisation of telecom sites and monitoring emission intensity.	In increase energy and compliance costs; efficiency and renewable adoption are expected to reduce long-term operating costs.
Product stewardship and battery / e-waste management	Risk	Lithium-ion batteries and electronic products require safe handling, recycling and disposal under the Battery Waste and E-Waste Management Rules. Inadequate end-of-life management carries regulatory and reputational risk.	Designing products for recyclability, complying with Extended Producer Responsibility (EPR) obligations, partnering with authorised recyclers and tracking end-of-life recovery.	If unmanaged (penalties and take-back costs); responsible management supports compliance and circular-economy value.
Occupational health and safety	Risk	Tower erection, electrical work, EPC activities and manufacturing involve work-at-height, electrical and material-handling hazards. Incidents can cause harm to people, project downtime and liability.	Safety management systems, regular training, use of PPE, permit-to-work procedures, periodic audits and contractor safety governance.	Incidents lead to costs, delays and claims; a strong safety culture reduces these and protects business continuity.
Responsible supply chain and critical mineral sourcing	Risk	Dependence on lithium cells, electronic components and imported inputs exposes the Company to price volatility, supply disruption and ESG risks within the upstream value chain.	Diversifying the supplier base, increasing local sourcing aligned with Make-in-India, screening suppliers on ESG parameters and prudent inventory planning.	Through input-cost and availability risk; mitigation improves cost stability and operational resilience.

Material issue identified	Indicate whether risk or opportunity	Rationale for identifying risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
Business ethics, governance and regulatory compliance	Risk	Operating across multiple geographies and serving public-sector clients demands high standards of governance, anti-bribery and compliance. Lapses risk penalties and disqualification from tenders.	Code of conduct, board oversight, anti-corruption policies, a whistle-blower mechanism and continuous compliance monitoring.	If breached; strong governance protects the licence to operate and access to public tenders.

Source: SASB industry topics, DJSI CSA topics

27. Do you have any additional details or comments you would like to provide?

Disclosure Not Available



SECTION Management & Process Disclosures

I. Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/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									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	N	Y	N	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)									
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.	The Company has adopted and maintains the following management-system standards, mapped to the relevant NGRBC Principles: ISO 9001:2015 – Quality Management (Principles 2 and 9); ISO 14001:2015 – Environmental Management (Principle 6); ISO 45001:2018 – Occupational Health and Safety Management (Principle 3); ISO 27001:2022 – Information Security Management (Principle 9); ISO 20000-1:2018 – IT Service Management (Principle 9).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	While the Company has not yet published quantified, time-bound ESG targets, it has defined the commitment areas that guide its sustainability agenda: strengthening occupational health and safety under its HSE Vision 2026, including a zero lost-time-injury commitment at its battery energy storage facility; reducing reliance on diesel gensets and increasing the share of renewable energy in its operations; zero-liquid-discharge water management and responsible waste handling; and maintaining its ISO-certified quality, environmental, health and safety, information security and service-management systems, alongside continued community development through PACE Foundation. The company is on the verge of determining and publishing its ESG targets.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As the Company is in the process of formalising its ESG commitments into quantified, time-bound targets, structured performance reporting against such targets will commence from the year in which the targets are formally set and adopted. During FY 2025-26, the Company continued to monitor performance through its ISO-certified management systems and its HSE, environmental and CSR programmes.								

II. Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

At Pace Digitek Limited, we believe that responsible business and sustainable growth are inseparable from long-term value creation. Guided by our commitment to People, Planet and Prosperity, we treat environmental, social and governance (ESG) considerations as core to how we design, manufacture and deliver telecom and energy infrastructure. FY 2025-26 was a milestone year for the Company, marked by our listing on the BSE and NSE, and we have used this transition to public markets to further strengthen our governance and responsible-business framework, which is anchored in ISO-certified quality, environmental, occupational health and safety, information security and service-management systems.

During the year we advanced our sustainability agenda through initiatives such as zero-liquid-discharge water management, adoption of renewable energy and our HSE Vision 2026, while maintaining a strong safety record that includes a zero lost-time-injury performance at our battery energy storage facility. Our people practices were recognised through Great Place to Work certification, supported by structured training and a zero-tolerance approach to workplace harassment, and our community initiatives, delivered through PACE Foundation, focused on redeveloping government-school infrastructure. As a newly listed company, we recognise that a key priority is to further formalise and baseline our ESG data and to set measurable, time-bound targets under each of the nine NGRBC Principles. This remains our focus for the year ahead as we embed sustainability more deeply into our operations and value chain.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Board of Directors of Pace Digitek Limited is the highest authority responsible for the implementation and oversight of the Business Responsibility policies of the Company. The Board is supported in this function by the Managing Director and senior management, who are responsible for day-to-day implementation, while the ESG / CSR Committee of the Board provides focused oversight on sustainability and responsible business conduct matters, with periodic review of key risks, performance and mitigation actions.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues?

If yes, provide details

Yes. The Company has constituted a Board-level ESG / CSR Committee that is responsible for decision-making on sustainability-related issues, including environmental, social and governance matters and Business Responsibility & Sustainability disclosures. The Committee is supported by senior management and meets periodically to review the Company's ESG performance, risks, policies and mitigation actions, and reports its observations to the Board of Directors.

10. Details of Review of NGRBCs by the Company.

Subject for Review	Indicate whether the review was undertaken by Director/committee of the board/ any other committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the policies are reviewed by the Board members and others in senior management.									The reviews are done on an annual basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	-																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

No, we have not carried out any independent assessment/ evaluation of the working of our policies by an external agency during the reporting period.

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

Not Applicable



SECTION Principle wise performance disclosure



Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.



Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	%age of persons in respective category covered by awareness programmes
Board of Directors	3	SEBI LODR, PIT regulations, Independent Director Duties	100%
Key Managerial Personnel	3	SEBI LODR, PIT regulations, RPT training	100%
Employees other than BoD and KMPs	2	Health and Safety training and Skill upgradation training	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

i. Monetary: Penalty/ Fine

NGRBC Principle	Name of regulatory / enforcement agencies / judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred?
Principle 1	Registrar of Companies, Bengaluru, Ministry of Corporate Affairs	14,79,394	Penalty pursuant to adjudication proceedings relating to non-compliance with Section 135(5) of the Companies Act, 2013	No
Principle 1	Registrar of Companies, Bengaluru, Ministry of Corporate Affairs	17,91,196	Penalty pursuant to adjudication proceedings relating to non-compliance with Section 135(5) of the Companies Act, 2013	No
Principle 1	Registrar of Companies, Bengaluru, Ministry of Corporate Affairs	20,56,000	Penalty pursuant to adjudication proceedings relating to non-compliance with Section 135(5) of the Companies Act, 2013	No

ii. Monetary: Settlement

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred?
-	-	-	-	-

iii. Monetary: Compounding fee

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred?
-	-	-	-	-

iv. Non-Monetary: Imprisonment

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred?
-	-	-	-

v. Non-Monetary: Punishment

NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred?
-	-	-	-

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
-	-

4. Does the entity have an anti-corruption policy or anti-bribery policy?

Yes. The Company has adopted a Board-approved Anti-Corruption & Anti-Bribery Policy reflecting a zero-tolerance approach to bribery and corruption in any form, including misconduct through third parties or intermediaries. The Policy applies to all employees and workers (including contractual and temporary personnel) and extends to suppliers, vendors, business partners, consultants, agents, subcontractors, joint venture partners, logistics providers and other third parties engaged in EPC execution, procurement, project deployment or regulatory interfacing. It prohibits bribes, kickbacks, success fees linked to contract awards, facilitation payments and disproportionate gifts or hospitality; governs political contributions, donations and sponsorships through prior written authorization and documented approvals; mandates accurate books and records; and requires risk-based due diligence and anti-corruption obligations for third parties. Concerns can be raised confidentially through the Company's whistleblower mechanism, with protection against retaliation, and non-compliance is addressed under Company policies and applicable laws, supported by periodic audits, training and risk assessments.

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

	FY 2025-2026	FY 2024-2025
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-2026		FY 2024-2025	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or under way 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

	FY 2025-2026	FY 2024-2025
Number of days of accounts payables	242	236

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

i. Concentration of Purchases

Metrics	FY 2025-2026	FY 2024-2025
a. Purchases from trading houses as % of total purchases	Not Applicable - the Company sources directly from manufacturers, OEMs and authorised distributors for its EPC and project deliveries; purchases through trading houses are not material to its operations.	
b. Number of trading houses where purchases are made from		
c. Purchases from top 10 trading houses as % of total purchases from trading houses		

ii. Concentration of Sales

Metrics	FY 2025-2026	FY 2024-2025
a. Sales to dealers / distributors as % of total sales	Not Applicable - the Company operates a B2B project-based business model serving telecom operators, utilities and government / institutional customers directly; sales through dealers or distributors are not material to its operations.	
b. Number of dealers / distributors to whom sales are made		
c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
d.		

iii. Share of RPTs in

Metrics	FY 2025-2026	FY 2024-2025
a. Purchases (Purchases with related parties / Total Purchases)	4.8%	8.7%
b. Sales (Sales to related parties / Total Sales)	0.004%	0.070%
c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

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	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

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

Yes. The Company has put in place processes to avoid and manage conflicts of interest involving members of the Board of Directors, which operate within the framework of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Company's Code of Conduct. Directors are required to disclose their interests in other entities and any concern or interest in transactions or arrangements with the Company at the first meeting of the Board in each financial year and whenever there is a change in such interests. Interested Directors do not participate in, or vote on, matters in which they are interested, and related party transactions are reviewed and approved by the Audit Committee and, where required, the Board and shareholders. The Code of Conduct further requires all Directors and senior management to avoid situations in which their personal interests may conflict with those of the Company.



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	-	-	R&D is directed towards lithium-ion battery, battery energy storage system (BESS) and power-conversion and energy-management technologies that reduce dependence on diesel-generator (DG) sets at telecom and grid sites. These technologies lower fuel consumption, greenhouse-gas emissions and noise, while improving the reliability and quality of power supply at remote and off-grid locations.
Capex	100%	100%	Capex is directed towards technologies and infrastructure that enable the integration of renewable energy into operations and reduce the carbon intensity of energy consumed – including energy-storage and hybrid power solutions that increase the share of renewable energy in total energy consumption and support cleaner, more efficient energy use.

2. **Does the entity have procedures in place for sustainable sourcing?**

We are creating the sustainable sourcing policy

What percentage of inputs were sourced sustainably?

Currently not monitored

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life**
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

Not Applicable, given the nature of the Company's business

Leadership Indicators

1. **Has the Company conducted Life Cycle Assessments (LCA) for its products /services?**
Not Applicable
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**
Not Applicable
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).**
Not Applicable
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.**
Not Applicable
5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**
Not Applicable



Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains



Essential Indicators

1. Details of measures for the well-being of employees and workers.

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
	Permanent employees										
Male	1776	1498	84.35%	1776	100%	0	0%	1776	100%	1776	100%
Female	91	68	74.73%	91	100%	91	100%	0	0%	91	100%
Total	1867	1566	83.88%	1867	100%	91	4.87%	1776	95.13%	1867	100%
	Other than Permanent employees										
Male	797	797	100%								
Female	69	69	100%			69	100%				
Total	866	866	100%								

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

	FY 2025-2026	FY 2024-2025
iii. Cost incurred on wellbeing measures as a % of total revenue of the company	0.11%	0.09%

2. Details of retirement benefits.

Benefits	FY 2025-2026		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100%	–	Yes
Gratuity	100%	–	Yes
ESI	25.07%	–	Yes

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.

The Company is committed to providing a safe, inclusive and equitable workplace under its Human Rights Policy and ESG Policy. The Company endeavours to make its corporate offices and operational premises accessible to differently abled employees and workers, taking into account the layout, design and operational nature of each location. Where existing premises do not yet meet all accessibility requirements under the Rights of Persons with Disabilities Act, 2016, the Company progressively addresses these as part of office and facility upgrades and through reasonable accommodation on a case-by-case basis.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes. The Company's Human Rights Policy and ESG Policy together set out its commitment to providing a workplace that is free from discrimination and harassment, with equal opportunity in employment irrespective of gender, age, caste, religion, disability or any other status, and to promoting diversity, equity and inclusion through merit-based employment practices. The Company will continue to formalise its equal opportunity framework in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees	
	Return to work rate	Retention rate
Male	14	100%
Female	1	100%
Total	15	100%

6. Mechanism to receive and redress grievances

i. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes. The Company has a formal grievance redressal mechanism in place that is accessible to all categories of employees and workers.

ii. If yes, give details of the mechanism in brief.

Employees can share grievances to the respective HR team members through email communication wherein the grievances are addressed and concluded. The HR team is responsible for timely redressal of employee related grievances. The mechanism ensures that they can report and address their concerns confidentially and anonymously, without facing any reprisals or adverse consequences. All investigations conducted by the Company are treated as confidential matters.

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

Not Applicable

8. Details of training given to employees and workers.

i. Employees

Category	FY 2025-2026				
	Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Male	1,776	1,471	82.83%	1,776	100%
Female	91	66	72.53%	91	100%
Total	1,867	1,537	86.54%	1,867	100%

9. Details of performance and career development reviews of employees

i. Employees

Category	FY 2025-2026		
	Total (A)	No. (B)	% (B/A)
Male	1,776	1,776	100%
Female	91	91	100%
Total	1,867	1,867	100%

10. Health and safety management system.

- Whether an occupational health and safety management system has been implemented by the entity?
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

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

Safety Incident/Number	FY 2025-2026	
	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	-
Total recordable work-related injuries	0	-
No. of fatalities	0	-
High consequence work related injury or ill-health (excluding fatalities)	0	-

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

The Company is committed under its ESG Policy and Human Rights Policy to maintaining safe and healthy working conditions across its manufacturing facilities, EPC project sites and offices. Given the nature of the Company's operations, particular focus is placed on occupational health and safety risks associated with work-at-height activities, electrical safety and the handling of hazardous materials. Site-level safety measures include the provision and use of personal protective equipment (PPE), induction and on-the-job safety briefings, periodic toolbox talks, work permits and supervision for high-risk activities, incident reporting and investigation, and compliance with applicable occupational safety and labour laws. The Company also seeks to extend these standards to its contractors and sub-contractors through contractual obligations and site-level supervision.

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

	FY 2025-2026		
	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-
Health & Safety	0	0	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	-

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 as no such assessments were conducted.

Leadership Indicators ●●●●●

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

Employees	Yes
Workers	-

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

	FY 2025-2026	
	Employees	Workers
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	-	-

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?
5. Details on assessment of value chain partners.

	% 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.



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.

Pace Digitek follows a structured and inclusive approach to stakeholder identification and engagement. Stakeholders are identified based on their level of influence, dependence and potential impact on or by the Company's operations, products, services and value chain. This process includes internal assessments, consultations with key departments and feedback mechanisms to ensure that all relevant stakeholder groups—such as employees, contractors, suppliers, customers, investors, local communities, regulators, etc. are appropriately recognised.

The Company ensures that these stakeholders are engaged through transparent and continuous dialogue to understand their expectations and incorporate their inputs into decision-making processes, thereby strengthening trust and driving sustainable value creation.

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 & Marginalised Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder and Investor	No	E-mail	–	Quarterly and need basis	–	To inform about the performance, major developments and other relevant updates regarding the Company
Customer	No	Website, Phone calls, Email	–	Others	Need basis	Assessment of product/ service quality and development Addressing grievances and concerns Providing assurance and solutions Feedback and suggestions

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulators	No	E-mail	-	Others	Need basis	To adhere to the guidelines issues by the regulator and take feedback on questions, if any Provide opinion on draft policies rolled out before getting implemented
Employees	No	E-mail	-	Others	Need basis	To record and address employee grievances that may arise as a result of our operations To collect inputs, feedback, and communicate regarding implemented policies and other relevant initiatives related to our operations
Value Chain partners	No	SMS	-	Others	Need basis	To communicate and update regarding key changes related to our business operations and to communicate or inform contractual requirements.
Community	Yes	Newspaper	-	Others	Need basis	To promote social welfare activities for inclusive growth, fair and equitable development, and well-being of society through our business functioning.

Leadership Indicators

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

The Company engages with its key stakeholder groups – employees, customers, value chain partners, investors and shareholders, communities, and regulators – through a combination of structured and ongoing engagement channels (as detailed in the stakeholder engagement table above). Stakeholder feedback on economic, environmental and social topics is collated by the respective functional heads (HR, Operations, Investor Relations, Compliance and Project teams) and is escalated to senior management. Material themes and concerns are placed before the Board of Directors, including through the ESG / CSR Committee, on a periodic basis, enabling the Board to take stakeholder perspectives into account in its decision-making.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics?
3. Provide details of instances of engagement with and actions taken to address the concerns of vulnerable /marginalised stakeholder groups.

The Company identifies local communities in and around its project locations as a stakeholder group that may include vulnerable or marginalised members. Engagement with such communities is undertaken through the Company's project site teams, CSR initiatives and grievance redressal channels, and feedback received is used to inform site-level mitigation actions and CSR programming. The Company is in the process of strengthening structured engagement and impact-tracking with vulnerable and marginalised stakeholder groups as part of the broader rollout of its ESG framework.



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

i. Employees

Category	FY 2025-2026		
	Total (A)	No. of employees covered (B)	% (B / A)
Permanent Employees	1,867	1,867	100%
Other than permanent Employees	866	866	100%
Total Employees	2,733	2,733	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2025-2026				
	Total (A)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees				
Permanent	1867	0	0%	1867	100%
Other than permanent	866	0	0%	866	100%

3. Details of remuneration/salary/wages

i. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages (in ₹)	Number	Median remuneration/ salary/ wages (in ₹)
Board of Directors (BoD)	5	9,944,208	1	11,892,594
Key Managerial Personnel	1		1	
Employees other than BoD and KMP	1,776	289,272	91	312,000

ii. Gross wages paid to females

	FY 2025-2026	FY 2024-2025
Gross wages paid to females as % of total wages	7.4%	8.3%

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. Under the Company's Human Rights Policy, day-to-day responsibility for addressing human rights impacts rests with the Human Resources, Compliance and Business Head functions, with overall implementation overseen by senior management. The Board of Directors, through the ESG / CSR Committee, provides oversight of human rights matters and periodically reviews key risks and mitigation actions.

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

The Company maintains accessible grievance redressal mechanisms under its Human Rights Policy and allied policies (including the Whistle Blower / Vigil Mechanism) to enable employees, workers, contractors and external stakeholders to raise concerns relating to human rights, including discrimination and harassment, forced or child labour, working conditions, freedom of association, community impacts and data privacy. Grievances may be reported through designated reporting channels, including whistleblower channels, and are handled in a fair, transparent and time-bound manner, with defined escalation protocols and appropriate remediation measures. The Company is committed to maintaining the confidentiality of complainants and to ensuring protection against retaliation for individuals reporting concerns in good faith. Statutory mechanisms, including the Internal Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, operate alongside this framework. Outcomes and trends are periodically reviewed by senior management and reported to the Board of Directors through the ESG / CSR Committee.

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

Particulars	FY 2025-2026		
	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-
Discrimination at workplace	0	0	-
Child Labour	0	0	-
Forced Labour/ Involuntary Labour	0	0	-
Wages	0	0	-
Other human rights related issues	0	0	-

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

	FY 2025-2026	FY 2024-2025
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.

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

Yes

10. Assessment for the year

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

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

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
- Details of the scope and coverage of any Human rights due-diligence conducted.
- 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?
- Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Not Applicable
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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 giga Joules) and energy intensity:**

Parameter	FY 2025-2026
From Renewable Sources:	
Total electricity consumption (in GJ) (A)	0
Total fuel consumption (in GJ) (B)	0
Energy consumption through other sources (in GJ) (C)	0
Total Energy Consumed from Renewable Sources (in GJ) (A+B+C)	0

Parameter	FY 2025-2026
From Non-Renewable Sources:	
Total electricity consumption (in GJ) (D)	3,563.1
Total fuel consumption (in GJ) (E)	0.4
Energy consumption through other sources (in GJ) (F)	0
Total Energy Consumed from Non-Renewable Sources (in GJ) (D+E+F)	3,563.5
Total Energy Consumed (in GJ) (A+B+C+D+E+F)	3,563.5
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/Rs. Cr)	1.3
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (GJ/USD Cr)	27.4

- i. **Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? 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?**

Not Applicable

3. **Water related information.**

- i. **Provide details of the following disclosures related to water (Water withdrawal by source (in kilolitres))**

Parameter	FY 2025-2026
Surface water (A)	0
Groundwater (B)	39.0
Third party water (C)	3,424.7
Seawater / desalinated water (D)	0
Others (E)	0
Total volume of water withdrawal (in kilolitres) (A + B + C + D + E)	3,463.8
Total volume of water consumption (in kilolitres)	3,463.8
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kl/Rs. Cr)	1.3
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kl/USD Cr)	26.7

- ii. **Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?**

No

4. Provide the following details related to water discharged.

i. Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2025-2026	
	Level of treatment	Value
To Surface water (A)		
- Surface water with no treatment		
- Surface water with treatment		
To Groundwater (B)		
- Groundwater with no treatment		
- Groundwater with treatment		
To Seawater (C)		
- Seawater with no treatment		
- Seawater with treatment		
Sent to third-parties (D)		
- Sent to third-parties with no treatment		
- Sent to third-parties with treatment		
Others (E)		
- Others with no treatment		
- Others with treatment		
Total water discharged (in kilolitres)		

Not Applicable

ii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Disclosure Not Available

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes, there are water treatment plants present in the manufacturing sites which help in maintaining a zero liquid discharge across the facilities.

6. Air emissions

i. Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

Disclosure Not Available

ii. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Unit	FY 2025-2026
Nox		
Sox		
Particulate matter (PM)		
Persistent organic pollutants (POP)		
Volatile organic compounds (VOC)		
Hazardous air Pollutants (HAP)		

Not applicable

iii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

7. Greenhouse gas emissions.

i. Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

Yes

ii. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2025-2026
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	9.8
Total scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	702.7
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e / ₹ Cr	0.3
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e / USD Cr	5.5

iii. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

8. Does the entity have any project related to reducing Green House Gas emission?

Under its ESG Policy, the Company is committed to improving energy efficiency across its telecom and energy infrastructure solutions and to promoting sustainable design and execution practices across its manufacturing and EPC operations. While the Company does not at present operate a dedicated greenhouse-gas-reduction project of its own, its core business itself contributes to GHG reduction in the wider economy through the execution and deployment of renewable energy solutions, battery energy storage systems and energy-efficient telecom power infrastructure for its customers. The Company is in the process of strengthening internal systems and data processes to support future measurement and disclosure of its own GHG performance.

9. Provide details related to waste management by the entity

i. Total Waste generated (in metric tonnes)

Parameter	FY 2025-2026
Plastic waste (A)	The Company is in the process of establishing systems to monitor and measure the waste generated across its operations. Quantitative waste data will be disclosed in subsequent reporting years, once these measurement and reporting systems are fully operational.
E-waste (B)	
Bio-medical waste (C)	
Construction and demolition waste (D)	
Battery waste (E)	
Radioactive waste (F)	
Other Hazardous waste (G)	
Other Non-hazardous waste generated (H)	
Total (A + B + C + D + E + F + G + H)	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	
Waste intensity in terms of physical output	
Waste intensity (optional) - the relevant metric may be selected by the entity	

ii. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025-2026
Recycled	-
Re-used	-
Other recovery operations	-
Total	-

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

Category of waste	FY 2025-2026
Incineration	-
Landfilling	-
Other disposal operations	-
Total	-

iv. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

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

The Company's approach to waste management is guided by its ESG Policy commitment to minimising waste generation and promoting the responsible use of natural resources, and is implemented through site-level practices at its manufacturing facilities and EPC project sites. Waste streams are segregated at source where feasible, and disposal of hazardous and electronic waste (including e-waste, batteries and project residuals) is routed through authorised handlers and recyclers in compliance with the E-Waste (Management) Rules, the Battery Waste Management Rules and the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, to the extent applicable. The Company seeks to minimise the use of hazardous and toxic substances in its operations through preference for cleaner technologies and energy-efficient designs in its products and services, and is in the process of further strengthening its waste monitoring and reporting systems.

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.

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? If no, the reasons thereof and corrective action taken, if any.	if no, the reasons thereof and corrective action taken, if any.
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Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year

Name and Brief of the project	EIA Notification no	Date	Whether conducted by independent external agency?	Results communicated in public domain?	Relevant web link
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Not Applicable

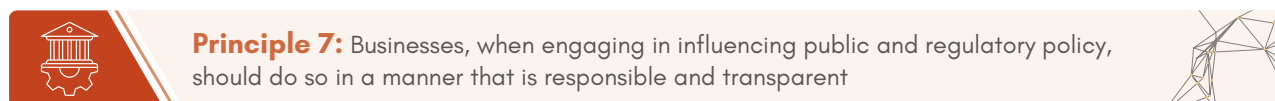
13. Applicable environmental law/ regulations/ guidelines in India.

- i. 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.

Yes, we are compliant with all the applicable environmental law/ regulations/ guidelines in India

- ii. If not, provide details of all such non-compliances

Specify the law / regulation / guidelines which was not complied with	Provide details of non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-



Essential Indicators

1. Trade and industry chambers / associations

- i. Number of affiliations with trade and industry chambers / associations
- ii. 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.

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Yes	

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.

Public policy advocated	Method resorted for such advocacy	Frequency of Review by Board	Whether information available in public domain?	Web Link, if available
Nil	Nil	Nil	Nil	Nil



Principle 8: Businesses should promote inclusive growth and equitable development



Essential Indicators



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

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
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Not Applicable

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAF)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Not Applicable

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

The Company receives and addresses community grievances through its project site management, CSR and HR functions, which act as the primary points of contact for communities in and around the Company's project locations. Concerns can also be reported through the Company's Whistle Blower / Vigil Mechanism, which is accessible to external stakeholders. Grievances are reviewed in a fair, transparent and time-bound manner, with confidentiality maintained for complainants and protection against retaliation for good-faith reporting. Significant community concerns are escalated to senior management and reviewed by the Board through the ESG / CSR Committee.

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

	FY 2025-2026
Directly sourced from MSMEs/ small producers	-
Sourced directly from within the district and neighbouring districts	-

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

	FY 2025-2026	FY 2024-2025
Rural	0.7%	1.3%
Semi Urban	10.2%	7.5%
Urban	16.3%	13.2%
Metropolitan	72.8%	78.0%

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
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Not Applicable

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

State	Aspirational District	Amount spent (in ₹)
Not Applicable		

3. Preferential procurement policy.

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?**
- From which marginalized /vulnerable groups do you procure?**
- What percentage of total procurement (by value) does it constitute?**

The Company does not at present have a formal preferential procurement policy directing procurement towards suppliers comprising marginalised or vulnerable groups. Under its ESG Policy, the Company is committed to promoting ethical and responsible procurement practices across its supply chain. The Company will continue to review its procurement framework as it strengthens its broader ESG and supply chain management systems.

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.

Intellectual Property based on traditional knowledge	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
Not Applicable			

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
Not Applicable		

6. Details of beneficiaries of CSR Projects.

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Redevelopment of Government Primary School, Doddabasti – construction of three new classrooms with compound wall, PCC playground, seating and podium; provision of classroom furniture; and distribution of plates, tumblers and plate stands. Implemented through PACE Foundation.	100+	100%
Redevelopment of Government Higher Primary School, Ramohalli – construction of four new classrooms with compound-wall enhancement, PCC playground and seating; and provision of classroom furniture. Implemented through PACE Foundation.	100+	100%
Distribution of 50 wheelchairs to persons with disabilities, in association with Pragathi Charitable Trust. Implemented through PACE Foundation.	50	100%



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 operates a B2B project-based business model, serving telecom operators, utilities and government / institutional customers through long-form contracts. Customer complaints and feedback are received and addressed primarily through dedicated project and account management teams, supported by formal contract-level escalation mechanisms (including project review meetings, defect / warranty reporting channels and contractually-defined service level processes). The Company also provides accessible communication channels including email, telephone and the website (www.pacedigitek.com), and the Privacy Policy hosted on the website sets out the framework for handling data privacy related concerns. Complaints are reviewed and resolved by the responsible business teams, with significant or recurring issues escalated to senior management for corrective action.

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

	Percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

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

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

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

Yes. The Company has a Privacy Policy, published on its website at www.pacedigitek.com/privacy-policy, which sets out the basis on which personal data is collected, processed, stored and used by the Company, including data collected through its website, mobile applications and business interactions. The Privacy Policy is read together with the Company's Terms of Use and is designed to operate in alignment with applicable Indian data protection laws, including the Digital Personal Data Protection Act, 2023. The Company supplements the Privacy Policy with internal practices on access controls, acceptable use of IT systems, protection of confidential information and incident handling, and is in the process of further formalising its information security framework. Compliance is overseen by management, with periodic review.

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.

Not Applicable

7. Provide the following information relating to data breaches

i. Number of instances of data breaches along-with impact	0
ii. Percentage of data breaches involving personally identifiable information of customers	0
iii. 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).

Information on the Company's products and services can be accessed on its corporate website, www.pacedigitek.com. Given its B2B, project-based model, the Company also shares detailed product and service information directly with customers through its project and account management teams and through contract documentation. As a company listed on the BSE and NSE, it additionally makes information available to stakeholders through the stock exchange platforms and its investor relations disclosures.