

Date: August 03, 2026

To,

Listing Department

National Stock Exchange of India Limited

Exchange Plaza, C-1, G Block, Bandra Kurla Complex,
Bandra (East), Mumbai - 400 051.

Symbol: SYRMA

Department of Corporate Service

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001.

Scrip Code: 543573

Subject: Business Responsibility and Sustainability Report of the Company for Financial Year 2025-26

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for Financial Year 2025-26.

Kindly note that the BRSR for the Financial Year 2025-26 also forms part of the Annual Report 2025-26 and has been submitted to the Stock Exchanges as part of the Annual Report.

You are requested to take the above information on record.

Thanking You.

Yours sincerely,

For **Syrma SGS Technology Limited**

Bhabagrahi Pradhan

Company Secretary & Compliance Officer

Membership No: F4921

Place: Gurgaon

Encl: As above.





Section A

I. Details of Listed Entities

1. Corporate Identity Number (CIN) of the Listed Entity	L30007MH2004PLC148165			
2. Name of the Listed Entity	SYRMA SGS TECHNOLOGY LIMITED			
3. Year of incorporation	2004			
4. Registered office address	Unit No. 601, 6 th Floor, Floral Deck Plaza, MIDC Andheri (East), Mumbai, Maharashtra, India - 400 093			
5. Corporate address	Plot No B 27, Phase II, Zone B, MEPZ-SEZ, Tambaram, Chennai, Tamil Nadu, India - 600 045			
6. E-mail	compliance@syrmasgs.com			
7. Telephone	(491) 4471728600			
8. Website	https://syrmasgs.com/			
9. Financial year for which reporting is being done		Start date	End date	
	Current Financial Year	2025-04-01	2026-03-31	
	Previous Financial Year	2024-04-01	2025-03-31	
	Prior to Previous Financial year	2023-04-01	2024-03-31	
10. Name of the Stock Exchange(s) where shares are listed	Sr. No.	Name of the Stock exchange	Description of other stock exchange	Name of the Country
	1	BSE Limited	NA	India
	2	National Stock Exchange of India Limited	NA	India
11. Paid-up Capital	₹ 1,92,83,04,850			
12. Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Details			
	Name	Mr. Bhabagrahi Pradhan		
	Contact	Company Secretary and Compliance Officer (CS & CO)		
	E-mail	compliance@syrmasgs.com		
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis			
Whether the Company has undertaken reasonable assurance of the BRSR Core? Yes/No	Yes			
All factories and offices of Syrma SGS Technology Limited in India have been included within the scope of the assurance. No subsidiaries have been included in the assurance scope.				

14. Name of assurance provider	Name of assurance provider	Details
	Name of company of LLP or firm of assurance provider	Grant Thornton Bharat LLP
	Name of the assurer	Abhishek Tripathi
	Designation of the assurer	Partner, ESG
15. Type of assurance obtained	Reasonable Assurance of BRSR as per SEBI circular applicable to Top 500 Listed Companies.	

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	Computer, electronic, Communication and scientific measuring & control equipment	100

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	Manufacture of Printed Circuits Board Assembly (PCBA), loading of components onto printed circuit boards; PCBA Box Builds	26104	92.50%
2	Manufacture of electronic capacitors, resistors, chokes, coils, transformers (electronic) and similar components	26101	0.38%
3	Manufacture of other electronic components n.e.c	26109	7.12%

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	14	8	22
International	1	2	3

National Plants - Tamil Nadu (5), Haryana (5), Himachal Pradesh (1), Karnataka (1), Rajasthan (1), Maharashtra (1)

National Offices - Maharashtra (2), Delhi (1), Bangalore (1), Chennai (1), Gurgaon (2), Jodhpur (1)

International Plant - Germany

International Offices - USA, Germany

PS: ESG computation is done for the Indian factories & offices of Syrma SGS Technology Limited and not its subsidiaries. The disclosures in this report cover the operations of Gurgaon Corporate Office, Chennai Plants 1–4, Bargur, Uthiramerur 2, Madapattu, Pune, Gurgaon A3, Manesar 1 & 2, Bawal, Bangalore, Baddi, and Delhi Office.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18
International (No. of Countries)	39

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

23.2%

c. A brief on types of customers

Our Company serves National and International B2B customers in the Industrial, Consumer, Automotive, Telecom, Medical, IT and IoT, Aerospace & Defence and Railways business segments.

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		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
Employees								
1.	Permanent (D)	1,379	1,150	83.39	229	16.61	0	0
2.	Other than Permanent (E)	241	142	58.92	99	41.08	0	0
3.	Total employees (D + E)	1,620	1,292	79.75	328	20.25	0	0
Workers								
4.	Permanent (D)	173	99	57.23	74	42.70	0	0
5.	Other than Permanent (G)	8,253	3,836	46.48	4417	53.52	0	0
6.	Total workers (F + G)	8,426	3,935	46.70	4491	53.30	0	0

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
		Differently Abled Employees						
1.	Permanent (D)	0	0	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0	0	0
		Differently Abled Workers						
4.	Permanent (D)	0	0	0	0	0	0	0
5.	Other than Permanent (G)	1	1	100	0	0	0	0
6.	Total differently abled workers (F + G)	1	1	100	0	0	0	0

21. Participation/Inclusion/Representation of women

Position	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	9	1	11
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

Type	FY 2025-26 (Turnover rate in current FY)				FY 2024-25 (Turnover rate in previous FY)				FY 2023-24 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employee (%)	17.1	20.1	0	17.6	22.92	31.42	0	24.54	21.6	34.5	0	24.2
Permanent Workers (%)	17.2	7.1	0	13	16.61	8.96	0	14.18	18.2	9.7	0	15.1

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 Company/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)
1	Perfect ID India Private Limited	Subsidiary	100	No
2	Syrma SGS Electronics Private Limited	Subsidiary	100	No
3	Syrma SGS Technology and Engineering Services Limited	Subsidiary	100	No
4	Syrma SGS Designs and Manufacturing Private Limited	Subsidiary	100	No
5	Syrma Semicon Private Limited	Subsidiary	100	No
6	Shinhyup Syrma Circuits Private Limited (Formerly Known as Syrma Strategic Electronics Private Limited)	Subsidiary	75	No
7	Syrma Mobility Private Limited	Subsidiary	100	No
8	Syrma Elecomp Private Limited	Subsidiary	100	No
9	Syrma Components Private Limited	Subsidiary	100	No
10	Syrma Johari Medtech Limited (Formerly Known as Johari Digital Healthcare Limited)	Subsidiary	51	No
11	SGS Solutions GMBH	Subsidiary	66	No
12	Syrma Technology Inc. (USA)	Subsidiary	100	No
13	Elcome Integrated Systems Private Limited	Subsidiary	60	No
14	Navicom Technology International Private Limited	Subsidiary	100	No
15	Syrma Johari Medtech Inc (Formerly Known as Johari Digital Healthcare Inc)	Subsidiary	100	No

*Subsidiary -

SGS Teknics Manufacturing Private Limited and SGS Infosystems Private Limited was merged with Syrma SGS Technology Limited with effect from November 01, 2025.

ELCOME INTEGRATED SYSTEMS PRIVATE LIMITED is subsidiary of Syrma SGS Technology Limited with effect from December 15, 2025.

#Foreign Subsidiary -

SGS Solutions GmbH is foreign subsidiary of Syrma SGS Technology Limited with effect from November 01, 2025.

@Step down Subsidiary -

- a) Syrma Johari Medtech Inc (Formerly Known as Johari Digital Healthcare Inc) is wholly owned, foreign subsidiary of Syrma Johari Medtech Limited.

- b) Navicom Technology International Private Limited is subsidiary of ELCOME INTEGRATED SYSTEMS PRIVATE LIMITED with effect from December 31, 2025.



VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act 2013: (Yes/No)

Yes

(ii) Turnover (in ₹)

₹ 43,671.54 Million

(iii) Net worth (in ₹)

₹ 29,615.61 Million

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)			(If NA, then provide the reason)
			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://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf	0	0	NA	0	0	NA	
Investors (Other than shareholder)	Yes	https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf	0	0	NA	0	0	NA	
Shareholders	Yes	https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf	5	0	NA	2	0	NA	
Employees and Workers	Yes	https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf	0	0	NA	0	0	NA	
Customers	Yes	https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf	0	0	NA	0	0	NA	
Value Chain	Yes	https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf	0	0		0	0		
Others (please specify here)									

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	GHG Emission	Opportunity	As a part of ESG policy, reducing GHG emissions is identified as a priority area	On going initiatives such as sourcing Green Energy with energy conservation	Positive. Expected sustainability gains with potential operational benefits.
2	Energy Consumption	Opportunity	Energy measurement & improving efficiency are viewed as key opportunities accross operations	Energy Saving initiatives proactively being driven across company. Facilities are ISO 50001 certified for energy efficiency	Positive. Efficiency improvements supports long term cost advantages.
3	Supply Chain disruption & Raw Material Sourcing	Risk	Supply Chain constraints can affect availability of required materials and components	Centralised Supply-chain management, strategic supplier partnerships, real-time inventory management and proactive risk monitoring system implemented across plants. Alternate Supplier Sources have been identified/ developed to reduce dependency.	Negative. Might increase procurement and logistic cost during constrained periods.
4	Hazardous and E-Waste Management	Opportunity	Tracking waste streams, ensuring disposal through authorised agencies and exploring options to recycle part of waste generated are important focus area	Continued focus on waste segregation, recycling, responsible disposal practices and resource-efficiency monitoring across facilities.	Positive. Supports compliance while creating scope for resource optimisation.
5	Water Management & resource stewardship	Opportunity	Location-specific water availability, regulatory requirements and increasing stakeholder expectations on sustainable resource utilisation.	Monitoring water consumption by source including municipal water, groundwater and third-party water; strengthening water tracking and stewardship initiatives across operations.	Positive. Improved resource efficiency and regulatory compliance supports cost effectiveness.
6	Civil Disturbances & Social Unrest	Risk	Business continuity is vital for taking care of customers without disruption in the event of external social or civil disturbance	HED policy in place to guide preparedness and response for such situations.	Negative. Operational disturbance could impact revenue and cost if event occurs.
7	Natural Disasters	Risk	Sustained customer service depends on continuity of operations during extreme events	Emergency response preparedness & Business continuity plan in place	Negative. Disaster response and recovery can drive unplanned expense.



Section B

Policy and management processes related questions

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/NA)					Yes				
b. Has the policy been approved by the Board? (Yes/No/NA)									
c. Web-link of the Policies, if available	https://www.syrmasgs.com/investor-relations/codes-and-policies/								
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes/No/NA)					Yes				
Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)					Yes				

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Code of Conduct and Ethics Escalation Mechanism Conflict of Interest Policy Insider Trading Policy Anti-Bribery Policy Anti-Corruption Policy Gift & Hospitality Policy Whistleblower Policy Data Privacy Policy Vendor Code of Conduct ISO 27001	ISO 9001:2015 (QMS) IATF 16949:2016 ISO 13485 EN 9100 IEC 61340 ANSI/ESD S20.20 RoHS Compliance REACH Compliance Vendor Code of Conduct	ISO 45001 Health & Wellness Program Employee Engagement Program Equal Opportunity Policy POSH Compliance (India) Grievance Redressal Policy Child Labour & Anti-Slavery Policy Slavery Policy Learning & Development Policy Apprentice/Skill Development Framework (NAPS/NATS/ESSCI) Compliance with applicable Labour Laws, including ESI, EPF and Factories Act requirements National Apprenticeship Promotion Scheme (NAPS) Board of Apprenticeship Training (BOAT)/National Apprenticeship Training Scheme (NATS) Health & Safety Management System	ISO 9001:2015 Stakeholder Engagement Stakeholder Feedback Mechanisms Investor Relations & Disclosures Policy Community welfare initiatives implemented through Shree Kamakshi Kaingarya Trust (SSKT) for sanitation, health, and food support programmes for underserved communities.	Human Rights Policy Compliance with Applicable Labour Laws (Factories Act, ESI, EPF, Minimum Wages, etc.) Equal Opportunity Policy Child Labour & Anti-Slavery Policy POSH Policy Grievance Redressal Mechanism Whistleblower Policy Vendor Code of Conduct Human Rights Requirements for Suppliers Community welfare initiatives through SSKT focused on sanitation, health, and food support for underprivileged communities. Apprenticeship programmes under BOAT/NATS and NAPS supporting skill development and employment generation for youth	ISO 14001:2015 ISO 50001:2018 Integrated Policy for Quality, Environment, Energy, and Occupational Health & Safety ESG Policy Biodiversity Policy Responsible Mineral Sourcing Policy GHG Management Framework Renewable Energy Program Water Conservation & Water Management Hazardous and Non-Hazardous Waste Management sanitation, health, and food support e- Waste Management	Membership of ELCINA Membership of CII Membership of ACMA	National Apprenticeship Promotion Scheme (NAPS) and Board of Apprenticeship Training (BOAT) for skill development and employment generation initiatives CSR Contributions to Recognised Trusts and NGOs for 2. Community Welfare and Sanitation Support	ISO 9001 ISO 270001 EN 9100 (AS9100D) ISO 13485 ISO 22163 (applicable units) Customer Feedback mechanism

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitment goals and targets set by the entity with defined timelines, if any.	Strengthening ESG governance framework, improving compliance mechanisms, and enhancing BRSR Core preparedness and assurance processes. Disclosure through BRSR and Annual Report, Whistle Blower Policy, Code of Conduct, sessions on Ethics	Focus on quality-driven manufacturing, sustainable product development, product traceability, and expansion of design-led and high-reliability electronics solutions. The Company is targeting to conducting Life Cycle Assessments (LCAs)/Product Carbon Footprint (PCF) for key products by FY28 and aims to reduce packaging material usage by 5% by FY30 through reuse and recycling. Syrna SGS follows IATF 16949, ISO 13485, EN 9100, RoHS/REACH; like ISO 9001, ANSI/ESD S20.20, and IEC 61340-5-1	The Company has been awarded Great Place to Work certification for the 5th consecutive year. The Company promotes the well-being of employees/workers/vendors through different initiatives like health camp, seminar on mental health etc. Continued investment in employee training, workplace safety, skill development, and target to maintain a diverse and inclusive workforce with >50% women employment	Strengthening engagement with customers, suppliers, investors, and communities through ESG audits, disclosures, and responsible business practices. The principle is imbibed through robust feedback and grievance redressal framework.	The Company aims to maintain a workforce diversity ratio of over 50% women and ensure that 80% of employees receive regular ESG-related training. The Company continues to strengthen fair workplace practices, equal opportunity, employee welfare, and ethical supply chain standards across its operations and business partners.	The Company aims to reduce GHG emissions intensity by 25% by FY30 and set near-term SBTi-aligned targets by July 2026. Additional goals include increasing renewable energy share to 50%, reducing Scope 3 emissions intensity by 10%, lowering water use intensity by 10%, and reducing waste generation intensity by 0.5% by FY30. Supply of renewable energy has started in a phased manner for south units from Aug 2025. The initiative undertaken to achieve ESG goals reflects company's continued focus on energy efficiency, recycling, waste management and water stewardship.	The Company is an active member of industry associations such as ELCINA, CII, ACMA, and AIAG, and regularly monitors evolving regulatory frameworks. The Company remains committed to compliance with applicable laws and governance requirements while promoting responsible and ethical industry practices.	continues to drive CSR initiatives focused on local employment generation, employee development, and community and economic growth. Additionally, through its CSR initiatives, the Company is committed to promoting skill development and employment generation through apprenticeship programmes under NAPS and BOAT/NATS, as well as supporting community welfare initiatives focused on sanitation, security, health, and food assistance. These initiatives are undertaken as part of the Company's ongoing commitment to inclusive growth and community development.	The Company continues to create customer value by adhering to quality standards such as ISO 9001, IATF 16949, ISO 13485, and EN 9100, while promoting customer feedback and grievance redressal mechanisms. The Company remains focused on enhancing customer satisfaction through quality, innovation, cybersecurity, information security, sustainable manufacturing, and responsible supply chain practices.



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitment goals and targets along-with reasons in case the same are not met.	The Company continued strengthening of ESG governance, compliance monitoring, internal controls, and BRSR reporting processes. No major non-compliance observed during the reporting period.	The Company continues to adhere to globally recognised standards including IATF 16949, ISO 13485, EN 9100, RoHS/REACH, ISO 9001, ANSI/ESD S20.20, and IEC 61340-5-1, reflecting its commitment to product stewardship, quality assurance, lifecycle integrity, and component safety. The Company further strengthens manufacturing quality, traceability, and operational efficiency through advanced inspection systems.	The Company continued to strengthen employee well-being through health camps, wellness check-ups, and mental health sessions across locations. The Company upholds ISO 45001 standards and maintains policies on equal opportunity, anti-slavery, child labour, working hours, and grievance redressal. Syrna was also recognised as a Great Place to Work for the fifth consecutive year, reflecting its continued focus on employee safety, diversity, training, and workplace well-being, with women comprising 48% of the workforce.	The Company continued to strengthen its stakeholder engagement framework through customer audits, feedback systems, vendor meets, employee surveys, and grievance redressal mechanisms. The Company also actively participated in Safety Committees and industry forums such as ACMA, ELCINA, and CII. While formal KPIs are not established, Syrna SGS remains committed to making its stakeholder engagement approach more data-driven and inclusive.	The Company remains committed to gender diversity, with women representing 48% of the workforce in FY 26. The Company continues to strengthen fair workplace practices through compliance with labour laws, POSH, whistleblower non-discrimination, and ISO 45001 health and safety standards. ESG training monitoring and a supplier due diligence framework are being developed for FY26. No major human rights concerns were reported during the year.	The Company continued to advance its climate and sustainability commitments through renewable energy initiatives, waste management, and resource-efficiency monitoring. Renewable energy sourcing commenced in a phased manner from August 2025, with a commitment to source 75 lakh units of solar power annually. GHG emissions intensity remained stable despite business growth, while water and waste intensity continued to be regularly monitored. ISO 14001-certified sites manage environmental risks effectively, and ISO 50001 has been implemented to improve energy efficiency.	The Company is a member of key industry associations such as ACMA, ELCINA, CII, IPC and AIAG. The Company continues to comply with applicable statutory, regulatory, and governance requirements while promoting responsible business conduct and transparency. It also aims to leverage these industry platforms for future engagement aligned with its ESG priorities.	The Company continued CSR and community-development initiatives along with employment generation, skill development, and local economic contribution across operating regions. Highlights include Workforce development under NAPS and BOAT and community welfare like sanitation infrastructure for underprivileged communities', health support, including basic medical access and food support for households around our operating sites while expanding engagement across the automotive, healthcare, industrial, and defence sectors.	The Company continued to uphold strong product quality and safety standards through certifications such as ISO 9001, IATF 16949, ISO 13485, and EN 9100. The Company maintains active customer feedback loops and grievance mechanisms, supported by regular audits and continuous improvement practices. Syrna SGS further strengthened its customer value proposition through innovation, cybersecurity, information security, quality systems, and sustainable manufacturing while expanding engagement across the automotive, healthcare, industrial, and defence sectors.



Governance, leadership and oversight

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

At Syrma SGS, sustainability is at the core of our business strategy. Our sustainability efforts were further recognised through the EcoVadis Gold Medal rating, placing Syrma SGS among the top 5% of companies globally for sustainability performance. Registration with Science Based Targets initiative (SBTi) organisation emphasises our commitment towards climate change. Also received the “India’s Most Valuable Corporate Governance Vanguard of the Year 2025” award.

FY 2025–26 was a year of strong business performance and continued progress in advancing Syrma SGS's sustainability and ESG agenda. As the global electronics manufacturing industry evolves, ESG considerations are becoming increasingly integral to long-term business resilience, customer expectations, investor confidence, and regulatory compliance.

During the year, we further strengthened our ESG governance framework and reinforced our commitment to climate action with continued monitoring and measurement of Scope 1, Scope 2 and relevant sub-categories of Scope 3 emissions across our operations.

Our environmental initiatives focused on resource optimisation, waste reduction and energy efficiency. As part of our decarbonisation strategy, we signed an agreement to source 7.5 million units of green energy per year (1.3 million units of solar energy procured during the year)

As a people-centric organisation, we continued to invest in employee wellbeing, safety, diversity, inclusion, and capability building. Women now represent 48% of our workforce. We were recognised as a Great Place to Work (GPTW) for the fifth consecutive year and the “Best Employers in Asia 2025” award.

We remain focused on building a sustainable and inclusive organisation.

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

Mr. J. S. Gujral, Managing Director of Syrma SGS, is the highest authority responsible for overseeing the Company’s Business Responsibility and Sustainability Policy(ies).

9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/NA). If yes, provide details.

Yes

The ESG committee headed by Mr Jasbir Singh Gujral, Managing Director:

1. Mr Jasbir Singh Gujral, MD
2. Mr Satender Singh, CEO
3. Mr Ashwani Kumar, President- OPS (North)
4. Mr P V N Rao, Chief Sustainability Officer
5. Mr Nelson Rajkumar, Chief People Officer
6. Mr Kapil Maini, Chief Procurement Officer
7. Mr Bhabagarhi Pradhan, CS & Compliance Office

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Any other Committee				
Description of other committee for performance against above policies and follow up action	The Company monitors performance against applicable policies through periodic reviews, internal audits, management reviews, compliance assessments, and stakeholder feedback. Corrective and preventive actions are tracked to drive timely resolution and continuous improvement.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Any other Committee				
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	The Company monitors performance against applicable policies through periodic reviews, internal audits, management reviews, compliance assessments, and stakeholder feedback. Corrective and preventive actions are tracked to drive timely resolution and continuous improvement								
Subject for Review	Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Annually				
Description of other committee for performance against above policies and follow up action	The Company monitors performance against applicable policies through periodic reviews, internal audits, management reviews, compliance assessments, and stakeholder feedback. Corrective and preventive actions are tracked to drive timely resolution and continuous improvement								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Annually				
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	The Company monitors performance against applicable policies through periodic reviews, internal audits, management reviews, compliance assessments, and stakeholder feedback. Corrective and preventive actions are tracked to drive timely resolution and continuous improvement								



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.

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency?					Yes				
If yes, provide name of the agency.	TUV, DQS	TUV, DQS	TUV	TUV	-	TUV	Elcina, CII, Acma	Ecovadis	TUV, DQS

Corporate Overview

12. If answer to question (1) of this section B 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)									
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)									

Statutory Reports

Financial Statements

Since Question 1 has already been addressed, this disclosure is not applicable.

Section C

P1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

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

Percentage coverage by training and awareness programmes

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	Training on ESG & Sustainability; Corporate Governance & Regulatory	100
Key Managerial Personnel	3	Training on Leadership, Cognitive Abilities & Values through Mercer Mettl Personal Development assessment	100
Employees other than BoD and KMPs	265	A. Ethics, Governance & Organisational Culture: 1. Anti-Bribery & Code of Conduct 2. Business Ethics Policy 3. Corporate Ethics & Organisational Goals 4. Core Values Awareness 5. HR Policies Awareness 6. Grievance Management 7. Human Rights & Working Conditions 8. Legal Compliance & Labour Laws 9. ESIC & PF Benefits Awareness 10. Employee Welfare Benefits Awareness B. Diversity, Equity & Inclusion (DE&I) 1. Prevention of Sexual Harassment (POSH) at Workplace 2. Diversity in the Workplace 3. Gender Equality in the Workplace 4. Women & Child Trafficking Awareness C. Health, Wellness & Employee Well-being 1. General Health Awareness 2. Health & Wellness Sessions 3. Emotional Wellness & Mental Health 4. Lifestyle Disease Prevention 5. Chronic Diseases & Nutrition Awareness 6. Diabetes Awareness & Prevention 7. Heart Health Awareness 8. BMI Awareness 9. Anaemia & Haemoglobin Awareness 10. Hepatitis Awareness 11. Breast Cancer Awareness 12. Cervical Cancer Awareness 13. Oral Cancer Awareness 14. Women's Health & Hormonal Wellness 15. Disease Prevention & Screening 16. Climate Change & Human Health Awareness 17. Well-being & Welfare at Work D. Occupational Health & Safety (OHS) 1. General Workplace Safety & PPE Awareness 2. Behaviour-Based Safety (BBS) 3. Hazard Identification & Reporting Procedure (HIRA) 4. Health & Safety Compliance Training 5. Industrial Hygiene 6. Machine Safety 7. Material Handling Safety 8. Road Safety Awareness 9. Electrical Safety & Hazard Prevention 10. Lockout Tagout (LOTO) Procedures 11. Safety Hygiene 12. Knowledge & Adherence to Safety Practices 13. Emergency Response Team (ERT) Training 14. Workplace Ergonomics	100



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		E. Emergency Preparedness & Response 1. Emergency Preparedness & Response 2. Fire Fighting & Fire Extinguisher Handling 3. Fire Mock Drills 4. Basic First Aid & First Aid Box Usage 5. Chemical Spillage Response & Spill Kit Handling 6. Eye Wash Bottle Usage Awareness 7. Civil Defence Mock Drill 8. Earthquake Mock Drill 9. Electrical Shock Mock Drill 10. Fall from Height Mock Drill 11. Medical Emergency Mock Drill 12. Terror Attack Mock Drill 13. TAPA Emergency Preparedness F. Environmental Sustainability & Waste Management 1. Environmental Sustainability Awareness 2. Environmental Safety 3. Hazardous Waste Management & Handling 4. General Waste Management 5. Waste Segregation & Colour-Coded Bin Usage 6. Hazardous & General Waste Disposal Practices 7. Chemical Handling, Storage & Disposal 8. Environmental Aspects & Impacts Awareness (ISO 14001) 9. Climate Change Awareness G. Energy Management & Conservation 1. ISO 50001 Energy Management System Awareness 2. Energy Management & Efficiency 3. Energy Conservation Practices 4. Energy Awareness Programmes 5. EnMS (Energy Management System) Knowledge H. Quality, Compliance & Management Systems 1. Integrated Management System (IMS) Policy Awareness 2. ISO 14001 & ISO 45001 Awareness 3. Internal Auditor Training – ISO 14001:2015 & ISO 45001:2018 4. ANSI ESD S20.20 Awareness 5. ESD Awareness 6. RoHS (Lead-Free & Compliance Requirements) 7. MSDS (Material Safety Data Sheet) Awareness 8. Radiation Safety Officer Training I. Workplace Excellence & Operational Effectiveness 1. 5S/6S Workplace Organisation & 2. Housekeeping 3. Self-Grooming & Workplace Discipline 4. Eight Waste (Lean Manufacturing) Awareness 5. Safe Material Handling Practices.	
Workers	207	A. Workplace Excellence & Manufacturing Practices: 5S Workplace Organisation Advanced 5S 6S Workplace Management Self-Grooming & Workplace Discipline 8 Waste Management (Lean Manufacturing) Workplace Safety & Packing Importance B. ESD & Electronics Manufacturing: ESD Awareness ESD Policy Awareness ANSI/ESD S20.20 Awareness & Compliance ESD Precautions & Verification ESD Refresher Training ESD Training for Operators	100

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		C. Safety & Occupational Health: PPE Awareness & Usage Behaviour Based Safety (BBS) General Safety Awareness Workplace Safety Workplace Ergonomics Electrical Safety & Electrical Hazards Machine Safety Material Handling & Safe Material Handling Safety Hygiene Knowledge & Adherence to Safety Requirements D. Hazard Identification & Risk Management: Hazard Identification & Reporting Procedure Hazard Identification & Handling Procedure Hazard Identification and Risk Assessment (HIRA) HIRA as per ISO 45001 & KYT Near Miss, Unsafe Act & Unsafe Condition Awareness E. Chemical Safety: Chemical Handling & Safe Use of Chemicals Chemical Handling with Appropriate PPE Chemical Handling Skills MSDS Awareness & Training Chemical Spill Kit Handling Chemical Spillage Response Drill Hazardous Chemical Storage & Disposal Eye Wash Bottle Usage Awareness F. Fire Safety & Emergency Response Fire Safety Awareness Fire Fighting & Equipment Handling Fire Extinguisher Usage & Classification of Fire Fire Drills & Mock Drills Emergency Preparedness & Response Emergency Response Team (ERT) Training First Aid & CPR First Aid Box Usage Awareness Electrical Shock Emergency Response Drill Medical Emergency Mock Drill Fall from Height Rescue Drill Civil Defence Mock Drill Terror Attack Mock Drill G. Environmental & Waste Management Environmental Safety Environmental Sustainability Waste Management Hazardous Waste Management & Handling Hazardous & General Waste Management Waste Segregation using Colour-Coded Bins Environmental Protection & Chemical Spill Prevention H. Equipment Isolation & Maintenance Safety Lockout Tagout (LOTO) Training & Procedures Energy Isolation & Electrical Safety Dead Tag Awareness	



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		I. Production, Customer & Regulatory Compliance RoHS Awareness (Leaded & Lead-Free Requirements) TAPA Security Awareness Emergency Preparedness – TAPA J. Energy Management & Conservation Energy Awareness Energy Management & Efficiency Energy Conservation ISO 50001 Energy Management System Awareness K. Ethics, Compliance & Governance: POSH (Prevention of Sexual Harassment) Awareness Human Rights & Working Conditions Anti-Bribery & Code of Conduct Business Ethics & Corporate Values HR Policies & Organisational Policies Awareness Grievance Management Legal Compliance & Labour Laws Awareness Employee Welfare Benefits Awareness (PF, ESIC & Welfare Schemes) L. Diversity, Equity & Inclusion: Diversity in the Workplace Gender Equality in the Workplace Women & Child Trafficking Awareness	

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					
Details	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	During the year there were no cases of any material fines/penalties/compounding fee or any amount paid by the Company or by the Directors/KMPs.	NA	0	NA	No
Settlement					
Compounding fee					
Non-Monetary					
Details	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	There were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.		NA	NA	No
Punishment	There were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.		NA	NA	No

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
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Not Applicable, since there were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

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/No/NA

Yes

Syrma SGS has adopted an Anti-Corruption Policy in line with its Code of Conduct and applicable Indian statutory requirements. The policy reflects the Company's commitment to conducting business with high ethical standards, integrity, transparency, and strong corporate governance.

The policy aims to prevent, detect, and address risks related to bribery and corruption by providing clear guidelines for ethical conduct, ensuring employee vigilance, and establishing mechanisms for reporting, investigation, and appropriate disciplinary action in case of violations. It reinforces a zero-tolerance approach towards all forms of corruption.

The policy is applicable to all employees and Management of Syрма SGS, as well as all representatives, agents, and third parties acting on behalf of the Company. It is aligned with applicable Indian laws including the Prevention of Corruption Act, 1988 and other relevant statutes governing anti-corruption practices.

The policy prohibits all forms of bribery, fraud, misappropriation, and unethical practices, and regulates gifts and hospitality to ensure they are reasonable, transparent, and not intended to influence business decisions. Cash or cash-equivalent gifts, improper payments to government officials, misuse of charitable contributions, and use of intermediaries for unethical purposes are strictly prohibited.

Employees are required to comply with the policy, and adherence is considered in performance evaluation and career progression. A formal reporting mechanism is in place to report suspected violations, with provisions for confidentiality and escalation to senior management where required.

The policy is periodically reviewed and updated by the Company to ensure continued compliance with applicable legal and regulatory requirements.

Web-link of the corresponding policy - <https://www.syrmasgs.com/investor-relations/codes-and-policies/>

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

No Directors/KMPs/employees/workers were involved in bribery/corruption both, in FY26 and FY25. Hence, no action was taken by any law enforcement agency.

6. Details of complaints with regard to conflict of interest

Complaints	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	None	0	None

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, as there were no case of corruption and conflicts of interest which were reported during the year.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
i) Accounts payable x 365 days	67,78,120.32	56,03,731.85
ii) Cost of goods/services procured	33,524.25	28,765.54
iii) Number of days of accounts payables	202	196

*This year we are reporting on standalone basis while last year was on consolidated.

**The previous year's figures have been reinstated pursuant to the merger of Syрма SGS Technology Limited, SGS Teknıks Manufacturing Private Limited, and SGS Infosystems Private Limited to ensure comparability with the current year's financial information.

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. (i) Purchases from trading houses	1,74,31,661.16	0
	(ii) Total purchases	51,86,52,18,825	27,62,28,95,767
	(iii) Purchases from trading houses as % of total purchases	0.03	0
	b. Number of trading houses where purchases are made from	1	0
	c. (i) Purchases from top 10 trading houses	1,74,31,661.16	0
	(ii) Total purchases from trading houses	1,74,31,661.16	0
Concentration of Sales	(iii) Purchases from top 10 trading houses as % of total purchases from trading houses	100	0
	a. i) Sales to dealer/distributors	0	0
	ii) Total Sales	0	0
	iii) Sales to dealer/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. i) Sales to top 10 dealers/distributors	0	0
	ii) Total Sales to dealer/distributors	0	0
	iii) Sales to top 10 dealers/distributors as % of total sales to dealer/distributors	0	0

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Share of RPTs in	a. i) Purchases (Purchases with related parties)	15,90,15,477	7,12,30,000
	ii) Total Purchases	34,32,92,50,930	27,62,28,95,767
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.46	0.26
	b. i) Sales (Sales to related parties)	25,25,04,731	39,81,30,000
	ii) Total Sales	43,67,15,42,876	37,87,19,33,000
	iii) Sales (Sales to related parties as % of Total Sales)	0.58	1.05
	c. i) Loans & advances given to related parties	3,68,03,449	0
	ii) Total loans & advances	8,68,92,386	0
	iii) Loans & advances given to related parties as % of Total loans & advances	42.36	0
	d. i) Investments in related parties	2,71,48,63,763	0
	ii) Total Investments made	7,37,96,20,000	0
	iii) Investments in related parties as % of Total Investments made	36.79	0

The Company operates on B2B model and does not have any dealer or distributor.

The Traders based internationally are excluded while they were included in last years reporting

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
29	3	42

Topics discussed

1. Sustainability efforts
2. Regulatory compliance
3. Risk Management

The percentage is calculated excluding customer supplied parts (T1) Spend.

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. Yes/No/NA

Yes

The Company has a detailed 'Code of Conduct & Ethics for Directors and Senior Management', which provides for avoidance and managing the instances that can lead to a potential conflict of interest.

The code is available on the website: <https://www.syrmasgs.com/investor-relations/wp-content/uploads/2025/02/Code-of-Conduct-for-Directors-and-SMPs-including-code-for-ID.pdf>

The Company follows a practice of obtaining annual disclosures from each Director at the commencement of the financial year to address conflict of interests involving members of the Board. Additionally, Directors are required to promptly disclose any changes in their interests throughout the year. As a part of this process, any Director with a conflict of interest is restricted from participating in discussions or voting on matters where their personal interests are involved and they are present.



P2: Businesses should provide goods and services in a manner that is sustainable and safe

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 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	3.15	2.69	BLDC based energy efficient controller development for ceiling fans, air coolers and industrial drives. Energy monitoring device development for 3phase smart meter. IoT based Air Quality Monitor development
Capex	0.78	4.65	Smart hybrid vehicle, water stewardship; Thermal insulation for HVAC; Rockwool insulation, Turbo Air Ventilator; LED luminaires, CNG-powered vehicles

The above are prudent approximate workings in absolute numbers, in INR crores.

R&D is 13.41%

Capex is 5.44%

2. Sustainable Sourcing

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

Yes

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

61.5% of the raw material is sourced from suppliers who publish their ESG reports.

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)

Syrma SGS operate as a B2B provider supplying components and assemblies to OEM and other business. As a contract manufacturer, Syrma does not sell directly to the end consumers. Therefore the Company has no control or visibility over the end of life handling of finished goods.

b. E-waste

Syrma SGS operate as a B2B provider supplying components and assemblies to OEM and other business. As a contract manufacturer, Syrma does not sell directly to the end consumers. Therefore the Company has no control or visibility over the end-of-life handling of finished goods.

c. Hazardous waste

Syrma SGS operate as a B2B provider supplying components and assemblies to OEM and other business. As a contract manufacturer, Syrma does not sell directly to the end consumers. Therefore the Company has no control or visibility over the end of life handling of finished goods.

d. Other waste

Syrma SGS operate as a B2B provider supplying components and assemblies to OEM and other business. As a contract manufacturer, Syrma does not sell directly to the end consumers. Therefore the Company has no control or visibility over the end-of-life handling of finished goods.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If not, provide steps taken to address the same. Yes/No

No

4.1 If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? Yes/No

No

4.2 If not, provide steps taken to address the same.

As a B2B services company, Syrma SGS Technology Limited manufactures products based on customer-specific designs. Consequently, the Company has limited control over the end-of-life management of products once delivered to customers. However, wherever feasible, the Company actively uses reusable packaging materials—such as pallets, boxes, and trays—to minimise environmental impact

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.

No, the Company has not conducted any Life Cycle Assessment (LCA) for its products/services during the reporting year. However, the Company plans to undertake Life Cycle Assessment/product carbon footprint studies for identified products/processes by FY 2027–28 as part of its evolving sustainability roadmap.

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

The Company has not conducted Life Cycle Assessments (LCA) for its products/services during the reporting period. However, considering the nature of the electronics manufacturing industry, No major risks are envisaged.

However, the Company has implemented measures such as responsible waste management through authorised recyclers, compliance with applicable environmental regulations, monitoring of hazardous waste disposal, resource efficiency, and adherence to occupational health and safety practices across operations. The Company also continues to strengthen its ESG framework and intends to undertake Life Cycle Assessment studies as required in coming years.



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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Packaging Carton boxes	20	20

All the electronics are purchased from Manufacturers through authorised distributors as recommended by customers. Hence there is not much scope to purchase recycled parts.

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:

Waste Type	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-Waste						
Hazardous Waste						
Other Waste (Edit here)						

N/A

Syrma SGS operates as a B2B EMS provider, supplying components and assemblies to OEM and other businesses. As a contract manufacturer, Syrma SGS does not sell directly to the end consumers. Therefore, the Company has no control or visibility over the end-of-life handling of the finished goods.

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

Not applicable as our Company manufacturer products according to the customer requirements and does not sell them directly to the consumers.

P3: Businesses should respect and promote the well-being of all employees, including those in their value chains

1. Well-being of employees and workers:

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	1,150	1,143	99.39	1,150	100	-	-	121	10.52	0	0
Female	229	228	99.56	229	100	22	9.61	-	-	21	9.17
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1379	1371	99.42	1379	100	22	1.60	121	8.77	21	1.52
				Other than Permanent employees							
Male	142	0	0	142	100	-	-	0	0	0	0
Female	99	0	0	99	100	0	0	-	-	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	241	0	0	241	100	0	0	0	0	0	0

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

Category	% 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	99	48	48.49	99	100	-	-	7	7.07	0	0
Female	74	28	37.84	74	100	5	6.76	-	-	1	1.35
Other	0	0	0	0	0	0	0	0	0	0	0
Total	173	76	43.93	173	100	5	2.89	7	4.05	1	0.58
				Other than Permanent workers							
Male	3,836	129	3.363	3,836	100	-	-	0	0	0	0
Female	4,417	22	0.498	4417	100	6	0.14	-	-	1	0.02
Other	0	0	0	0	0	0	0	0	0	0	0
Total	8,253	151	1.83	8,253	100	6	0.07	0	0	1	0.012

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
i) Cost incurred on wellbeing measures (wellbeing measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	2,33,29,033	19,61,70,221
ii) Total revenue of the Company	43,67,15,42,876	37,16,76,00,000
iii) Cost incurred on wellbeing measures as a % of total revenue of the Company	0.05	0.53



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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (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	100	100	Yes	100	90.86	Yes
Gratuity	100	100	Yes	100	77.49	Yes
ESI	2.23	60.87	Yes	14.73	87.35	Yes
Others – please specify	0	0	NA	0	0	NA

3. 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/No/NA

Yes, all the offices are accessible to differently abled employees and workers.

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/No/NA

Yes

Syrma SGS has adopted an Equal Employment Opportunity Policy to promote a fair, inclusive, and non-discriminatory workplace for all employees. The policy ensures equal treatment and prohibits discrimination on any grounds, in line with applicable laws including the Rights of Persons with Disabilities Act, 2016. It supports diversity and inclusion across the organisation and reinforces equitable employment practices.

The policy is available on the following link <https://www.syrmasgs.com/investor-relations/codes-and-policies>

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	96	85	50	100
Female	80	50	50	100
Other	0	0	0	0
Total	93	84	50	100

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? Yes/No

Yes

If yes, give details of the mechanism in brief.

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	Grievances submitted via phone, email, or written letter to People Organisation. Intra-departmental issues addressed by Reporting Manager (resolved within 7 working days for minor; 15 working days for major). Major grievances formally recorded and investigated by Head of People Organisation in consultation with Functional Head and HOD. Whistleblower policy available for serious concerns including anonymous reporting. EHS Committee provides an additional monthly channel for safety and workplace concerns.
Other than Permanent Workers	Yes	Same People Organisation grievance channels are accessible — workers are not required to route concerns through their labour contractor. Unit HRs are available for direct, informal escalation. Supplier and contractor worker concerns may also be raised through the Whistleblower policy, including anonymously. Confidential worker interviews are conducted during periodic contractor compliance audits.

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Employees	Yes	Structured escalation through Reporting Manager → Functional Head → Head of People Organisation. Minor grievances resolved within 7 working days; major grievances within 15 working days. Additional channels include: HRBP direct access; Open Door Policy; ICC for sexual harassment complaints; Whistleblower policy.
Other than Permanent Employees	Yes	Same grievance channels as permanent employees. People Organisation extends equal access to all persons engaged with the Company regardless of employment category. Trainees and apprentices are specifically informed of their rights and available channels at induction.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	1,379	0	0	1,159	0	0
Male	1,150	0	0	947	0	0
Female	229	0	0	212	0	0
Other	0	0	0	0	0	0
Total Permanent Workers	173	0	0	217	0	0
Male	99	0	0	147	0	0
Female	74	0	0	70	0	0
Other	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	1,292	1,292	100	625	48.38	1,107	1,107	100	586	52.94
Female	328	328	100	128	39.02	258	258	100	102	39.54
Other	0	0	0	0	0	0	0	0	0	0
Total	1,620	1,620	100	753	46.48	1,365	1,365	100	688	50.40
	Workers									
Male	3,935	3,935	100	3,935	100	3,716	3,716	100	3,716	100
Female	4,491	4,491	100	4,491	100	3,175	3175	100	3,175	100
Other	0	0	0	0	0	0	0	0	0	0
Total	8,426	8,426	100	8,426	100	6,891	6,891	100	6,891	100

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,292	1,126	87.15	1107	987	89.16
Female	328	273	83.23	258	209	81.01
Other	0	0	0	0	0	0
Total	1,620	1,399	86.36	1365	1,196	87.62



Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	3,935	2,967	75.40	3,716	1,760	47.36
Female	4,491	3,155	70.25	3,175	992	31.24
Other	0	0	0	0	0	0
Total	8,426	6,122	72.66	6,891	2,752	39.94

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/No/NA

Yes, Syrma SGS has implemented an Occupational Health and Safety Management System certified under ISO 45001:2018 across 100% of its manufacturing facilities.

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 holds ISO 14001:2015 and ISO 45001:2018 (OH&SMS) certifications, which are diligently adhered to across all operations to ensure robust environmental and occupational health & safety practices. Also, as a daily routine practice, Safety walk is conducted, cross functional team audit is conducted, Hazard identification and Risk Assessment is being carried out periodically and whenever new process is initiated, and work permit is implemented for all third party and hazardous work.

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

Yes the workers can report hazards via different dedicated channels such as EHS representatives, safety committees, incident reporting registers, Mails and QR code systems. Employees have the right to stop work in unsafe conditions without any penalty.

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

Yes, employees and workers benefit from annual health screenings, periodic health camps, on-site first aid facilities, periodic health checkup for hazardous process personnels and food handlers, access to a doctor and nursing staff at plants, as well as wellness initiatives such as yoga sessions, dental, Antennal awareness, Cancer awareness and General health awareness programmes.

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

Safety Incident/Number	Category*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.01
Total recordable work-related injuries	Employees	0	0
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

1. Leadership Commitment & Governance:

Syrma SGS treats workplace safety and health as a non-negotiable leadership commitment. The Company establishes a zero-harm goal across all manufacturing plants and offices, with an unconditional position that no production target or commercial pressure will ever override a safety requirement. EHS governance is structured through an EHS Committee at each plant, Plant Safety Reviews, periodic Gemba Walks on the shop floor, and an Annual EHS Review covering performance, targets, and statutory compliance.

2. Hazard Identification & Risk Management:

Risk assessments are mandatory for every work activity, process, and piece of equipment — reviewed on any change and at minimum annually.

- a) A Permit to Work (PTW) system controls all high-risk activities like electrical work, hot work, confined space entry, work at height, LOTO/maintenance, and hazardous chemical handling. No high-risk work commences without a valid PTW.
- b) LOTO (Lockout/Tagout) procedures are mandatory for all maintenance work on machinery, with machine-specific procedures documented and all technicians trained and assessed as competent.

3. Safe Systems of Work:

- a) Chemical Safety — MSDS available at the point of use for every chemical; workers trained before handling; chemicals stored segregated by compatibility class; hazardous chemical substitution actively pursued.
- b) Fire Safety — Fire Prevention and Emergency Evacuation Plans maintained and reviewed annually at each plant; fire systems maintained and certified; fire exits kept clear at all times; fire evacuation drills conducted at least twice per year.
- c) Ergonomics — ergonomic risk assessments for all assembly and repetitive manual task workstations; 20 kg manual handling limit with mechanical aids mandatory for heavier loads.
- d) 5S Housekeeping — applied at all plant locations with periodic audits to maintain safe and orderly workplaces.

4. Occupational Health:

- a) Pre-employment and periodic medical examinations for all manufacturing employees, in compliance with the Factories Act 1948.
- b) Health surveillance for workers exposed to chemical, noise, dust, and vibration hazards — designed to detect occupational illness early.
- c) Master health checkups for employees above 40 years of age and regular health camps across all plant locations.
- d) First aid coverage and first aid boxes inspected monthly.
- e) Mental health and psychological safety formally recognised as occupational health responsibilities — managers are trained to create environments where employees can raise concerns and seek support without fear. Monthly Health & Wellness Webinars conducted covering physical health, mental well-being, and work-life balance.

5. EHS Training:

A structured module EHS Training Matrix covers: EHS Induction; Fire Safety & Evacuation; Chemical Safety; LOTO; Permit to Work; Work at Height; First Aid; Ergonomics & Manual Handling; Near Miss & Incident Reporting; and EHS for Supervisors & Managers.

6. Incident Reporting & Investigation:

The Company operates a blame-free reporting culture where every incident, near miss, unsafe condition, and unsafe act must be reported. Near miss reporting rate is tracked as a leading indicator of safety culture health. All incidents are investigated using structured root cause analysis with corrective actions tracked to closure and findings shared as



safety learnings across the plant. Statutory notifications are made in compliance with the Factories Act 1948 and ESI Act 1948 and immediate notification of fatalities or dangerous occurrences to the Inspector of Factories.

7. Emergency Preparedness:

Each plant maintains a documented Emergency Response Plan covering fire, chemical spill, medical emergency, and natural disasters — with a trained Emergency Response Team (ERT), clearly marked assembly points, prominently displayed emergency contacts, and evacuation drills at least twice per year.

8. Contractor & Visitor Safety:

All contractors undergo a mandatory site EHS induction before commencing work and must obtain PTWs for all high-risk activities. Serious or repeated non-compliance results in immediate work stoppage and contract termination. All visitors to operational areas receive a safety briefing and are accompanied by a Company employee at all times.

9. Employee Rights:

Every employee has the right to stop unsafe work without fear of retaliation which is communicated at induction and reinforced through training. Deliberate safety violations are treated as serious misconduct.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

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	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Syrma SGS is committed to maintaining a safe and healthy workplace and has established systems for self-driving of identifying, reporting, investigating, and addressing safety-related incidents and workplace hazards like,

- All reported incidents, near misses, and unsafe conditions are investigated to identify root causes and implement corrective and preventive actions.
- Regular safety inspections and audits are conducted across all facilities to identify potential hazards and ensure compliance with safety requirements.
- Safety awareness and job-specific training programmes are conducted periodically for employees and contract workers.
Engineering controls, machine guarding, ventilation systems, and workplace ergonomics are continuously reviewed and improved wherever required.
- Personal Protective Equipment (PPE) compliance is monitored, and suitable PPE is provided based on risk assessments and requirements
- Emergency preparedness measures, including mock drills, evacuation exercises, and firefighting training, are conducted regularly.

Observations and findings from audits and incident investigations are tracked to closure through a structured action-tracking mechanism.

- f) Potential ergonomic risks arising from repetitive tasks are addressed through workstation improvements, employee awareness, and job rotation where applicable.
- g) Contractor safety management is strengthened through induction training, supervision, and compliance monitoring and permit to work system
- h) Occupational health risks are monitored through periodic health check-ups, workplace exposure assessments, and implementation of appropriate control measures.
- i) Employee feedback, safety observations, and audit findings are reviewed by management to ensure continual improvement in workplace health and safety performance.

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).

	Yes/No
(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

Syrma SGS extends life insurance/compensatory coverage in the event of death of employees and workers. The Company also provides Group Personal Accident Insurance coverage for employees and Group Health Insurance under a floater policy covering self and dependents.

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

We are mandating e-invoicing for all local vendors and monthly reconciliation of GST 2A & 2B is done with all the vendors.

Monthly bills to contract labour vendors are released after ensuring previous month remittance of PF, ESI, Welfare Fund & Professional Tax.

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

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

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

Yes

Syrma SGS has defined practices and structured support mechanisms to facilitate smooth career transitions for employees exiting the organisation — whether through retirement, resignation, or termination.

1. Retirement Transition:

- a) Advance Notification — Employees are formally notified of their retirement date at least 6 months in advance, giving them adequate time to plan their personal and financial transition.
- b) Structured Knowledge Transfer — A formal knowledge transfer and handover plan is initiated at least 3 months before the retirement date, coordinated by the Reporting Manager and People Organisation. This ensures business continuity while giving the retiring employee a dignified, purposeful final period of contribution.
- c) Retired Employee Re-Engagement Program — the Company offers a structured post-retirement consulting and advisory engagement option for select retired employees whose expertise and institutional knowledge remain valuable to the business. This allows retired employees to continue contributing on a project basis, supporting their continued engagement and financial well-being in the initial post-retirement period.
- d) Dignified Farewell — People Organisation ensures every retiring employee is formally recognised and celebrated for their contribution — signalling to the wider workforce that years of service are valued and honoured.
- e) Priority F&F Settlement — Full & Final Settlement for retiring employees is targeted for completion on or before the last working day, so that retiring employees do not have to pursue their dues after separation.

2. Voluntary Separation — Employability Support

- a) Exit Interview & Career Feedback — every departing employee participates in a structured exit interview conducted by People Organisation. Beyond capturing retention insights, this conversation includes a candid discussion of the employee's career trajectory and, where appropriate, guidance on their next steps.
- b) Relieving Letter & Employment Certificate — issued to all employees who complete their notice period obligations. These documents are essential for the employee's future job search and background verification.
- c) Reference Support — all reference requests from prospective employers are handled by People Organisation, providing factual, professional employment verification that supports the departing employee's transition to their next role.

3. Involuntary Separation — Transition Support

- a) Performance Improvement Plan (PIP) Before Termination — no employee is separated for performance reasons without first being placed on a PIP with defined goals, a realistic review timeline, and active management support. This gives employees a genuine opportunity to course-correct and retain their employment before separation is considered.
- b) Notice Period or Salary in Lieu — in all non-misconduct involuntary separations (performance-based or redundancy), the Company provides the full notice period or pays salary in lieu, giving the employee financial support during their transition.
- c) Redundancy — Redeployment First — where separation arises from organisational restructuring or role elimination, People Organisation actively explores internal transfer or redeployment options before initiating separation. Affected employees are given the opportunity to move to a suitable alternate role within the Company where one exists.
- d) Statutory Entitlements Paid in Full — all statutory dues — including gratuity, provident fund, earned leave encashment are settled promptly and completely, ensuring financial security during the transition period.

4. Death in Service — Family Transition Support:

In the event of an employee's death while in service, People Organisation takes immediate ownership of the family support process ensuring all statutory claims like EPF death benefit, ESI family pension, group life insurance, gratuity are initiated and pursued to completion on behalf of the nominee. Full & Final Settlement is processed on priority so that the bereaved family is not left to navigate bureaucracy during a period of grief. People Organisation designates a dedicated point of contact for the family throughout the claims process, providing end-to-end support until all entitlements are fully settled.

5. Rehire Eligibility:

Every departing employee's rehire eligibility is formally assessed and recorded at the time of exit. Employees who leave in good standing are marked eligible for future re-employment, keeping the door open for boomerang hiring — where former employees return with broader experience and a renewed commitment to the organisation.

5. Details on assessment of value chain partners:

Issue	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
Working Conditions	100

We assess only the Syrma SGS controlled suppliers. Majority of the suppliers are ISO 45001 certified.

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.

A fire incident occurred at the one of our cable supplier facilities, due to electrical short circuit, resulting in localised damage to equipment and electrical wiring.

Root Cause Analysis: -

The following factors were identified as the primary causes of the incident:

- Insulation failure in wiring caused by overloading of the electrical circuit
- Improper earthing and loose electrical connections
- Lack of periodic inspection and preventive maintenance

Corrective Actions: -

The following immediate corrective measures were undertaken:

- Replacement of all damaged cables, panels, and electrical components
- Tightening of electrical connections and provision of proper insulation
- Conducted load analysis and implemented necessary corrections
- Performed a comprehensive inspection of the entire electrical system as per load requirements

Preventive Actions: -

To avoid recurrence of such incidents, the following preventive measures have been implemented:

- Installation of MCBs (Miniature Circuit Breakers) floor-wise
- Ensured proper load balancing across all circuits
- Installation of fire alarm systems
- Strengthening of the earthing and grounding system
- Mandatory periodic inspection

P4: Businesses should respect the interests of and be responsive to all its stakeholders

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

The Company recognises its Key Stakeholders as all the individuals, group or institution and organisations that contribute or are connected with the Company and have material influence on the Company or they materially influence the Company's decisions and results. We identify our stakeholders, which include customers, suppliers, communities, government regulators, shareholders and employees. However, this process is ongoing, and we continuously strive to identify additional stakeholders.

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 (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Details of Other Channels of communication	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	No	Community Meetings	Periodic	Others - please specify	Ongoing/Need based	Positively touching lives of people and thereby enhancing their quality of life and overall wellbeing Capacity Building, local development, Health, Skilling and livelihoods for the neighbouring communities
Investors (other than Shareholders)	No	Website	Through audio calls, Investor conferences, One-on-One/Group meetings	Others - please specify	Need based	Provide transparent, equal-access updates on performance, strategy, capital and material developments; address investor queries; comply with SEBI disclosure norms.
Shareholders	No	Website	AGM through Video Conference, Email, Publication and Advertisement	Others - please specify	Annual/Need based	Performance Updates
Employees and Workers	No	E-mail	Through notice board, Email, Townhall meeting, committee meetings	Quarterly	Quarterly/Need basis	To understand employee and worker expectations, enhance workplace well-being, improve engagement and productivity, ensure legal compliance, strengthen safety culture, and foster an inclusive and positive work environment.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Details of Other Channels of communication	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	E-mail	Phone/calls, Video conferencing, Customer portals, Website, In person meeting, message App i.e. WhatsApp for quick update.	Others - please specify	1. Phone/calls - As needed 2. Video conferencing- Weekly to monthly, 3. Customerportals - As needed, 4. Website - Occasionally 5. In person meeting -Monthly, or as needed 6. Message app i.e. WhatsApp for quick update - As needed	Purpose: To ensure product quality, onetime delivery, and cost competitiveness Scope: Covers technical, commercial, operational, and regulatory aspects
Value Chain Partners	No	E-mail	Meetings virtual/ face to face	Others - please specify	Quarterly	Business review, compliance, growth plan.
Regulatory Authorities	No	E-mail	Phone/calls, Video conferencing, Customer portals, Website, In person meeting, message App i.e. WhatsApp for quick update.	Others - please specify	Need based	To ensure full compliance with applicable laws, regulations, and industry standards.

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.

To ensure structured and effective consultation on economic, environmental, and social matters, the Board of Directors have established dedicated committees such as the Risk Management Committee, Stakeholder Relationship Committee, and CSR Committee. The Company's management maintains regular engagement with key stakeholders, including communities, investors, customers, suppliers, and employees. The Management reports to the Board Committees regarding the same on regular basis.

The CSR Committee has entrusted the activities relating to BRSR to the ESG Committee comprising senior of Executives in management team. The ESG Committee reviews all compliance relating to BRSR and report to the CSR Committee.

The Board Committees monitoring the progress of initiatives related to these topics and providing regular updates to the Board. Feedback from stakeholder interactions is consolidated and communicated to the Board to support informed decision-making and to guide the Company's strategic direction.

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/No

Yes. Syrma SGS engages regularly with key stakeholders, including customers, suppliers, employees, investors, communities and various certification bodies to identify and manage environmental and social issues. Engagement is carried out through customer audits, supplier meets, employee town halls, safety & welfare meets, Annual General Meetings (AGMs), Health awareness programmes, Sustainability awareness programmes, community outreach initiatives and ISO management system audits. Feedback received from stakeholders has contributed to strengthening the Company's Environmental Management System (ISO 14001), Energy Management System (ISO 50001), Occupational Health and Safety Management

System (ISO 45001), supplier sustainability practices, employee welfare programmes, and ESG reporting processes. The Company also participates in sustainability assessments such as EcoVadis and was awarded a Gold Medal for Chennai unit, reflecting its commitment to continuous ESG improvement.

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

Syrma SGS recognises that certain stakeholder groups by virtue of their employment category, gender, socioeconomic background, geographic origin, or community context face disproportionate risks and require deliberate, structured engagement and protection. The Company addresses this through formal policy commitments, operational programmes, and governance mechanisms across its own workforce and surrounding communities.

1. Women Employees: Women constitute 48% of Syrma SGS's total workforce — one of the highest female workforce ratios in the Indian EMS sector. Sustaining this ratio requires active intervention, not passive non-discrimination.

Engagement & Actions:

- POSH Framework — an Internal Complaints Committee (ICC) is constituted at each plant in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. Every woman employee is informed of her rights, the ICC process, and available channels at the time of joining.
- Safe Conveyance — a structured tie-up with Uber across all units ensures safe, traceable, and reliable transportation — particularly for women employees on late shifts or early morning shifts.
- Targeted Recruitment — campus drives are conducted specifically at women's engineering colleges and polytechnic institutions to expand the female talent pipeline into technical and manufacturing roles.
- Unconscious Bias Training for Managers — all people managers are trained to recognise and manage bias in performance evaluation, promotion decisions, and day-to-day interactions — ensuring women employees are assessed on merit.
- Maternity Benefits — full compliance with the Maternity Benefit Act 1961, including paid maternity leave and protection against dismissal during maternity. People Organisation ensures continuity of role and benefits on return.

2. Contract & Temporary Workers: They are placed through labour contractors who are among the most vulnerable employees in any manufacturing setting. They often have less awareness of their rights, less access to grievance channels, and less job security.

Engagement & Actions:

- Equal EHS Standards — Contract workers are subject to the same EHS requirements as permanent employees. They receive mandatory site EHS induction before commencing work, are provided PPE at no cost, and are covered under the PTW system for high-risk activities. Their supervisors are held equally accountable for safety compliance.
- Equal Minimum Wage — Contract workers are entitled to the same applicable minimum wage as permanent employees performing similar work.
- Grievance Access — Contract workers have access to the same People Organisation grievance channels as permanent employees.

3. Youth & Early-Career Talent from Underserved Backgrounds: College dropouts, ITI graduates and diploma holders from low-income communities near manufacturing locations often lack the credentials or networks to access formal employment without structured support.

Engagement & Actions:

- Apprenticeship Program — the Company actively recruits ITI and Diploma holders from surrounding communities through NAPS and BOAT apprenticeship programmes, providing a structured, paid pathway into formal employment.

They receive structured skills training in electronics and they are prepared to meet industry requirements and transition into formal employment after programme completion based on position availability.

4. **Surrounding Communities – Socioeconomically Vulnerable Groups: Communities surrounding industrial manufacturing plants particularly in semi-urban and rural locations often experience environmental, health, and economic pressures associated with industrial activity, and have limited voice in decisions that affect their living conditions.**

Engagement & Actions:

Plant-level Values Coaches conduct structured annual needs assessments, engaging village panchayats, school principals, healthcare workers, and community leaders to understand and prioritise the most pressing community needs before planning CED (Community Engagement & Development) activities.

P5: Businesses should respect and promote human rights

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,379	1,379	100	1159	1,159	100
Non- Permanent	241	241	100	206	206	100
Total Employees	1,620	1,620	100	1,365	1,365	100
Workers						
Permanent	173	173	100	217	217	100
Non-Permanent	8,253	8,253	100	6,674	6,674	100
Total Workers	8,426	8,426	100	6,891	6,891	100

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	1,379	0	0	1,379	100	1,159	0	0	1159	100
Male	1,150	0	0	1,150	100	947	0	0	947	100
Female	229	0	0	229	100	212	0	0	212	100
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent	241	0	0	241	100	206	103	50	103	50
Male	142	0	0	142	100	160	82	51.25	78	48.75
Female	99	0	0	99	100	46	21	45.65	25	54.35
Other	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	173	0	0	173	100	217	68	31.336	149	68.664
Male	99	0	0	99	100	147	36	24.49	111	75.51
Female	74	0	0	74	100	70	32	45.714	38	54.286
Other	0	0	0	0	0	0	0	0	0	0
Other than Permanent	8,253	4,547	55.095	3,706	44.905	6,674	3,574	53.551	3,100	46.449
Male	3,836	1,883	49.088	1,953	50.912	3,569	1,505	42.169	2,064	57.831
Female	4,417	2,664	60.312	1,753	39.688	3,105	2,069	66.634	1,036	33.366
Other	0	0	0		0	0	0	0	0	0

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	9	31,50,000	1	20,80,000	0	0
Key Managerial Personnel	3	3,61,60,919	0	0	0	0
Employees other than BoD and KMP	1,197	6,46,140	313	4,43,580	0	0
Workers	102	2,80,212	76	2,58,672	0	0

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females	89,88,00,000	65,29,49,245
Total wages	2,64,35,00,000	2,16,78,46,909
Gross wages paid to females as % of total wages	34	30.11

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

Syrma SGS has designated focal points at multiple levels responsible for addressing human rights impacts caused or contributed to by the business. Responsibility is distributed across individuals and committees to ensure both strategic oversight and operational accountability.

- Head of People Organisation: Responsible for human rights issues within the workforce including workplace discrimination, wage compliance, freedom of association, and POSH-related matters. Owns the Grievance Redressal Policy and ensures timely resolution within prescribed timelines.
- Internal Complaints Committee (ICC): Dedicated committee at each plant responsible exclusively for addressing sexual harassment complaints. Independently constituted with an external member to ensure impartiality.
- Plant-Level Values Coaches and Unit HRs: Operational focal points at each manufacturing location for day-to-day human rights concerns including worker welfare, community grievances, and escalation of concerns to People Organisation.
- Audit Committee: Apex governance authority for the Vigil Mechanism and Whistleblower Policy. Receives serious human rights concerns and oversees investigations and corrective actions on human rights matters.
- Compliance/Ethics Officer: Receives, coordinates, and monitors investigation of all human rights-related disclosures and grievances.

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

Syrma SGS has a structured, multi-layered grievance redressal framework that addresses human rights concerns across its workforce & contract workers. The framework is governed by a formal Grievance Redressal Policy and supported by dedicated mechanisms for specific human rights issues — including sexual harassment, whistleblowing, anti-slavery, and worker welfare. It is built on three principles: accessibility — every person can raise a concern through a channel suited to them; protection — no one faces retaliation for raising a genuine concern in good faith; and resolution — concerns are investigated, actioned, and closed.

1. Grievance Redressal Policy — Core Framework:

The Company's Grievance Redressal Policy provides all employees with a structured mechanism to raise concerns related to their employment, workplace rights, and human rights. Grievances may be submitted through phone, email, or written letter to People Organisation or the relevant authority.

Escalation Structure:

- a) Intra-departmental grievance: First level is Immediate supervisor/Reporting Manager and escalated to Functional Head if unresolved.
- b) Inter-departmental grievance: First level is Immediate supervisor/Reporting Manager and escalated to Functional Head with other department's Function Head.
- c) Personal/Sensitive matters: First level is Functional Head and Head of People Organisation intervenes as required.
- d) Major Grievance: Formal inquiry conducted Head of People Organisation and Concerned Functional Head

Classification & Resolution Timelines:

Minor Grievances — resolved within 7 working daySr. No.t formally recorded unless the employee requests documentation or submits a written letter. Handled at the supervisor or Functional Head level.

Major Grievances — resolved within 15 working days. Formally recorded and managed by the Head of People Organisation. Addressed through a thorough inquiry, with judgement based on findings of the proceedings.

Management refers to Syrma SGS's Standing Orders for guidance on all grievance-related matters, ensuring consistency and legal compliance.

2. Channels Available for Raising Human Rights Grievances:

In addition to the standard grievance escalation structure, the following dedicated channels are available for specific human rights concerns:

- a) People Organisation/HRBP/Open door
- b) Internal complaints Committee (ICC) for sexual harassment complaints
- c) Whistleblower channel for any serious misconduct, fraud, forced labour, trafficking, retaliation.

3. The grievance framework covers the following human rights concerns:

- a) Forced labour, bonded labour, and debt bondage — governed by the Anti-Slavery Policy
- b) Child labour — zero tolerance; any concern triggers immediate investigation
- c) Human trafficking and document confiscation — covered under Anti-Slavery Policy
- d) Sexual harassment — governed by the POSH Policy and ICC framework
- e) Discrimination on the basis of gender, caste, religion, disability, age, or any protected characteristic — covered by the Employment Policy and Code of Conduct
- f) Unsafe working conditions — any employee may report through People Organisation or the EHS Committee
- g) Wage theft, unlawful deductions, or non-payment of statutory dues — covered by People Organisation



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

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

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Female employees/workers	4,819	3,433
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.

Syrma SGS recognises that the willingness of employees to report discrimination and harassment depends entirely on their confidence that doing so will not harm them. The Company has embedded the following mechanisms across its policies to prevent adverse consequences to complainants:

1. Formal Anti-Retaliation Protection:

- Zero tolerance for retaliation is stated in the Company's Whistleblower Policy, POSH Policy, Grievance Redressal Policy, Employment Policy, and Code of Conduct — creating a consistent, cross-policy commitment that no complainant will face adverse treatment for raising a concern in good faith.
- Protection is unconditional — A complaint made in good faith is protected even if the investigation does not confirm the allegation.
- Protection begins at the moment the complaint is made and continues for a minimum of 12 months after the investigation is formally closed — including after the complainant's employment has ended.

2. Retaliation Defined Broadly:

The Company defines retaliation broadly to prevent indirect or subtle forms of adverse consequence. Prohibited retaliatory actions include:

- Termination, demotion, or forced resignation.
- Salary reduction, bonus withholding, or denial of increment.
- Unfair or adversely adjusted performance evaluation.

- d) Denial of promotion or career advancement opportunity.
- e) Transfer or reassignment that is punitive in nature.
- f) Harassment, intimidation, or creation of a hostile work environment.
- g) Exclusion from meetings, decisions, or opportunities the complainant was previously part of.
- h) Any act designed to discourage, punish or disadvantage the complainant.

3. Confidentiality of Identity:

- a) The identity of the complainant is kept strictly confidential throughout the complaint, investigation, and resolution process.
- b) Access to the complainant's identity is limited to: People Organisation/Ethics Officer; the ICC (for POSH cases); and the investigation authority — all bound by confidentiality obligations.
- c) Disclosure of identity occurs only where required by law or where the investigation cannot proceed without it — and the complainant is informed in advance where this is necessary.
- d) Anonymous complaints are accepted through the Whistleblower policy, allowing persons who fear identification to report concerns without revealing their identity.

4. Independent Investigation:

- a) All discrimination and harassment complaints are investigated by persons who are independent of both the complainant and the subject — eliminating the risk of biased outcomes that could disadvantage the complainant.
- b) For POSH cases, the Internal Complaints Committee (ICC) — which includes an external independent member — conducts the inquiry, ensuring the process is insulated from internal hierarchy or managerial influence.
- c) For other discrimination or harassment complaints, the investigation is conducted by People Organisation — never by a person with a reporting relationship to the subject or the complainant.
- d) No member of management who is the subject of a complaint or who has a conflict of interest may be involved in the investigation or influence its outcome.

5. Interim Protective Measures:

Where a complaint involves a serious allegation and there is a credible risk of continuing harm to the complainant during the investigation, the Ethics Officer or People Organisation may recommend interim protective measures — including reassignment of the subject, modification of reporting lines, restricted access, or administrative leave for the subject pending investigation outcome.

Interim measures are designed to protect the complainant without prejudging the subject and are reviewed regularly throughout the investigation. The complainant is not relocated, reassigned, or otherwise disadvantaged as part of any interim arrangement — any change in working arrangements targets the subject, not the complainant.

6. Consequences for Retaliation:

Any manager, supervisor, or employee who retaliates against a complainant — directly, indirectly, or through instruction to a third party — is subject to disciplinary action up to and including termination, regardless of their seniority or role.

7. Monitoring for Retaliation:

- a) People Organisation actively monitors the employment status, performance ratings, compensation, and working conditions of complainants during and after the investigation period — specifically to detect and address any retaliatory actions.
- b) Any change in the complainant's employment conditions during or after the investigation period is reviewed by People Organisation to assess whether it constitutes retaliation.
- c) Complainants are encouraged to report any suspected retaliation immediately to People Organisation & the Ethics Officer— where it is treated as a new protected disclosure and investigated independently.



8. Awareness & Training:

All employees are made aware of their right to raise discrimination and harassment complaints without adverse consequence through induction training, POSH awareness sessions, and Code of Conduct training. Managers receive specific training on their obligation not to retaliate and on how to respond appropriately when a team member raises a complaint including referring the matter to People Organisation without attempting to resolve it informally in ways that could disadvantage the complainant.

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

Yes, Human rights requirements are formally embedded in Syrma SGS business agreements and contracts across multiple stakeholder categories. This ensures that the Company's human rights commitments extend beyond its own operations to its entire value chain.

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/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.

Syrma SGS treats every safety incident including near misses, first aid cases, medical treatment cases, and lost time injuries, as a learning opportunity that mandates a structured corrective response. It is committed to maintaining a safe and healthy workplace and has established systems for self-driving of identifying, reporting, investigating, and addressing safety-related incidents and workplace hazards like,

- 1) All reported incidents, near misses, and unsafe conditions are investigated to identify root causes and implement corrective and preventive actions.
- 2) Regular safety inspections and audits are conducted across all facilities to identify potential hazards and ensure compliance with safety requirements.
- 3) Safety awareness and job-specific training programmes are conducted periodically for employees and contract workers.
- 4) Engineering controls, machine guarding, ventilation systems, and workplace ergonomics are continuously reviewed and improved wherever required.
- 5) Personal Protective Equipment (PPE) compliance is monitored, and suitable PPE is provided based on risk assessments and requirements.
- 6) Emergency preparedness measures, including mock drills, evacuation exercises, and firefighting training, are conducted regularly.
- 7) Observations and findings from audits and incident investigations are tracked to closure through a structured action-tracking mechanism.
- 8) Potential ergonomic risks arising from repetitive tasks are addressed through workstation improvements, employee awareness, and job rotation where applicable.
- 9) Contractor safety management is strengthened through induction training, supervision, and compliance monitoring and permit to work system.
- 10) Occupational health risks are monitored through periodic health check-ups, workplace exposure assessments, and implementation of appropriate control measures.

- 11) Employee feedback, safety observations, and audit findings are reviewed by management to ensure continual improvement in workplace health and safety performance.
- 12) Observations from periodic Gemba Walks are treated as priority corrective actions given the visibility of leadership attention. Findings are logged, actioned, and reported closed to the Plant Head.

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

No human rights grievances or complaints were received that necessitated any modification or introduction of business processes. Accordingly, no changes were made to existing processes on this account.

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

Scope and coverage of Human Rights due-diligence conducted:

1. Human Rights Policy implementation.
2. Code of Conduct adherence.
3. POSH awareness and compliance.
4. Prevention of child labour and forced labour.
5. Equal opportunity and non-discrimination practices.
6. Health & Safety management systems.
7. Employee grievance and whistleblower mechanisms.
8. Compliance audits and management reviews.

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/No

Yes, our premises/offices 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	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary labour	100
Wages	100
Others- please specify	

We assess only Syrma SGS controlled suppliers. Majority of our suppliers are ISO 45001 certified.

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

No significant risks or concerns were identified arising from assessments of value chain partners that required corrective action. Accordingly, no corrective actions were initiated or are currently underway in this regard.



P6: Businesses should respect and make efforts to protect and restore the environment

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

Whether total energy consumption and energy intensity is applicable to the Company?
Yes/No

Yes

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Unit of reporting
For renewable sources			
Total electricity consumption (A)	11,026.6	455.66	Giga Joule
Total fuel consumption (B)			
Energy consumption through other sources (C)			
Total energy consumed from renewable sources (A+B+C)	11,026.6	455.66	Giga Joule
From non-renewable sources			
Total electricity consumption (D)	88,609.53	87,914.02	Giga Joule
Total fuel consumption (E)	5,892.6	6,009.18	Giga Joule
Energy consumption through other sources (F)			Giga Joule
Total energy consumed from non-renewable sources (D+E+F)	94,502.13	93,923.20	Giga Joule
Total energy consumed (A+B+C+D+E+F)	1,05,528.73	94,378.86	Giga Joule
Revenue from operations (in ₹)	43,67,15,40,000	35,80,78,76,547	INR
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.0000024	0.0000026102	Giga Joule/INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.000049	0.000053927	Giga Joule/INR
Energy intensity in terms of physical output			Giga Joule Per FTE
Energy intensity (optional) – the relevant metric may be selected by the entity			

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. Yes/No

Yes

The Company has obtained independent reasonable assurance on selected ESG disclosures, including relevant environmental and social performance indicators, as reported in the BRSR. The assurance was conducted by Grant Thornton in accordance with applicable assurance standards.

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. Yes/No

No. Syrma SGS does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
i) Surface water	0	0
ii) Ground water	40,002.33	38,666.42
iii) Third party water	48,573.43	35,597.53
iv) Seawater/desalinated water	0	0
v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	88,575.76	74,263.95
Total volume of water consumption (in kilolitres)	26,572.72	74,263.95
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.00000061	0.000002074
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000012	0.0000416
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		

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. Yes/No

Yes

The Company has obtained independent reasonable assurance on selected ESG disclosures, including relevant environmental and social performance indicators, as reported in the BRSR. The assurance was conducted by Grant Thornton Bharat LLP in accordance with applicable assurance standards.

*Previous year's data considered 100% of water withdrawal as consumption based on the reporting methodology followed at that time. The current approach has been refined for improved differentiation between water withdrawal and consumption.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Specify the level of treatment for "With treatment" discharge
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	0	0	-
No treatment	0	0	-
With treatment	0	3,548.5	Change in the reporting method in FY 26
(ii) To Groundwater	0	0	-
No treatment	0	0	-
With treatment	0	0	-
(iii) To Seawater	0	0	-
No treatment	0	0	-
With treatment	0	0	-
(iv) Sent to third-parties	0	0	-
No treatment	0	0	-
With treatment	0	0	-
(v) Others	0	0	-
No treatment	55,606.33	0	-
With treatment	6,396.7	1,773	-
Total water discharged (in kilolitres)	62,003.03	5,321.50	-

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. Yes/No

Yes. Water KPI performance was included within the scope of the reasonable assurance engagement conducted by Grant Thornton Bharat LLP.

Water discharged without treatment was not separately disclosed in the previous reporting period.



5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Yes/No/NA

Yes, Syrma SGS treats wastewater either through captive Sewage Treatment Plants (STPs) or common sewage treatment facilities before safe disposal or reuse. The Company follows regulatory norms to ensure no untreated water is discharged.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the Company? Yes/No

Yes.

Parameter	Please specify the unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	ug/m ³	34.1	38.4
SOx	ug/m ³	28.4	28.4
Particulate Matter	ug/m ³	108.3	53.2
Persistent organic pollutants (POPs)		0	0
Volatile organic compounds (VOC)	ug/m ³	1	1
Hazardous air pollutants (HAP)	ug/m ³	0	0
Others – please specify			

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. Yes/No

Yes

M/s SGS India Pvt. Ltd/M/s Environment Testing Lab

Syrma SGS Technology Limited has been successfully monitoring the ambient air quality parameters as per the State Pollution Control Board's (SPCB)/Central Pollution Control Board (CPCB) criteria at all plants. All parameters remained within Norms of SPCBs/CPCB except Particulate Matter. (We have mentioned the highest value, not the average value, and the Particulate Matter was high during the testing period at the Northern plant location due to the high AQI level in the NCR region.

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

Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the Company? Yes/No

Yes

Parameter	Please specify the unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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	722.42	1,050.68
Total Scope 2 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	17,507	17,189.96
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ ePerINR	0.000000401	0.000000499
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 ePerINR	0.0000082	0.000011
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ ePerUnit		
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ ePerUnit		

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. Yes/No

GHG emission was included within the scope of the reasonable assurance engagement conducted by Grant Thornton Bharat LLP.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Yes/No/NA

Yes, Syrma SGS Technology has taken a project to purchase the Green Energy (Solar Power). Syrma SGS Technology has signed an agreement with Energy Edge for solar power purchase in the Southern region (Chennai Units) for 75 lacs (kWh) units and 29,39,117 kWh procured from Aug 2025 to Mar 2026.

As a part of our commitment to sustainability and reducing our carbon footprint, Syrma SGS Technology continues to explore and implement clean energy solutions. The purchase of Solar Power is a key part of our strategy to reduce our Scope 2 emissions and meet our sustainability targets.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	164.56	181.47
E-waste (B)	36.75	19.50
Bio-medical waste (C)	0.0095	0
Construction and demolition waste (D)	89.53	77.95
Battery waste (E)	1.15	0.45
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	20.426	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	539.14	674.68
Total (A + B + C + D + E + F + G + H)	851.57	954.05
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.000000019	0.0000000266
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.000000040	0.000000006
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
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	463.77	201.43
(ii) Re-used	54.03	77.95
(iii) Other recovery operations		
Total	517.8	279.37
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	1.39
(ii) Landfilling	0	0
(iii) Other disposal operations		
Total	0	1.39



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. Yes/No

Yes

The Company has obtained independent reasonable assurance on selected ESG disclosures, including relevant environmental and social performance indicators, as reported in the BRSR. The assurance was conducted by Grant Thornton Bharat LLP in accordance with applicable assurance standards.

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.

Waste management practices are managed in compliance to ISO 14001 standard. The Company has a valid certification of ISO 14001.

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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any
	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

No.

No 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.).

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 Environmental Impact Assessments of projects undertaken by the entity based on applicable laws.

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/No/NA

Yes

If not, provide details of all such non-compliances, in the following format:

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

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:

a. Name of the area

b. Nature of operations

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Name of the area	Gurugram, Bawal, Bargur, Pune, Bangalore	Gurugram, Bawal, Bargur, Pune, Chennai, Bengaluru, Baddi
Nature of operations	Electronic Manufacturing and services	Electronic Manufacturing and services
Water withdrawal by source (in kilolitres)		
i. Surface Water	0	0
ii. Ground water	5,263.10	38,666.42
iii. Third Party Water	28,230.02	35,597.53
iv. Seawater/desalinated water	0	0
v. Others	0	0
Total volume of water withdrawal (in kilolitres)	33,493.12	74,263.95
Total volume of water consumption (in kilolitres)	10,047.94	27,576.98
Water intensity per rupee of turnover (Water consumed/turnover)	0.000000240	
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
i. Into Surface water	0	0
- No Treatment		
- With treatment – please specify level of treatment		
ii. Into Groundwater	0	0
- No Treatment		
- With treatment – please specify level of treatment		
iii. Into Seawater	0	0
- No Treatment		
- With treatment – please specify level of treatment		
iv. Sent to third - parties	0	0
- No Treatment		
- With treatment – please specify level of treatment		
v. Others		
- No Treatment	20,264.49	41,365.47
- With treatment – please specify level of treatment	3,180.7	5,321.5
Total water discharged (in kilolitres)	23,445.19	46,686.96

To align with the latest regulatory guidance and groundwater resource assessment, the plants covered this year have been identified based on the categorisation of assessment units published in the Central Ground Water Board's (CGWB) National Compilation on Dynamic Ground Water Resources of India, 2025. Previous year's disclosure included the overall water discharge volume.



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. Yes/No

Untreated water is discharged into the common sewerage system operated by local authorities, while treated water is processed through the in house STP (Sewerage Treatment Plant).

2. Please provide details of total Scope 3 emissions & its intensity, in the following format: If Scope 3 emissions & its intensity is applicable? (Y/N)

No

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	Work in progress	Work in progress
Total Scope 3 emissions per rupee of turnover	tCO ₂ ePerINR		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ ePerUnit		

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. Yes/No

NA

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, as the Company does not have any operations in ecologically sensitive zones.

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Solar Power	Third party solar power purchased	29,39,117 Kwh procured from Aug 2025 to Mar 2026 - Cost Saving of 0.4/- per Unit	Agreement done with Energy Edge for power purchase.
2	Refrigerant	R22 Refrigerant phase out and all new installations environment friendly refrigerant.	R22 installation capacity reduced from 14.44 % to 12.20 % of total installed capacity.	
3	VFD for Exhaust	Installed VFD drive for exhaust motor.	Reduced -40% power consumption/day	
4	Air Conditioning	Installation of VRF air conditioner system (36TR) instead of normal ductable units in first floor-8000 sq ft area	Reduced Power Consumption [Saving of 2880 KWH/Month]	
5	Exhaust System	Exhaust -PVA cotting machine exhaust consuming more power.	Replaced with energy efficient axial exhaust fan-750 CFM(0.25kw) - Saved 0.5KW/Hr	

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
6	Cooling Tower	Replaced old cooling Towers with new one to get energy, water saving and better chiller performance.	Reduction of Power Consumption {80%}	
7	Office Area Chiller	Water cooled cassette AC installed instead of VRF AC system.	Reduction of Power Consumption	
8	Water Taps	Sensor taps installed in the urinals and wash basins to reduce the water consumption.	Water Saving	
9	STP	STP treated water used for gardening purposes.	Recycling of Water	
10	Air Pipe Line	Leak proof aluminium piping systems installed for the compressed air line.	Elimination of Air Leakage	
11	Solar Lighting	Solar Street Lights Installed	Saving of 156 KWH/Month	

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link. Yes/No/NA

Yes, the Company has a Business Continuity and Disaster Management framework in place to address potential operational disruptions arising from natural calamities, fire, power failures, cyber security incidents, supply chain disruptions, and other unforeseen events. The framework covers emergency response procedures, crisis management, data backup and recovery systems, IT security controls, periodic mock drills, and preventive safety measures across facilities. The Company also has defined escalation mechanisms and business recovery processes to ensure continuity of critical operations and protection of employees, assets, and stakeholder interests. These systems are periodically reviewed and strengthened in line with business and regulatory requirements.

<https://www.syrmasgs.com/investor-relations/wp-content/uploads/2025/02/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 adverse impact to the environment, arising from the value chain of the entity has been identified.

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

61.5% of the total spend is sourced from suppliers who publish their ESG reports.

8. How many Green Credits have been generated or procured:

Sr. No.	Categories	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
a.	By the listed entity		
b.	By the top ten value chain partners		
	1. Value chain partners by Purchases		
	2. Value chain partners by Sales		

No Green Credits were generated or procured by the Company during the reporting period.



P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

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

Syrma SGS is member of 8 trade affiliations and industry chambers/associations.

a. 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 (State/National/International)
1	ELCINA - Electronic Industries Association Of India	National
2	ESC - Electronics and Computer Software Export Promotion Council	National
3	CII - Confederation of Indian Industry	National
4	ACMA - Confederation of Indian Industry	International
5	AIAG - Automotive Industry Action Group	International
6	IIACC - ndo American Chamber of Commerce	International
7	IPC - Institute of Printed Circuits	International
8	MEDEPC - Mobile and Electronic Devices Export Promotion Council	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	NA

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

Sr. 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	NA	No		NA

P8: Businesses should promote inclusive growth and equitable development

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	NIL		No	No	NIL

As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company.

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1				NA		

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

Syrma SGS engages regularly with local communities through structured CSR interactions and feedback sessions. Grievances or suggestions from community representatives are acknowledged promptly and routed through the Company's grievance redressal process, which is aligned with its Whistleblower Policy and CSR framework. The mechanism ensures timely resolution, with escalation to senior management for unresolved issues.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	7.20	12.66
Directly from within India (Sourced directly from within the district and neighbouring districts)	24.41	32.6

There is a significant increase in the Customer Supplied (T1)/Customer Controlled (T2) spend resulting in a significant drop of 21% in FY26 Syrma SGS Controlled (T3) spend compared to FY25.

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
1. Rural		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	6,16,68,079	11,08,01,450
ii. Total Wage Cost	2,94,48,29,644	2,16,78,46,909
iii. % of Job creation in Rural areas	2.1	5
2. Semi-urban		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	37,97,41,068	18,90,030
ii. Total Wage Cost	2,94,48,29,644	2,16,78,46,909
iii. % of Job creation in Semi-Urban areas	12.9	0.1
3. Urban		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis)	74,21,36,106	76,57,96,354
ii. Total Wage Cost	2,94,48,29,644	2,16,78,46,909
iii. % of Job creation in Urban areas	25.2	35
4. Metropolitan		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1,76,12,84,391	1,28,93,59,074
ii. Total Wage Cost	2,94,48,29,644	2,16,78,46,909
iii. % of Job creation in Metropolitan area	59.8	59

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
NA	NA



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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Tamil Nadu	South Part of Chennai	2200000
2	Haryana, TN,MHA	Entire State Employees (Apprentice under Boat and Naps Scheme)	1025000001

3. Procurement Policy

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

No

b. From which marginalised/vulnerable groups do you procure?

Not applicable. As the BOM & component manufacturers are customer nominated, we don't have a policy

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

Not applicable.

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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	The Company has not owned, acquired, or derived any benefits from intellectual properties based on traditional knowledge during the current financial year. Hence, no benefit-sharing is applicable.	No	No	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

The Company has not been involved in any intellectual property related disputes concerning the usage of traditional knowledge during the current financial year. Hence, no corrective actions were required.

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Community welfare initiatives focused on sanitation, health, and food support	300	70
2	Apprentice (Naps and Boat Scheme)	1000	50

P9: Businesses should engage with and provide value to their consumers in a responsible manner

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

As an EMS Company, Syrma SGS manufactures products in line with customer specifications and primarily interacts with OEM clients rather than end consumers. The Company has a documented procedure for handling customer complaints and feedback, ensuring prompt acknowledgment, root cause analysis, and corrective action. Feedback is addressed through structured communication channels, customer audits, and periodic review meetings to maintain quality and client satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

Complying with the requirements

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

Type of recalls	Number	Reasons for recall
Voluntary recalls	0	NA
Forced Recalls	0	NA

No product recall for safety issue.



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/No/NA

Yes, the Company has established frameworks and policies on cyber security and data privacy risks as part of its ISMS and PIMS implementation. The policies are internally maintained and accessible to relevant stakeholders.

<https://www.syrmasgs.com/investor-relations/codes-and-policies/>

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

During the current financial year, the Company has not reported any data breaches involving customer or business data. Hence, no material impact was observed.

b. Percentage of data breaches involving personally identifiable information of customers

NA

c. Impact, if any, of the data breaches

NA

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

Information on the broad categories of products and services offered by Syrma SGS is available on the official website of the Company: <https://www.syrmasgs.com>. The site outlines our capabilities in healthcare, automotive, industrial, and consumer electronics manufacturing, with indicative examples of the types of devices supported. Detailed product specifications and design-related information are governed by client confidentiality and are made available only through secure, access-controlled platforms managed by each customer.

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

As an EMS company, we manufacture products strictly as per customer specifications and do not directly interact with end consumers. However, the responsibility for informing end users about the safe use of the products and/or services lies with our customers, who incorporate this information into their final products.

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

The proper Standard Operating Procedure (SOP) for the "Business Management System: Process Flow" is available with the Business Development department and implemented. This SOP includes processes for ongoing customer order fulfillment, production scheduling and dispatch, customer relationship development, and notifying customers of any risks of disruption in product delivery.

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) Yes/No/NA

Yes

1. A comprehensive user manual is enclosed with each product, outlining installation procedure, usage guidelines and operational safety guidelines.
2. Safe handling symbols are prominently displayed on product packaging to ensure alignment with regulatory safety requirements.
3. Product sensitive to electrostatic discharge carry an ESD (Electrostatic Discharge) caution label, helping mitigate risks during storage, transportation and assembly.
4. Pallet-level traceability labels include product serial numbers and quantity details to facilitate accurate inventory management, accountability and logistic traceability.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? Yes/No/NA

Yes

While SYRMA SGS Technology Limited does not directly serve end consumers due to B2B nature of its operations, the Company conducts structured customer satisfaction surveys across its major manufacturing facilities. These surveys are designed to assess customer experience, identify service or quality improvement areas and continuously strengthen long term client relationship.



Independent practitioner's reasonable assurance report on Identified Sustainability Information included in Syrma SGS Technology Limited's Business Responsibility and Sustainability Report

To the Board of Directors of Syrma SGS Technology Limited

- We have been engaged to perform a reasonable assurance engagement for Syrma SGS Technology Limited (the 'Company') vide our engagement letter dated 19th March 2026 in respect of non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report (BRSR) listed below (the "Identified Sustainability Information") prepared by the Company's management in accordance with the Criteria stated below. This Identified Sustainability Information is included in the BRSR section in the Annual Report of the Company for the financial year ended March 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental scientists.

Identified Sustainability Information

- The Identified Sustainability Information for the financial year ended March 2026 is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	- Total energy consumption (in Joules or multiples) % of energy consumed from renewable sources - Energy intensity
Water footprint	Principle 6 – 3	- Total water consumption - Water consumption intensity
	Principle 6 – 4	Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	- Greenhouse gas emissions (Scope 1 and Scope 2 emissions) - GHG Emission Intensity (Scope 1 + 2)
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	- Details related to waste generated by the entity (category wise) - Waste intensity - Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations - For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the Company
	Principle 3 – 11	Details of safety related incidents: - Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) - Total recordable work-related injuries - No. of fatalities - High consequence work-related injury or ill-health (excluding fatalities)
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties

- Boundary of the report is limited to Syrma SGS Technology Limited, a standalone entity as on 31 March 2026, covering its Gurgaon Corporate office, Delhi strategy office and 16 factories / manufacturing plants located in India. No subsidiaries are covered under this boundary.
- Our reasonable assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended March 2026 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 opinion thereon.

Criteria

5. The criteria used by the Company to prepare the Identified Sustainability Information is summarised below (hereinafter referred to as 'Criteria'):
 - a. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 ('LODR Regulations') as amended, read with SEBI Master circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11 November 2024, and SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28 March 2025; and
 - b. SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024 read with BRSR Core Reporting Standard formulated by Industry Standards Forum

Management's Responsibilities

6. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified 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

7. 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.

Practitioner's Independence and Quality Control

8. We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) ('IESBA Code') issued by the International Ethics Standards Board for Accountants' ('IESBA'), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and we have and have the required competencies and experience to conduct this assurance engagement.
9. Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements", which requires the firm to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Auditor's Responsibility

10. Our responsibility is to express a reasonable assurance in the form of an opinion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.
11. We conducted our reasonable assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" ("ISAE 3000 (Revised)"), issued by the International Auditing and Assurance Standards Board ("IAASB"). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Criteria.
12. 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 and evaluating the overall presentation of the Identified Sustainability Information.
13. 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.
14. Given the circumstances of the engagement, in performing the procedures listed above, we:
 - a. Conducted physical visits at the following locations of SGS Technology Limited;
 - i. Manesar – 1 manufacturing plant and warehouse complex and
 - ii. Chennai – 1 manufacturing plant for process observation and verification;
 - b. Interviewed senior executives at the aforementioned locations to understand the operational and functional processes, pedagogies and methodologies in place at Syrma SGS Technology Limited;



- c. Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope;
 - d. Evaluated the suitability and application of the Criteria and that the Criteria have been applied appropriately to the subject matter;
 - e. Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc;
 - f. Re-performed calculations to check accuracy of claims;
 - g. Reviewed data from independent sources, wherever available;
 - h. Reviewed data, information about sustainability performance indicators and statements in the report;
 - i. Reviewed and verified information/ data as per the Criteria;
 - j. Reviewed accuracy, transparency and completeness of the information/ data provided
15. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

Exclusions:

Our reasonable assurance engagement scope excludes the following and therefore we do not express an opinion on the same:

- Operations of the Company other than those mentioned in paragraph 2 and 3 above on Scope of Assurance
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., 1 April 2025 to 31 March 2026.
- Data related to the Company's financial performance, strategy and other related linkages expressed in Identified Sustainability Information.
- The statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company.
- Assertions related to Intellectual Property Rights and other competitive issues
- Mapping of the Identified Sustainability Information with reporting frameworks other than those mentioned in Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Opinion

16. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information included in the BRSR for the financial year ended March 2026 is prepared in all material respects, in accordance with the Criteria.

Reaction on use or distribution

17. Our reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than Board of Directors of the Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.

Grant Thornton Bharat LLP

Abhishek Tripathi

Partner

Place: New Delhi

Date: July 29th, 2026