

**Date:** September 03, 2025

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 the Financial Year 2024-25**

**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 2024-25.

Kindly note that the BRSR for the Financial Year 2024-25 also forms part of the Annual Report 2024-25 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.



# Business Responsibility and Sustainability Report



## SECTION A:

### GENERAL DISCLOSURES

#### 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 <sup>th</sup> Floor, Floral Deck Plaza, MIDC Andheri (East), Mumbai, Maharashtra, India - 400093			
5.	Corporate address	Plot No B 27, Phase II, Zone B, MEPZ-SEZ, Tambaram, Chennai, Tamil Nadu, India - 600045			
6.	E-mail	<a href="mailto:compliance@syrmasgs.com">compliance@syrmasgs.com</a>			
7.	Telephone	(+91) 4471728600			
8.	Website	<a href="https://syrmasgs.com/">https://syrmasgs.com/</a>			
9.	Financial year for which reporting is being done		<b>Start date</b>	<b>End date</b>	
		<b>Current Financial Year</b>	2024-04-01	2025-03-31	
		<b>Previous Financial Year</b>	2023-04-01	2024-03-31	
		<b>Prior to Previous Financial year</b>	2022-04-01	2023-03-31	
10.	Name of the Stock Exchange(s) where shares are listed	<b>Sr. No.</b>	<b>Name of the Stock exchange</b>	<b>Description of other stock exchange</b>	<b>Name of the Country</b>
		1	BSE Limited	NA	India
		2	National Stock Exchange of India Limited	NA	India
11.	Paid-up Capital	₹1,78,15,80,120			
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Bhabagrahi Pradhan Sr. General Manager - Secretarial & Compliance <a href="mailto:compliance@syrmasgs.com">compliance@syrmasgs.com</a>			
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).  Whether the company has undertaken reasonable assurance of the BRSR Core? Yes / No	Consolidated Basis  No			
<b>Additional Info (Optional)</b>					
14.	Name of assurance provider		<b>Details</b>		
		Name of company of LLP or firm of assurance provider			
		Name of the assurer			
		Designation of the assurer			
		Date of signing by assurer			

**Additional Info (Optional)**

Not Applicable for this financial year.

**15. Type of assurance obtained****Additional Info (Optional)**

No Assurance done for the reporting year

**II. Products/services****16 Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Computer, electronic, Communication and scientific measuring and control equipment	100

**Additional Info (Optional)**

PS: ESG computation is done for the Indian Factories with exception of Pune and Jodhpur Plant (SJML). factories

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Printed Circuits Board Assembly (PCBA), loading of components onto printed circuit boards; PCBA Box Builds	26104	91.7
2	Manufacture of electronic capacitors, resistors, chokes, coils, transformers (electronic) and similar components	26101	8.0
3	Manufacture of other electronic components n.e.c	26109	0.3

**Additional Info (Optional)****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	16	8	24
International	1	2	3

**Additional Information (Optional)**

National Plants - Tamil Nadu (4), Haryana (6), Himachal Pradesh (2), Karnataka (1), Uttar Pradesh (1), Rajasthan (1), Maharashtra (1)

International Plant - Germany (1)

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

International Offices - United States of America (USA) (1), Germany (1)

PS: ESG computation is done for the Indian factories with exception of Pune and Jodhpur Plant (SJML).

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

Locations	Number
National (No. of States)	28
International (No. of Countries)	46

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

23% (\*on Consolidated basis)

**c. A brief on types of customers**

Our company serves National and International B2B customers in the industrial, consumer electronics, healthcare, automotive, computer, medical, and railways business segments.

**IV. Employees****20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)
<b>Employees</b>								
1.	Permanent (D)	1,159	947	81.70	212	18.29	0	0
2.	Other than Permanent (E)	206	160	77.67	46	22.33	0	0
3.	<b>Total employees (D + E)</b>	<b>1,365</b>	<b>1,107</b>	<b>81.09</b>	<b>258</b>	<b>18.90</b>	<b>0</b>	<b>0</b>
<b>Workers</b>								
4.	Permanent (D)	217	147	67.74	70	32.25	0	0
5.	Other than Permanent (G)	6,674	3,569	53.47	3,105	46.52	0	0
6.	<b>Total workers (F + G)</b>	<b>6,891</b>	<b>3,716</b>	<b>53.92</b>	<b>3,175</b>	<b>46.07</b>	<b>0</b>	<b>0</b>

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	%(D/A)
<b>Differently Abled Employees</b>								
1.	Permanent (D)	4	4	100	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0	0	0
3.	<b>Total differently abled employees (D+ E)</b>	<b>4</b>	<b>4</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Differently Abled Workers</b>								
4.	Permanent (D)	1	0	0	1	100	0	0
5.	Other than Permanent (G)	4	2	50	2	50	0	0
6.	<b>Total differently abled workers (F + G)</b>	<b>5</b>	<b>2</b>	<b>40</b>	<b>3</b>	<b>60</b>	<b>0</b>	<b>0</b>

**21. Participation/Inclusion/Representation of women**

Position	Total (A)	No. and percentage of females	
		No. (B)	%(B/A)
Board of Directors	10	1	10
Key Management Personnel	3	1	33.33

**22. Turnover rate for permanent employees and workers**

Particulars	FY 2024-25 (Turnover rate in current FY)				FY 2023-24 (Turnover rate in previous FY)				FY 2022-23 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employee	22.92	31.42	0	24.54	21.6	34.5	0	24.2	19.9	25.44	0	20.87
Permanent Workers	16.61	8.96	0	14.18	18.2	9.7	0	15.1	18.0	16.0	0	17.14

**Additional Information (Optional)**

Turnover rate added for all units.

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. Names of holding / subsidiary / associate companies / joint ventures**

S. 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	SGS Tekniks Manufacturing Private Limited	Subsidiary	100	Yes
2	Perfect ID India Private Limited	Subsidiary	100	Yes
3	Syrma SGS Electronics Private Limited	Subsidiary	100	Yes
4	Syrma SGS Technology and Engineering Services Limited	Subsidiary	100	Yes
5	Syrma SGS Design and Manufacturing Private Limited	Subsidiary	100	Yes
6	Syrma SGS Technology Inc. (USA)#	Subsidiary	100	Yes
7	Syrma Semicon Private Limited	Subsidiary	100	Yes
8	Syrma Strategic Electronics Private Limited	Subsidiary	100	Yes
9	Syrma Mobility Private Limited	Subsidiary	100	Yes
10	Syrma Johari Medtech Limited (Previously known as Johari Digital Healthcare Limited)	Subsidiary	51	Yes
11	Johari Digital Healthcare Inc*	Subsidiary	51	Yes
12	SGS Infosystems Private Limited*	Subsidiary	100	Yes
13	SGS Solutions GmbH*	Subsidiary	66	Yes

**Additional Information (Optional)**

# Foreign Subsidiary

\*Step down Subsidiary -

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

- b) SGS Infosystems Private Limited is wholly owned subsidiary of SGS Tekniks Manufacturing Private Limited.

-c) SGS Solutions GmbH is foreign subsidiary of SGS Tekniks Manufacturing Private Limited.

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

Yes

(ii) Turnover (in ₹) 22,77,75,00,000

(iii) Net worth (in ₹) 14,97,73,40,000

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 Communities	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	
<b>Communities</b>	Yes	Whistleblower Policy: <a href="https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf">https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf</a>	0	0	NA	0	0	NA	
<b>Investors (Other than shareholder)</b>	Yes	Whistleblower Policy: <a href="https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf">https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf</a>	0	0	NA	0	0	NA	
<b>Shareholders</b>	Yes	Whistleblower Policy: <a href="https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf">https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf</a>	2	0	NA	6	0	NA	
<b>Employees and Workers</b>	Yes	Whistleblower Policy: <a href="https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf">https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf</a>	0	0	NA	0	0	NA	
<b>Customers</b>	Yes	Whistleblower Policy: <a href="https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf">https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf</a>	0	0	NA	0	0	NA	
<b>Value Chain Partners</b>	Yes	Whistleblower Policy: <a href="https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf">https://syrmasgs.com/wp-content/uploads/2021/12/WHISTLEBLOWER-POLICY.pdf</a>	0	0	NA	0	0	NA	
<b>Others (please specify here)</b>					NA	0	0	NA	

## 26. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk 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 Emissions	Opportunity	As a part of ESG policy, Reducing GHG emissions is identified as a priority area for improvement.	On going initiatives such as sourcing Green Energy with energy conservation measures aimed at reduction of overall emission intensity.	Positive. Expected sustainability gains with potential operational benefits.
2	Energy Management	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	Hazardous and E-Waste Management	Opportunity	Tracking waste streams, ensuring disposal through authorized agencies and exploring options to recycle part of waste generated are important focus area.	A waste management procedure in place and is being strengthened to support responsible handling and potential recovery.	Positive. Supports compliance while creating scope for resource optimization.
4	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.
5	Raw Material Sourcing	Risk	Supply Chain constraints can affect availability of required materials and components.	Alternate Supplier Sources have been identified/developed to reduce dependency risk.	Negative. May increase procurement cost during constrained periods.
6	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**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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									<a href="https://www.syrmasgs.com/investor-relations/codes-and-policies/">https://www.syrmasgs.com/investor-relations/codes-and-policies/</a>
2. Whether the entity has translated the policy into procedures. (Yes/No/NA)						Yes			
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. <b>Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	ISMS 27001: 2016, PIMS 27701:2022, POSH, Code of conduct, Whistleblower, Anti-corruption, Biodiversity, Ethic escalation, Anti bribery,	ISO 9001: 2015 (QMS), IATF 16949: 2016, IEC 61340-5-1, ESD 20:20 - 2021	ISO 45001:2018, Local law (factory act 1948), POSH compliances	ISO9001:2015, Customer, CSR, stakeholder guidelines, ISO 50001,	Indian labour law (factory act), Human rights policy, ROHs compliance, REACH declaration	E- waste management rule, Plastic-waste management rules, Biodiversity policy, Bio medical waste agreement	Member of ELCINA, Member of CII, Member of ACMA, Under BRSR compliance	Enrolled under NSDC program, Registered with TAPA, Apprentice Act through BOAT/ NATS/ NAPS. Donation under CSR to recognized trust for Women, Child and Social Codes.	ISO9001: 2015, AS9100D, IRIS22163, ISO13485, TAPA, ISO14001

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. <b>Specific commitment goals and targets set by the entity with defined timelines, if any.</b>	No specific quantified targets have been set under this Principle during the reporting period, however,	Syrma SGS has proposed conducting Life Cycle Assessments (LCAs) for key products by FY28 and aims to reduce packaging material	No specific quantified targets have been set under this Principle during the reporting period, however,	No specific quantified targets have been set under this Principle during the reporting period, however,	Syrma SGS targets to maintain workforce diversity ratio of over 50% women and ensure that 80%	Syrma SGS plans to reduce GHG emissions intensity by 25% by FY30 and set near-term SBTi-aligned targets by July 2026.	No specific quantified targets have been set under this Principle during the reporting period. Syrma SGS is active member	No specific quantified targets have been set under this Principle during the reporting period. Syrma SGS contributes to local communities	No specific quantified targets have been set under this Principle during the reporting period. Syrma SGS ensure value

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	the principle is imbibed in Syrma SGS policies and processes and extended to the value chain. Disclosure through BRSR and Annual Report, Whistle Blower Policy, Code of Conduct, trainings on Ethics	usage by 5% by FY30 through reuse and recycling. Syrma SGS follows IATF 16949, ISO 13485, EN 9100, RoHS/ REACH; like ISO 9001, ANSI/ESD S20.20, and IEC 61340-5-1	Syrma SGS promotes the well being of employees/workers/vendors through different initiatives like health camp, seminar on mental health etc,	the principle is imbibed in Syrma SGS policies and processes and extended to the value chain, like feedback and grievance redressal framework	of employees receive regular ESG-related training.	Additional goals include increasing renewable energy share to 50%, reducing Scope 3 intensity by 10%, lowering water use intensity by 10% by FY30, and reducing waste generation intensity by 0.5% by FY30.	of industry associations like Elcina, Cii, Acma, AIAG, etc and monitors the regulatory frameworks.	through it's CSR project's on education, women empowerment; fight against hunger etc.	to customers by adhering to quality adherence standard like ISO 9001, IATF 16949, ISO 13485, EN 9100. It also promotes feedback and grievance redressal frameworks.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>6. Performance of the entity against the specific commitment goals and targets along-with reasons in case the same are not met.</b>	Although no specific measurable targets were established under this principle for the reporting year, there were no complaints or lapses reported. Syrma SGS remains committed to the highest standards of corporate ethics and governance. Our Code of Conduct, whistle blower mechanisms, and regular ethics training continue to promote a transparent	We continue to uphold globally recognized certifications such as IATF 16949, ISO 13485, and EN 9100, which form the foundation of our commitment to product stewardship and lifecycle integrity. Our strong adherence to product standards—including IATF 16949, ISO 13485, EN 9100, and RoHS/ REACH—underscores this commitment. Additionally, certifications like ISO 9001, ANSI/ESD S20.20, and IEC 61340-5-1 further	Although no quantified targets were set this year, Syrma SGS maintained a strong focus on employee well-being through health camps, wellness check-ups, and mental health sessions across multiple sites. We uphold ISO 45001 standards, comply with labour laws, and enforce policies on anti-slavery, child labour,	Our stakeholder engagement framework remained strong and responsive, with effective feedback and grievance redressal mechanisms providing multiple avenues for stakeholder input. While formal KPIs are yet to be established, Syrma SGS is committed to making its engagement approach increasingly data-driven and inclusive. Regular interactions through customer audits,	Syrma SGS remains committed to gender diversity, aiming for over 50% female representation. In FY 2024–25, women made up 41.58% of the workforce, compared to 45.41% the previous year. While this reflects a decline, corrective measures are being implemented. ESG training coverage is not yet centrally tracked; a monitoring system is planned for FY26.	GHG intensity remained flat despite growth in business. Renewable energy share declined marginally. However company signed for 5 m units of solar power. Water intensity being tracked regularly. Waste intensity being tracked regularly. ISO 14001-certified sites manage environmental risks effectively. A biodiversity policy is in place,	Syrma SGS is a member of key industry associations such as ACMA, ELCINA, CII, IESA, and AIAG. While active policy advocacy has not yet been taken, the company intends to leverage these platforms for future engagement aligned with its ESG priorities.	Though no measurable targets were set, Syrma SGS carried out CSR initiatives focused on education, nutrition, women's empowerment, health, and skill development. Highlights include contributions to IIT Chennai for research, support to Akshaya Patra for mid-day meals, and	No quantified targets were set under P9; however, Syrma SGS maintained strong adherence to product quality and safety through certifications like ISO 9001, IATF 16949, ISO 13485, and EN 9100. Customer feedback and grievance mechanisms remained active, with regular audits and feedback collection.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	and accountable workplace culture across all our locations.	ensure quality assurance and component safety.	equal opportunity, and working hours, supported by robust grievance redressal systems. Reflecting these efforts, Syrma SGS was recognized as a Great Place to Work for the fourth consecutive year.	feedback systems, vendor meets, and employee surveys continued, alongside active participation in Safety Committees and industry forums such as ACMA, ELCINA, and CIL.	We uphold compliance with labour laws and enforce robust policies on human rights, health and safety (ISO 45001), whistle blower protection, and non-discrimination. A supplier-level due diligence framework is currently in development.	ISO 50001 is implemented at select sites for energy efficiency		infra structure upgrades at a government school in Haryana. Health camps, local employment promotion, and skill training were also under taken.	A strong commitment to quality and continuous improvement is upheld.

**Additional Information (Optional)**

The company has a tool to monitor and track progress. The company has registered for SBTi.

**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. As part of our transition to clean energy, we have entered into an agreement to source solar power, which will help reducing our carbon footprint significantly. Registration with the Science Based Targets initiative (SBTi) organization emphasizes our commitment towards climate change. We are in the process of getting our targets aligned with SBTi. We are proud to have been awarded the EcoVadis (Global platform that provides Sustainability ratings) Bronze Medal (which mean part of top 35% companies in the world), a reflection of our performance across key ESG themes, including environment, labour and human rights, ethics, and sustainable procurement. This recognition strengthens our commitment to continuous improvement and transparent sustainability reporting.

Our company has been recognized as one of India’s Best Workplaces™ in Electronics 2025 by Great Place To Work and it shows our people centric approach

Also, we have been certified by Great Place to Work (GPTW) for four consecutive years, with better Trust Index scores yoy achieving 85% during Fy 25

Company has won Asia Best Employer - “Dream Company to work for” in Electronics Manufacturing Services and Excellence in Training

We remain focused on building a sustainable and inclusive organisation.

**Additional Information (Optional)**

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. J. S. Gujral, Managing Director is highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
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**Additional Information (Optional)**

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.	<p>Yes</p> <p>The ESG committee headed by Mr Jasbir Singh Gujral, Managing Director:</p> <ol style="list-style-type: none"> <li>1. Mr Jasbir Singh Gujral, MD</li> <li>2. Mr Satender Singh, CEO</li> <li>2. Mr Ashwani Kumar, President- OPS (North)</li> <li>4. Mr P V N Rao, Chief Sustainability Officer</li> <li>5. Mr Nelson Rajkumar, Chief People Officer</li> <li>6. Mr Kapil Maini, Head Chief Procurement Officer</li> <li>7. Ms Komal Malik*, CS &amp; Compliance Officer (*up to July 30, 2025)</li> </ol>
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**Additional Information (Optional)**

## 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									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies and follow up action</b>	Any other Committee									Annually								
<b>Description of other committee for performance against above policies and follow up action</b>	Company is evolving framework on reporting related per for mances that enables it to take timely actions.																	
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any noncompliances</b>	Any other Committee									Annually								
<b>Description of other committee for compliance with statutory requirements of relevance to the principles and rectification</b>	Company is evolving framework on reporting related performances that enables it to take timely actions.																	

S. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	Yes	Yes	Yes	Yes	NO	Yes	Yes	Yes	Yes
	If yes, provide name of the agency.	TUV, DQS	TUV, DQS	TUV	TUV	--	TUV	ELCINA, CII, ACMA,	Third Party Verification	TUV, DQS

## 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 stagewhere 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)									

**Additional Information (Optional)**

Have answered Ques 1 as Yes, hence 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	1	During the year, the Board of Directors, KMPs and Management Team were actively engaged in various programmes/trainings pertaining to business, regulatory, ESG, safety, etc.	100
Key Managerial Personnel	1	During the year, the Board of Directors, KMPs and Management Team were actively engaged in various programmes/trainings pertaining to business, regulatory requirements, ESG, safety, etc.	100
Employees other than BoD and KMPs	300	6S,Safety ANSI ESD 20.20 Awareness EMS & EHS Awareness of Biomedical Waste Awareness of Hazardous chemical handling Awareness of POSH Awareness On General Safety & Fire Safety Awareness Training for Women Health Basic 5S Awareness Behavioural Based Safety Best Hygiene Practices BP & Diabetics Awareness Carbon of Neturalliting Chemical Handling & Material Handling Core Values Corporate Ethics & Goals Electrical Safety in Electrical Hazards Environmental Sustainability- Intro about Sustainability Erogonomics ERT Training Ethical Behaviour Factory Act First AID Fundamentals of Energy Saving & Ispms Awareness General Awareness	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
		Hazard Identification & Reporting Procedure Hipot & Electrical Checking Handling Importance of Safe Behaviour in BBS Industrial Hygiene ISO 50001 (EnMS) Awareness Knowledge on Audits Labour Laws and Statutory Compliances LOTO Material Handling / Chemical Handling Maternity Benefits Menstrual Hygiene Awareness Mock Drill on Emergency Preparedness & Response MSDS & ROHS Napkin Burning Machine Usage Awareness Natural Disaster Management & Emergency Preparedness Nutrition & Dieting Awareness Oven Curing Procedure Personal Hygiene Awareness PF & ESI Claim Awareness Physiotherapy Session PPE Awareness Procedure for Reporting Incident and Near MISS RBA Awareness Reducing Eye Strain Awareness Roles & Responsibility Awareness Salary Structuring Awareness Security with Scammers Awareness She Care Meeting She Committee Meeting Stage Wise Part Handling Awareness Training on 5'S Training on all HR Policies & Code of Conduct Training on Basic Life Support Training on Cyber Security	

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
Workers	199	Training on Emergency Preparedness and Response Training on Kaizen & Suggestion Understanding Headache Awareness Vision,Mission & Value Women Empowerment Awareness Work to LOTO Training Workplace Discipline Training Workplace Ergonomics World Enviornmental Day Awareness 6S,Safety ANSI ESD 20.20 Awareness EMS & EHS Awareness of Biomedical Waste Awareness of Hazardous chemical handling Awareness of POSH Awareness On General Safety & Fire Safety Awareness Training for Women Health BASIC 5S Awarness Behavioural Based Safety Best Hygiene Practices BP & Diabetics Awareness Carbon Of Neturalliting Chemical Handling & Material Handling Core Values Corporate Ethics & Goals Electrical Safety in Electrical Hazards Environmental Sustainability- Intro about Sustainability Erogonomics ERT Training Ethical Behaviour Factory Act First AID Fundamentals of Energy Saving & lspms Awareness General Awareness Handling of Chemicals Training Hazard Identification & Reporting Procedure Hipot & Electrical Checking Handling Importance of Safe Behaviour in BBS Industrial Hygiene	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
		ISO 50001 (EnMS) Awareness Knowledge on Audits Labour Laws & Statutory Compliances LOTO Material Handling & Chemical Handling Maternity Benefits Menstrual Hygiene Awareness Mock Drill on Emergency Preparedness & Response MSDS & ROHS Napkin Burning Machine Usage Awareness Natural Disaster Management & Emergency Preparedness Nutrition & Dieting Awareness Oven Curing Procedure Personal Hygiene Awareness PF & ESI Claim Awareness Physiotherapy Session PPE Awareness Procedure for Reporting Incident and Near MISS RBA Awareness Reducing Eye Strain Awareness Roles & Responsibility Awareness Salary Structuring Awareness Security With Scammers Awareness She Care Meeting She Committee Meeting Stage Wise Part Handling Awareness Training on 5'S Training on All HR Policies & Code of Conduct Training on Basic Life Support Training on Cyber Security Training on Emergency Preparedness and Response Training on Kaizen & Suggestion Understanding Headache Awareness Vision, Mission & Value Women Empowerment Awareness Work to LOTO Training Workplace Discipline Training Workplace Ergonomics World Environmental Day 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 Settlement Compounding fee	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

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 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

#### Additional Information (Optional)

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

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

#### Additional Information (Optional)

No Directors/KMPs/employees/workers were involved in bribery/corruption both, in FY25 and FY24. Hence, no action was taken by any law enforcement agency.

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

Complaints	FY 2024-25 (Current Financial Year)		FY 2023-24 (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

**Additional Information (Optional)**

## 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
i) Accounts payable x 365 days (in Mn)	57,46,508.9	44,64,840.6
ii) Cost of goods/services procured (in Mn)	29,314.72	25,071.2
iii) Number of days of accounts payables	196	178

**Additional Information (Optional)**

## 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 &amp; investments, with related parties, in the following format

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	
Concentration of Purchases	a. (i) Purchases from trading houses	16,63,49,019	16,55,32,685	
	(ii) Total purchases	27,62,28,95,767	28,68,41,20,000	
	(iii) Purchases from trading houses as % of total purchases	0.60	0.58	
	b. Number of trading houses where purchases are made from	9	8	
	c. (i) Purchases from top 10 trading houses	(ii) Total purchases from trading houses	16,63,49,019	16,55,32,685
		(iii) Purchases from top 10 trading houses as % of total purchases from trading houses	100	100
Concentration of Sales		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	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 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Share of the RPTs in	a. i) Purchases (Purchases with related parties)	7,12,30,000	79,76,939
	ii) Total Purchases	27,62,28,95,767	28,68,41,20,000
	iii) Purchases (Purchases with related parties as % of Total Purchases)	0.26	0.03
	b. i) Sales (Sales to related parties)	39,81,30,000	53,09,87,013
	ii) Total Sales	37,87,19,33,000	32,12,44,50,000
	iii) Sales (Sales to related parties as % of Total Sales)	1.05	1.65
	c. i) Loans & advances given to related parties	0	0
	ii) Total loans & advances	0	0
	iii) Loans & advances given to related parties as % of Total loans & advances	0	0
	d. i) Investments in related parties	0	0
	ii) Total Investments made	8,03,10,000	6,40,10,000
	iii) Investments in related parties as % of Total Investments made	0	0

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

**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
10	3	38

**Additional Information (Optional)**

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

**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 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	2.69	1.25	EV chargers, batteries, motor controllers and various other technologies for variety of products
Capex	4.65	1.65	EV Vehicles adoption, low-GWP AC refrigerants, RLNG supply & installation, fire suppression systems, technology platforms

### Additional Information (Optional)

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

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?

65.7 % 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.

- Plastics (including packaging).
- E-waste
- Hazardous waste
- Other waste

Syrma SGS operates as a B2B EMS provider, supplying components and assemblies to OEM and other businesses. As a contract manufacturer, Syрма 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.

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?

Not Applicable

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

As a B2B services company, Syрма 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 minimize 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.
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### Additional Information (Optional)

It's a part of company's ESG Near term goal and is planned for subsequent years.

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
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**Additional Information (Optional)**

We have plans to undertake Life Cycle Assessments (LCA) in the near future to better understand the environmental and social impacts associated with our products across relevant stages of their life cycle.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Packaging Cartonboxes	20	20

**Additional Information (Optional)**

All the electronics are purchased from Manufacturers through authorized 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 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)				120	0	0
E-Waste		NA		15.88	0	0
Hazardous Waste				0	0	6.29
Other Waste (Edit here)				419.72	212.65	5.14

**Additional Information (Optional)**

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.

We clarify that the data reported in FY 2023–24 was based on waste from our manufacturing operations, not from end-of-life product reclamation as intended by this question. This has been corrected for FY 2024–25, where no data is reported as Syrma SGS does not reclaim products or packaging at end of life.

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
Recycled packaging material for 50% of automotive suppliers.	20

**Additional Information (Optional)**

We are using recyclable packaging bins for supplying FGs to domestic customers and reusing the bins.

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	
		No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	947	884	93.34	934	98.62	-	-	762	80.46	0	0
Female	212	196	92.45	205	96.69	135	63.67	-	-	13	6.13
Other	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,159</b>	<b>1,080</b>	<b>93.18</b>	<b>1,139</b>	<b>98.27</b>	<b>135</b>	<b>11.64</b>	<b>762</b>	<b>65.74</b>	<b>13</b>	<b>1.12</b>
<b>Other than Permanent employees</b>											
Male	160	8	5	34	21.25	-	-	12	7.5	0	0
Female	46	4	8.69	13	28.26	9	19.56	-	-	9	19.56
Other	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>206</b>	<b>12</b>	<b>5.82</b>	<b>47</b>	<b>22.81</b>	<b>9</b>	<b>4.36</b>	<b>12</b>	<b>5.82</b>	<b>9</b>	<b>4.36</b>

#### 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	
		No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)	No.(E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	147	94	63.94	86	58.50	-	-	69	46.93	0	0
Female	70	37	52.85	43	61.42	29	41.42	-	-	5	7.14
Other	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>217</b>	<b>131</b>	<b>60.36</b>	<b>129</b>	<b>59.44</b>	<b>29</b>	<b>13.36</b>	<b>69</b>	<b>31.797</b>	<b>5</b>	<b>2.30</b>
<b>Other than Permanent workers</b>											
Male	3,569	44	1.23	1,959	54.88	-	-	1285	36.00	0	0
Female	3,105	0	0	2,514	80.96	1,964	63.25	-	-	146	4.70
Other	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>6,674</b>	<b>44</b>	<b>0.65</b>	<b>4,473</b>	<b>67.02</b>	<b>1,964</b>	<b>29.42</b>	<b>1,285</b>	<b>19.25</b>	<b>146</b>	<b>2.18</b>

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 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))	19,61,70,221	5,94,75,528
ii) Total revenue of the company	37,16,76,00,000	23,42,00,00,000
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.53	0.25

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	90.86	Yes	100	100	Yes
Gratuity	100	77.49	Yes	100	100	Yes
ESI	14.73	87.35	Yes	17.5	92	Yes
Others – please specify	0	0				

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.

**Additional Information (Optional)**

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 is committed to providing an inclusive and equitable workplace for all employees, in line with the Rights of Persons with Disabilities Act, 2016. Our Equal Employment Opportunity Policy ensures a non-discriminatory environment that promotes diversity and inclusion across the organization. The policy can be accessed at:

<https://syrmassgs.com/wp-content/uploads/2023/12/Equal-Employment-Opportunity.pdf>

**Additional Information (Optional)**

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	100	92.85	100	100
Female	50	100	100	100
Other	0	0	0	0
Total	98	93	100	100

**Additional Information (Optional)**

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	The Company has a HED policy manual. Where we have grievance handling procedure. To provide a mechanism for employees to raise a grievance arising from their employment and at workplace. This policy will ensure that such grievances are dealt with promptly, fairly in accordance with other related policies of the organisation. All grievances shall be received through either through phone, mail or letter.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	1,159	0	0	1,146	0	0
Male	947	0	0	916	0	0
Female	212	0	0	230	0	0
Other	0	0	0	0	0	0
Total Permanent Workers	217	0	0	175	0	0
Male	147	0	0	109	0	0
Female	70	0	0	66	0	0
Other	0	0	0	0	0	0

## 8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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)
<b>Employees</b>										
Male	1,107	1,107	100	586	52.93	1,007	189	18.76	242	24.03
Female	258	258	100	102	39.53	249	74	29.71	77	30.92
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1,365</b>	<b>1,365</b>	<b>100</b>	<b>688</b>	<b>50.40</b>	<b>1,256</b>	<b>263</b>	<b>20.93</b>	<b>319</b>	<b>25.39</b>
<b>Workers</b>										
Male	3,716	3,716	100	3,716	100	3,739	645	17.25	1,680	44.93
Female	3,175	3,175	100	3,175	100	3,699	668	18.05	945	25.54
Other	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>6,891</b>	<b>6,891</b>	<b>100</b>	<b>6,891</b>	<b>100</b>	<b>7,438</b>	<b>1,313</b>	<b>17.65</b>	<b>2,625</b>	<b>35.29</b>

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1,107	987	89.16	1,007	944	93.74
Female	258	209	81.08	249	233	93.57
Other	0	0	0	0	0	0
<b>Total</b>	<b>1,365</b>	<b>1,196</b>	<b>87.61</b>	<b>1,256</b>	<b>1,177</b>	<b>93.71</b>
<b>Workers</b>						
Male	3,716	1,760	47.36	3,739	101	2.70
Female	3,175	992	31.24	3,699	56	1.51
Other	0	0	0	0	0	0
<b>Total</b>	<b>6,891</b>	<b>2,752</b>	<b>39.93</b>	<b>7,438</b>	<b>157</b>	<b>2.11</b>

**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.

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

Yes

Workers can report hazards via dedicated channels such as safety committees, incident reporting registers, and EHS representatives. 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) Yes / No / NA**

Yes

Employees and workers benefit from annual health screenings, periodic health camps, on-site first aid facilities, access to a doctor and nursing staff at plants, as well as wellness initiatives such as yoga sessions 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.1
	Workers	0.01	2
Total recordable workrelated injuries	Employees	0	0
	Workers	2	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence workrelated 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. The organization has conducted ISO 14001:2015 & ISO 45001:2018 (OH&SMS) assessments at all the plants.
2. Regular safety walks and mock fire drills are conducted at the plants by the Safety Officer at regular intervals, including during night shifts. We also perform annual safety audits.
3. The organization has established first aid centres across plants as well as trained first aiders, trained fire fighters, Doctor on panel & Nursing Staff.
4. The organization also conducts health checkups for its employees and workers while onboarding and health camps/ check ups are also organized at a plant level periodically.
5. External Safety audit arranged with the competent authority.
6. Organised Yoga capms & Health / hygiene awareness for all employees.
7. Ensured cleanliness and hygiene in the workplace.
8. We have a safety committee and following all the guidelines as per the statutory requirements.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (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		0	0	Nil
Health & Safety	0	0		0	0	Nil

**Additional Information (Optional)**

We have grievance redressal mechanism.

## 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%

**Additional Information (Optional)**

## 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 &amp; safety practices and working conditions.

During the assessed year, two minor incidents were reported. Corrective and preventive actions were duly implemented and reviewed by the management. The Company continues to systematically update and evaluate its risk management framework.

## 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).

For both category, company have coverage of life insurance.

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

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

- We 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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Indicate input material	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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	2	0	0

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

Yes

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 have grievance redressal mechanism.

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. Corrective Action:

Establish a formal procedure to ensure Self-Contained Breathing Apparatus (SCBA) units are strategically placed at all critical locations, including entry/exit gates. Designate responsible personnel to verify the visibility, accessibility, and operational readiness of SCBAs during routine inspections. Conduct periodic safety training to reinforce awareness of proper SCBA placement and the importance of maintaining readiness for emergency use.

B. Corrective Action:

Implement a standardized process to continuously display emergency response roles and responsibilities in the control room. Ensure all relevant personnel are trained on their specific roles during emergencies and are informed of the exact location of these postings. Conduct regular audits to verify that the information is accurately displayed, clearly visible, and kept up to date.

C. Corrective Action:

Develop and enforce a scheduled inspection and maintenance program for all fire hydrants and valves. Clearly assign responsibility to a designated team or individual to conduct checks and confirm functionality. Utilize a standardized checklist during each inspection to document the operational status and ensure that all fire hydrants are unobstructed, functional, and compliant with safety standards.

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 recognizes 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 & Marginalized 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	Periodic / Need Basis	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	Periodic	Quarterly/ 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	Annual/Need based	Others - please specify	Annual/Need based	Performance Updates
Employees and Workers	No	Website	Email	Quarterly	Annual/Need based	Performance Updates

Stakeholder Group	Whether identified as Vulnerable & Marginalized 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.Customer portals - 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, on-time delivery, and cost competitiveness Scope: Covers technical, commercial, operational, and regulatory aspects
Value Chain Partners	No	E-mail	Phone/calls, Video conferencing, Customer portals, Website, In person meeting, message App i.e. WhatsApp for quick update.	Others - please specify	As needed	The purpose of engaging with value chain partners is to build a resilient, efficient, and compliant supply and distribution ecosystem that supports business continuity, quality standards, and customer satisfaction.
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	As needed	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.**

The Company’s management maintains regular engagement with key stakeholders, including communities, investors, customers, suppliers, and employees. To ensure structured and effective consultation on economic, environmental, and social matters, the Company has established dedicated committees such as the Risk Management Committee, Stakeholder Relationship Committee, and CSR Committee.

These committees are responsible for 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

At Syrma SGS, stakeholder consultation is actively used to support the identification and management of environmental and social topics. These consultations are conducted through structured channels such as customer audits, supplier engagement forums, employee engagement forums, ESG awareness programmes, and community outreach programs.

Supplier Engagement through Suppliers Meet

Town Hall with the employees

AGM with all investors

Environmental Management (ISO 14001)

Customer audits

Energy conservation measures (ISO 50001)

Employee Health and Safety (ISO 45001) OSAS

Ecovadis, Bronze medal

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

Communities: To facilitate access to legal assistance for marginalized groups, the Company’s CSR team, in collaboration with an implementation agency, provided free legal support to victims of abuse from underprivileged communities in urban and peri-urban areas.

Access to Nutrition and Healthcare -Communities: As part of its efforts to promote healthy childhood development, the Company, through its CSR programme, funded the provision of nutritious meals to approximately 1004 children enrolled in government and government-aided schools.

**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 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1,159	1,159	100	1,146	703	61.34
Non- Permanent	206	206	100	110	110	100
<b>Total Employees</b>	<b>1,365</b>	<b>1,365</b>	<b>100</b>	<b>1,256</b>	<b>813</b>	<b>64.72</b>

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Workers</b>						
Permanent	217	217	100	175	99	56.57
Non- Permanent	6,674	6,674	100	7,263	4,655	64.09
<b>Total Workers</b>	<b>6,891</b>	<b>6,891</b>	<b>100</b>	<b>7,438</b>	<b>4,754</b>	<b>63.91</b>

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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)
<b>Employees</b>										
<b>Permanent</b>	1,159	0	0	1,159	100	1,146	7	0.61	1,139	99.38
Male	947	0	0	947	100	916	1	0.10	915	99.89
Female	212	0	0	212	100	230	6	2.60	224	97.39
Other	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	206	103	50	103	50	110	1	0.90	109	99.09
Male	160	82	51.25	78	48.75	91	1	1.09	90	98.90
Female	46	21	45.65	25	54.34	19	0	0	19	100
Other	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	217	68	31.33	149	68.66	175	0	0	175	100
Male	147	36	24.49	111	75.51	109	0	0	109	100
Female	70	32	45.71	38	54.28	66	0	0	66	100
Other	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	6,674	3,574	53.55	3,100	46.44	7,263	3,423	47.12	3,840	52.87
Male	3,569	1,505	42.16	2,064	57.83	3,630	1,419	39.09	2,211	60.90
Female	3,105	2,069	66.63	1,036	33.36	3,633	2,004	55.16	1,629	44.83
Other	0	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	12,50,000	1	7,80,000	0	0
Key Managerial Personnel	3	1,34,89,942	1	41,36,316	0	0
Employees other than BoD and KMP	1,107	8,51,934	258	5,49,647	0	0
Workers	3,716	1,53,877	3,175	1,60,989	0	0

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females	65,29,49,245	62,54,58,562
<b>Total wages</b>	<b>2,16,78,46,909</b>	<b>2,02,02,14,994</b>
Gross wages paid to females as % of total wages	30.11	30.96

\*Executive Chairman & Managing Director forms part of both BOD and KMP.

\*\*Includes Chief Executive Officer, Chief Financial Officer and Company Secretary.

**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, the company has a committee responsible for addressing human rights impacts to deal with human rights issues.

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

We have a Grievance Redressal Policy aimed at providing employees with a structured mechanism to raise concerns related to their employment and workplace. The policy ensures that all grievances are addressed promptly and fairly, in alignment with the organisation's related policies.

All grievances can be submitted via phone, mail, or letter.

For intradepartmental grievances, the immediate supervisor or reporting manager will address the issue. In the case of interdepartmental grievances, the immediate supervisor or reporting manager will escalate the matter to the Functional Head. The Functional Head will discuss the grievance with the Functional Head of the employee involved and address the concerns accordingly. If the grievance pertains to personal matters regarding an individual, the Functional Head may decide to involve the Head of Human Resources for further intervention.

For any major grievances, discussions will be recorded and managed by the Head of Human Resources (HED). The HED will also consult with the concerned Functional Head and Head of Department (HOD) for all significant grievances or complaints. Major grievances will be handled with a thorough inquiry, and judgments will be based on the findings of the proceedings.

Minor grievances will not be formally recorded unless the aggrieved employee requests to have them documented or submits a letter regarding the issue. These minor grievances will be resolved within 7 working days, while major grievances will be addressed within 15 working days. Management will always refer to Syрма SGS's Standing Orders for guidance on all grievance-related matters.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (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	3,433	3,948
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 maintains a fair mechanism intended to prevent adverse consequences to complainants in discrimination or harassment matters. Employees can raise concerns directly with management or escalate them to the designated committee responsible for handling such cases.

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

Yes

**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

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

No such corrective actions have been imposed for the year.

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

There are no complaints / grievances, therefore no need of modification.

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

Respecting human rights is a fundamental part of Syрма SGS’s responsibility as a company and is vital to operate our business sustainably. Syрма SGS is committed to respect fundamental human rights in our operations, our value chain, and in the communities where we operate. We seek to avoid complicity in human rights abuses and to use our influence to promote the fulfilment of human rights.

**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 and 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

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

No such corrective actions were imposed for the year.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Unit of reporting
<b>For renewable sources</b>			
Total electricity consumption (A)	4,55,659.2	4,78,919	Megajoule
Total fuel consumption (B)	0	0	Megajoule
Energy consumption through other sources (C)		0	
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>4,55,659.2</b>	<b>4,78,919</b>	<b>Megajoule</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	8,79,14,024.64	7,10,21,816	Megajoule
Total fuel consumption (E)	60,09,175.92	36,77,421	Megajoule
Energy consumption through other sources (F)		0	
<b>Total energy consumed from nonrenewable sources (D+E+F)</b>	<b>9,39,23,200.56</b>	<b>7,46,99,237</b>	<b>Megajoule</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>9,43,78,859.76</b>	<b>7,51,78,156</b>	<b>Megajoule</b>
Revenue from operations (in ₹)	3,580.78	2,976.17	INR
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	25,652.94	25,259.99	Megajoule Per INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.05	0.05	
Energy intensity in terms of physical output	NA	NA	
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

No

For the calculation of revenue per Crore -adjusted for Purchasing power parity (PPP), the conversion factor as per IMF website (Source:<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) has been considered.

## 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 facility or site at any area identified under 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
i) Surface water	0	0
ii) Ground water	38,666.420	26,496
iii) Third party water	35,597.53	30,409
iv) Seawater / desalinated water	0	0
v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>74,263.95</b>	<b>56,905</b>

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total volume of water consumption (in kilolitres)	74,263.95	56,905
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	20.7	19.12
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.04	0.04
Water intensity in terms of physical output	NA	NA
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**

No

The water is mainly used for domestic consumption and the same is circulated through STP.

Water intensity per rupee of turnover (Total water consumption / Revenue from operations) per Crore.

For the calculation of revenue per Crore -adjusted for Purchasing power parity (PPP), the conversion factor as per IMF website (Source:<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) has been considered.

**4 Provide the following details related to water discharged:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Specify the level of treatment for "With treatment" discharge
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) To Surface water	0	0	-
- No treatment	0	0	-
- With treatment	3,548.5	4,652.3	
(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	0	0	-
- With treatment	1,773.0	1,858.9	
<b>Total water discharged (in kilolitres)</b>	<b>5,321.50</b>	<b>6,511.2</b>	-

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

No

**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

Parameter	Please specify the unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	ug/m3	38.40	21.59
SOx	ug/m3	22.10	22.10
Particulate Matter	ug/m3	53.2	41.66
Persistent organic pollutants (POPs)	ug/m3	0	0
Volatile organic compounds (VOC)	ug/m3	1	1
Hazardous air pollutants (HAP)	ug/m3	0	0
Others – please specify	ug/m3		

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 ambient air quality parameters as per the State Pollution Control Board's (SPCB) / Central Pollution Control Board's (CPCB) criteria at all plants. All parameters remained within norms of SPCBs / CPCBs. (We have mentioned the highest value not Average).

**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**

Parameter	Please specify the unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	1,050.68	747
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	17,189.86	14,125
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e Per INR	4.99	4.97
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 <sub>2</sub> e Per INR	0.11	0
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> e Per Unit	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e Per Unit	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency. Yes / No

No

For the calculation of revenue per Crore -adjusted for Purchasing power parity (PPP), the conversion factor as per IMF website (Source:<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) has been considered.

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

Yes

The company has signed agreement for sourcing 5 million units (50 lakh units) of green energy (solar). The company is implementing multiple initiatives to reduce its greenhouse gas (GHG) emissions across operations, energy use, and mobility. Key measures include:

1. Energy Efficiency
  - Company-wide switchover to LED lighting to reduce electricity consumption.
2. Low-GHG Cooling
  - Transition to R124A-type lower GHG refrigerant air conditioning systems (as applicable) to reduce climate impact from cooling loads.
3. Renewable & Low-Carbon Energy
  - Agreement signed to source ~5 million units (50 lakh units) of solar-based green energy to displace conventional grid power and lower Scope 2 emissions.
  - Solar rooftop systems installed / in rollout phase at select facilities.
  - Broader green energy sourcing strategy under implementation.
  - CNG-based energy sourcing used in applicable operations to reduce emissions relative to conventional liquid fuels.
4. Low-Emission Transport
  - EV vehicle sourcing to progressively decarbonize site / support fleet movement.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	181.47	121.67
E-waste (B)	19.50	14.93
Bio-medical waste (C)	0	14.69
Construction and demolition waste (D)	77.95	105.09
Battery waste (E)	0.45	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	674.68	533.93
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>954.05</b>	<b>790.31</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.266	0.26
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.06	0
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	201.46	138.05
(ii) Re-used	77.95	4.75
(iii) Other recovery operations	0	0
<b>Total</b>	<b>279.41</b>	<b>142.8</b>

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	1.39	7.92
(ii) Landfilling	0	5.5
(iii) Other disposal operations	0	0
<b>Total</b>	<b>1.39</b>	<b>13.42</b>

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

No

For the calculation of revenue per Crore -adjusted for Purchasing power parity (PPP), the conversion factor as per IMF website (Source:<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>) has been considered.

- 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 got 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
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#### Additional Information (Optional)

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
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- 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 noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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**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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Name of the area	Chennai, Gurugram, Bengaluru, Baddi, Bawal, Bargur	Chennai, Gurugram, Bengaluru, Baddi, Bawal, Bargur
Nature of operations	Electronic Manufacturing and services	Electronic Manufacturing and services
<b>Water withdrawal by source (in kilolitres)</b>		
i. Surface Water	0	0
ii. Ground water	38,666.42	26,496
iii. Third Party Water	35,597.53	30,409
iv. Seawater / desalinated water	0	0
v. Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>74,263.95</b>	<b>56,905</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>29,705.58</b>	<b>56,905</b>
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
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	41,365.47	31,198.7
- With treatment – please specify level of treatment	5,321.50	6,511.2
<b>Total water discharged (in kilolitres)</b>	<b>46,686.97</b>	<b>37,709.9</b>

Additional Comments - It's a domestic waste. Last year the discharge data was not shown separately

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

No

Untreated water is discharged into the common sewerage system operated by local authorities, while treated water is processed through the in-house STP (Sewage 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)**

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	NA	NA
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> ePerINR	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> ePerUnit	NA	NA

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

No

We are in the process of baselining Scope 3 emissions

**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:**

S. 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	DI Water	In-house generation of DI water in Manesar 1 plant	Cost Saving Per Month =13,500	-
2	Dual Fuel system	PNG gas is being use by Dual Fuel system-Bawal -1 & MNSR -1	Diesel consumption 30% – 40% and PNG consumption 60% – 70% depending on the load.	-
3	VRV air conditioning system	Replace the old AC system on the second floor of the store with an energy-efficient VRV system-MNSR-1	Energy saving by approximately 20–30% & temperature control	-
4	CPCB-IV	New Diesel Generator with CPCB-IV compliance installed-Gurgaon A3 Perfect Id	8–12% improvement due to advanced combustion systems and less carbon emissions.	-
5	Automatic power factor controller	Automatic power factor controller installed and maintained PF at 0.98 and above-all plants.	Electricity Savings 5–10%	-
6	LED Lights	Energy-efficient LED lighting is installed -Baddi,Bawal 1.2, MNSR-1 Perfect ID	36% less power consumption. 2,26,138 Kwhr savings during FY 25	-
7	BLDC fan	Energy-efficient BLDC fan (Ceiling Fan) installed-Baddi	LDC ceiling fan consumes up to 60–70% less electricity compared to conventional fans	-

S. 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
8	VFD Air compressor	VFD air compressors are installed in plants 1,2 and plant 3 at 30% energy savings.-Chennai Plant 1,2,3 & Bawal Plant.2,	30 % savings from the overall consumption, 1,78,017 Kwhr savings during FY 25	-
9	Occupancy sensor	Occupancy sensors are installed in the visitor room, meeting rooms, dining area lights, and visitor / meeting room AC system. -Chennai Plant 1,3	Unwanted usage of light and AC avoided due to this automatic off when people not in that area.	-
10	VFD AHU	Energy-efficient plug fan AHU with VFD is installed-Bawal Plant-2,MNSR 1	25% to 45% savings in electricity	-
11	Usage of LCD monitors	Usage of LCD monitors (energy-efficient) and laptops in place of CRT monitors. -All plants.	More than 50% power cost reduced.	-
12	Solar street light	Solar streetlights were installed in the outer area and roadside Bargur 1,2	1,800 Kwhr savings during the FY 25	-
13	Temperature and Humidity	Temperature and Humidity monitoring at every 4 Hrs All Plants.-	Improved Environmental Control	-
14	STP for water treatment	STP used to reuse the treated water for the gardening at -Bargur 1,MNSR-2,NOIDA	17.73 KL treated and used for gardening during FY 25	-
15	Rainwater harvest	Rainwater harvesting and maintaining ground water levels reduce water pump power usage. -Chennai Plant 1,2,3	Ground water level maintained and no need to purchase the water. Inhouse bore well water sufficient for all plants.	-

**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 implemented a Business Continuity Plan (BCP) that addresses potential risks such as loss of facility access, equipment failures, and supply chain disruptions. The BCP incorporates both a Disaster Management Plan and a Risk Mitigation Plan, with all identified risks reviewed and updated regularly to reflect changing conditions. It ensures data security by maintaining up-to-date backups on remote servers. Additionally, the plan is supported by annual reviews focused on risk identification, analysis, control, and monitoring. Emergency preparedness is reinforced through periodic BCP drills that simulate real-life emergency scenarios, helping assess and enhance the effectiveness of the response strategy.

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

65.7% of the total spend is sourced from suppliers who publish their ESG reports.

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.

- 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.

S. 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.	CII TN CEO Forum	National
5.	ACMA - Confederation of Indian Industry	International
6.	AIAG (selective units) - Automotive Industry Action Group	International
7.	IPC	International

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

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

Additional Information (Optional)

3 Details of public policy positions advocated by the entity:

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

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

Additional Information (Optional)

As per applicable laws, SIA is not applicable for any of the project taken 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:

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Directly sourced from MSMEs/ small producers	12.66	11.74
Directly from within India (Sourced directly from within the district and neighbouring districts)	32.6	22.58

**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.**

<b>Location</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
<b>1. Rural</b>		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	11,08,01,450	12,04,49,363
ii. Total Wage Cost	2,16,78,46,909	1,49,77,68,822
iii. % of Job creation in Rural areas	5	8
<b>2. Semi-urban</b>		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	18,90,030	0
ii. Total Wage Cost	2,16,78,46,909	0
iii. % of Job creation in Semi-Urban areas	0.1	0
<b>3. Urban</b>		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	76,57,96,354.7	71,97,34,470.6
ii. Total Wage Cost	2,16,78,46,909	1,49,77,68,822
iii. % of Job creation in Urban areas	35	48
<b>4. Metropolitan</b>		
i. Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	1,28,93,59,074	65,75,84,988
ii. Total Wage Cost	2,16,78,46,909	1,49,77,68,822
iii. % of Job creation in Metropolitan area	59	44

Details added and revised as per actual data and updated guidelines of BRSR.

<b>Details of negative social impact identified</b>	<b>Corrective action taken</b>
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Syrma SGS’s operations do not fall under the scope of mandatory Social Impact Assessments (SIA). Nevertheless, the company acknowledges its social footprint and proactively addresses it through various initiatives. These include promoting local hiring near its facilities, maintaining robust workplace health and safety protocols, and implementing CSR programs in neighbouring communities with a focus on education, skill development, and healthcare. Together, these efforts reflect the company’s broader commitment to inclusive and equitable growth.

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Nil	Nil	0

3 Procurement Policy

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

Yes / No / NA

No

- b. From which marginalized /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 beneficiaries of CSR Projects:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	No Patents owned or filed	No		

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
IT/Quality	Our entity has not received any adverse orders in intellectual property-related disputes involving the usage of traditional knowledge during the current financial year.  As such, no corrective actions have been required or are currently underway in this context.	no corrective actions have been required or are currently underway in this context.

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Eradicating hunger, poverty and malnutrition	1,004	100
2	Women empowerment	50	100
3	Education, skill development,	800	100
4	Skill development and women empowerment	50	100
5	Legal support to women	300	100

**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%

All our products carry relevant standard requirements.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		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	38,152	BLDC fans were not functioning correctly/ misbehaving due to PCBA's fault supplied by Syrma SGS
Forced Recalls	0	-

**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 entity has a defined framework and policy on cybersecurity and data privacy risks. The policy outlines measures for data protection, threat detection, incident response, and compliance with applicable regulations.

[ISPMS-027 ISPMS PROCEDURE FOR DATA PROTECTION POLICY REV C.pdf](#)

**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.**

Yes, corrective actions have been taken or are underway in the following areas:

Cybersecurity & Data Privacy: Strengthened security controls, implemented endpoint protection (CrowdStrike), and updated privacy policies to ensure

Product/Service Safety: No product recalls, but quality checks have been enhanced to prevent issues.

Regulatory Actions: Minor observations from regulators were addressed through timely corrective actions.

**7 Provide the following information relating to data breaches:****a. Number of instances of data breaches**

There is no data breach.

**b. Percentage of data breaches involving personally identifiable information of customers****c. Impact, if any, of the data breaches****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.**

Syrma SGS has established robust mechanisms to ensure timely communication with its customers in the event of any potential disruption or discontinuation of essential services. Customers are informed in advance through official channels such as email and direct contact by Business Development/Programme manager in case of anticipated delays or disruptions in delivery, production, or service continuity. Business Development Managers and Programme Managers act as the primary touchpoints for customers, ensuring regular updates and transparent communication. Alternate supply plans are shared as part of our contingency preparedness. Our Business Continuity Plans (BCP) and Risk Management Framework are periodically updated to assess and mitigate any risk that may affect service 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

SYRMA SGS voluntarily discloses product-level information beyond what is mandated under local laws. These disclosures are designed to promote safety, traceability and ease of use for downstream partners, contract manufacturers, and integers across our supply chain. Key details provide includes: -

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 includes product serial numbers and quantity details to facilitate accurate inventory management, accountability and logistic traceability.

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

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.